



Job Description & Person Specification

Post Title: Early Career Teacher (ECT)

Grade: MPS

Responsible to: Headteacher

As an Early Career Teacher (ECT), you will play a vital role in shaping the minds of our children and contributing to our vision of delivering exceptional educational experiences and 'Championing a Brighter future for All'. We are seeking enthusiastic and dedicated individuals who are eager to embark on their teaching career with a passion for making a positive impact on the lives of our children.

Main Purpose

- Fulfil the professional responsibilities of a class teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards
- To engage with and ensure successful completion of the ECT key assessment points and induction
- To ensure that the children in your class have a rewarding, engaging and enjoyable primary school experience

Key Responsibilities:

Classroom Teaching: Deliver engaging and inclusive lessons to pupils in line with the National Curriculum and bespoke school curriculum, promoting a love for learning and fostering a stimulating educational atmosphere.

Curriculum Development: Collaborate with colleagues to develop creative, innovative, and well-structured lessons that meet the needs of diverse learners.

Assessment and Progress Monitoring: Regularly assess children's performance and progress, providing constructive feedback and utilising data to inform teaching strategies.

Behaviour Management: Implement effective behaviour management strategies to maintain a positive and respectful learning environment, ensuring all pupils can thrive academically and socially.

Pastoral Care: Support the personal development of all children, offering guidance and mentorship to help them overcome challenges and achieve their potential.

Parent and Community Engagement: Establish and maintain strong partnerships with parents, carers, and the local community to foster a collaborative and supportive approach to education.

ECT Induction: Actively participate in the two-year ECT induction by attending in person and online training. Meeting regularly with your mentor and completing self study modules as directed by the training programme.

Professional Development: Participate actively in continuous professional development opportunities to enhance teaching skills and knowledge. This can be in addition to your ECT induction and includes active participation in staff meetings.

School Initiatives: Contribute to school-wide initiatives, extracurricular activities, and events that enrich the school experience for children and staff, promoting the school's values.

Safeguarding: Prioritise the safety and well-being of all children, adhering to safeguarding policies and reporting any concerns appropriately.

Being an active member of the team: Seeking support and advice from colleagues whilst also offering help and advice to others. Ensuring the smooth running of the school by embedding key policies into practice. Being willing to 'help out' and contributing to the team effort in ensuring the smooth running of the school.

Requirements:

Qualifications: Possession of a recognised bachelor's degree in education or a relevant subject, along with Qualified Teacher Status (QTS) achieved through successful completion of initial teacher training.

ECT Status: Early Career Teachers who have completed their initial teacher training and have not yet completed two full years of induction.

Moral Purpose: Enthusiastic about teaching children from a range of backgrounds and ensuring they have access to a range of opportunities and high-quality education.

Passion for Education: A genuine desire to make a positive impact on the lives of children, fostering a love for learning and promoting academic excellence.

Adaptability: Ability to adapt teaching methods and strategies to meet the diverse needs and attainment of children.

Collaborative: Strong collaborator with excellent communication and people skills, willing to collaborate with colleagues, parents, and external partners.

Commitment: Dedication to professional growth and development, with a desire to progress and contribute to the school community. Show professionalism at all times with all stakeholders of the school.

Resilience: Ability to manage challenges and setbacks with resilience, maintaining a positive and purposeful attitude, being open and seeking support and advice as required.

Safeguarding Awareness Understanding of safeguarding principles and a commitment to promoting the welfare of all children.

Being Flexible: Understanding that sometimes, unexpected changes occur within a primary school. Sometimes, it may be necessary to undertake such duties of a similar nature as may be reasonably directed by the Headteacher from time to time. The duties and responsibilities of the post may vary from time to time according to the changing needs of the school.