

ECT Teacher

Candidate Pack

Salary: M1—M6 Teachers
payscale (£32,916—£45,352)

Contract Type: Full Time

Contract Term: Fixed Term
(1 year contract)

Location: Pennywood
Drive, Prescot, L35 3TX



HALSNEAD
Primary School

Early Career Teacher

Salary

M1—M6

Hours

Full time

Contract Type

Fixed term 1 year—07/09/26 start date

Closing Date

Monday 24th August 2026

About us:

At Halsnhead, we believe that we can only do our very best when we work together in genuine partnership with you and the wider community. Our school vision is to create a community where we all belong, achieve and thrive. This is the beginning of a special partnership between children, staff, parents, governors and the wider community. Our school is a special place full of learning, laughter and friendship, where everyone is happy, feels safe and is valued. We enjoy the present but look to the future and aspire to equip our children with the skills, curiosity and resilience they need to continue learning throughout their lives. Our children deserve the best. Our duty is to provide it.

Our Values: Kindness, Integrity, Resilience, Collaboration, Respect and Aspiration. Our staff values are the foundation on which our work is built and are used in line management discussions. Our values are central to everything we do. Strategies and objectives may change, but our values never do. Our values enable individuals, teams and leaders to set clear expectations, provide support and development, have meaningful conversations, and be their best in the workplace.

What are we looking for?

We are seeking a dedicated and enthusiastic class teacher who aligns with our values and upholds the highest standards of teaching and learning. This is a unique opportunity to join our teaching team for a one year fixed term contract. The successful candidates will have a passion for delivering exceptional learning experiences both inside and outside the classroom, helping our children thrive academically and socially. You will work collaboratively with a team that is committed to excellence and shares a strong belief in the potential of every child.

About The Heath Family Trust

Join The Heath Family Trust and be part of our commitment to giving our pupils the best start in life, a mission deeply rooted in our core values. Here, you'll find a supportive environment where we collectively hold ourselves and each other to the highest standards.

We value: • Clarity: ensuring clear communication and purpose in all we do. • Collaboration: fostering teamwork and shared success across all levels. • Accountability: championing a culture where we all take ownership and responsibility.

The Heath Family (NW) is committed to safeguarding and promoting the welfare of children, and we will check the suitability of staff to work with children. Applicants must be willing to undergo an enhanced Disclosure and Barring Service check and overseas police checks (where applicable).

Job Description

Teaching:

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment.
- Adapt teaching to respond to the strengths and needs of pupils. Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils. Demonstrate good subject and curriculum knowledge.
- Participate in arrangements for preparing pupils for external tests.

Whole-school organisation, strategy and development:

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values.
- Make a positive contribution to the wider life and ethos of the school.
- Work with others on curriculum and pupil development to secure coordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.

Health, safety and discipline:

- Promote the safety and wellbeing of pupils.
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

Professional Development:

- Take part in school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.
- Take part in the appraisal and professional development of others, where appropriate.

Job Description

Communication:

- Communicate effectively with pupils, parents and carers.
- Add any other duties of particular relevance to your school.

Working with colleagues and other relevant professionals:

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Develop effective professional relationships with colleagues.

Personal and professional conduct:

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school. Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

Safeguarding:

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary.
- Promote the safeguarding of all pupils in the school.

Management of staff and resources:

- Direct and supervise support staff assigned to them, and where appropriate, other teachers.
- Contribute to the recruitment and professional development of other teachers and support staff.
- Deploy resources delegated to them

Person Specification

CATEGORY/ITEM	ESSENTIAL	DESIRABLE
Qualifications, Knowledge & Experience		
Qualified teacher status.	X	
Degree.	X	
Successful primary teaching experience.	X	
Knowledge of the National Curriculum.	X	
Knowledge of effective teaching and learning strategies.	X	
A good understanding of how children learn.	X	
Knowledge of guidance and requirements around safeguarding children.	X	
Knowledge of effective behaviour management strategies.	X	
Skills, Abilities and Personal Qualities		
Good ICT skills, particularly using ICT to support learning.	X	
Ability to adapt teaching to meet pupils' needs.	X	
Ability to build effective working relationships with pupils.	X	
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.	X	
High expectations for children's attainment and progress.	X	
Ability to work under pressure and prioritise effectively.	X	
Commitment to maintaining confidentiality at all times.	X	
Commitment to safeguarding and equality.	X	
Suitability to work with children		
Enhanced DBS clearance is required for this position	X	

How to Apply

Applicants must have relevant qualifications and experience related to this role, please ensure that you meet the person specification before applying.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

We ask that you do not send CVs. Please email your completed application to recruitment@theheathfamily.org.uk.

Application closing date: 24th August 2026

Shortlisting Date: 27th August 2026

Interview Date: W/c 31st August 2026

About the Trust



Our work at The Heath Family Trust is rooted in our mission, our values and in a commitment to giving our pupils the best start in life. We collectively hold ourselves and each other to the highest standards. You will thrive in an environment that values **clarity** in communication and purpose, fosters **collaboration** across all levels, and champions a culture of **accountability**.

Academic rigour is our priority. We achieve this by ensuring our work is thorough and of the highest intellectual integrity.

✓ WHY WE EXIST: A SHARED PURPOSE

To empower our children to overcome barriers, be able to compete with the best, and shape the future.

✓ HOW WE BEHAVE: THE HEATH FAMILY VALUES

With kindness: we look out for each other.

With integrity: we do the right thing.

With tenacity: we do what it takes.

✓ WHAT WE DO

We lead schools in the North West to maximise attainment and nurture confident, resilient and compassionate individuals.

We Offer:



- ✓ An opportunity to work in a values driven organisation and be part of a welcoming and dedicated team
- ✓ Support and training so that you can flourish in your role
- ✓ Recognition of the importance of a work life balance and employee wellbeing
- ✓ Car lease scheme
- ✓ Cycle to work
- ✓ Appropriate pension scheme
- ✓ Employee Assistance Programme (EAP)

