



Early Career Teacher Job Description

Name:
Job title: Early Career Teacher (ECT) (2 years)
Responsible to: Leadership Team (SLT and LMT)
Salary: M1/2

Vision

Striving for excellence in everything we do

Purpose

Our core purpose at Becontree Primary School is to deliver highly effective teaching and learning within a culture of challenge, nurture and support in line with our core values of “Respecting One Another” and “A Growth Mindset”.

As an ECT at Becontree Primary School, you are responsible for providing a high-quality education to all pupils within your class to ensure they are making good or better progress. This is achieved through consistent implementation of all aspects of our Teaching and Learning Policy. Your growing knowledge and understanding of teaching and learning will be supported in line with the **Early Career Framework** and will enable you to fulfil all responsibilities outlined below.

General Responsibilities

As a member of our school team, you are expected to display high levels of professionalism in all aspects of school life. It is essential that you:

- a) Set a high professional standard both in classroom practice and in the wider context of the school in line with the **Staff Code of Conduct**.
- b) Contribute to a positive ethos in school, through the promotion of positive attitudes and working relationships with all members of the school community.
- c) Positively promote and adhere to the school vision and values, policies and procedures.
- d) Promote a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
- e) Understand the duties and responsibilities in relation to child protection and safeguarding children and young people.
- f) Understand fully the school’s Child Protection policy and ensure all issues relating to pupils’ safeguarding are reported immediately to the designated members of staff.
- g) Listen to any concerns raised by members of the school community and report those, where appropriate, to your line manager or a member of the Strategic Leadership Team (SLT).
- h) Maintain a high level of confidentiality, where such information is shared.
- i) Take responsibility for your own professional development by positively engaging in appraisal activities, actively participating in appropriate training and making effective use of your own PPA time to be fully prepared for agreed teaching commitments.
- d) Fulfil whole school requirements as appropriate to your role, e.g. playground supervision as detailed in school duty rotas, planning and delivering key stage specific assemblies.

Specific Responsibilities

The professional duties of a class teacher require a person who is competent at carrying out the duties as prescribed in the current version of ‘The School Teachers’ Pay and Conditions Document’.

Teachers are measured against the standards as detailed in the DfE’s Early Career Framework, which identifies 8 standards (Teachers’ Standards in England 2012), as headlined below.



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Preamble:

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Teaching:

1. Set high standards, which inspire, motivate and challenge
2. Promote good progress and outcomes by pupils
3. Demonstrate good subject and curriculum knowledge
4. Plan and teach well-structured lessons
5. Adapt to, and respond to the strengths and needs of all pupils
6. Make accurate and productive use of assessment
7. Manage behaviour effectively to ensure a good and safe learning environment
8. Fulfil wider professional responsibilities

Professional Conduct:

1. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
2. Teachers must have proper and professional regard for ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
3. Teachers must have an understanding of, and always act within, the statutory frameworks, which set out their professional duties and responsibilities.

Please also refer to our School ***Expectations document for Class Teachers.***

As an Early Career Teacher (ECT) you will be assigned an Induction Tutor and mentor to guide you through your ECT period (2 years) with the aim of meeting all the required standards. Support and guidance will be provided in line with the ***Early Career Framework.***

As an ECT, you are exempt from the school's appraisal procedures.

General Accountabilities

1. Provide services that are fair and accessible to all, challenging existing practices that support the traditional culture and promote the Customer First proposition across the Council
2. Ensure compliance with appropriate legislation, Council Policies, the Council Constitution, Financial Rules, Employees Code of Conduct and other requirements of the Council.
3. Ensure compliance with and actively promote the Council's Equalities and Diversity and Health and Safety policies and strategies.
4. Comply with the competencies and standard requisites agreed by the Council as relevant to your post.
5. Comply with the General Data Protection Regulation and Data Protection Act 2018 (DPA 2018) (all employees of the Council will not disclose or make use of, for their private advantage, any information held on manual or computer records, which are not available to the public, however acquired).

The above duties are neither exclusive nor exhaustive and the postholder may be required to carry out such other appropriate duties as may be required by the Headteacher within the competence of the postholder.



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ECTs report to:

Quality of Education Lead and the Strategic Leadership Team.

Teacher : _____

Date: _____.

Headteacher : _____

Date: _____.