



ECT Recruitment Pack

Begin your teaching journey with The Harmony Trust



Welcome to The Harmony Trust

- We are a highly inclusive multi-academy trust with academies in Oldham, Tameside, Rochdale and Derby
- Our vision is that the Harmony Trust will be known **for best practice in educational excellence**.
- We have a **strong moral purpose** to do what is best for our children and families which underpins our ethos.
- We aim to **raise the aspirations and attainment of all children**, developing pupils with **high self-esteem and responsibility**.

Our core values underpin everything that we do:

*Respect and
Acceptance*

*Honesty and
Integrity*

*Compassion
and Kindness*

*Resilience
and
Responsibility*

*Co-operation
and
Collaboration*

*Aspiration and
Motivation*

The Trust is **ambitious** for its academies and believes that **everyone** - pupils, staff and families - **can reach their potential, regardless of their need or circumstance**.



Dear Applicant,

Thank you for your interest in joining The Harmony Trust to begin your teaching journey as an ECT.

Our vision is to provide an excellent primary education that gives our children the very best chance of succeeding in life. Parents are very important to achieving this vision and we aim to work in partnership with them to 'Believe Achieve Succeed' (our Trust's motto).

Our aim is to ensure that children at our academies enjoy the best education from the early years to the end of the primary stage. We believe that school should be a place where every child achieves and makes good progress. We believe in the importance of children developing positive wellbeing and high self-esteem so that they can be resilient and confident.

At The Harmony Trust we value each employee for their contribution to the success of our academies and we do all we can to ensure it is a GreatPlace2Work.

Mr AP Hughes

A photograph showing a man in a pink shirt and dark tie, wearing suspenders, reading a book to two children in a library. The man is on the left, looking down at the book. A girl with long brown hair is in the middle, looking at the book. A boy in a blue sweater is on the right, looking towards the man. The background is filled with bookshelves.

A message from the CEO

Why Start Your ECT Journey with Us?

We understand that your Early Career Teacher (ECT) years are a crucial foundation for your future in teaching. That is why **Harmony is committed to providing you with the support, guidance, and opportunities you need to succeed.** Here is what you can expect when you choose to undertake your ECT period with us:

- Our MAT has extensive experience in supporting ECTs, with a long history of helping early career and trainee teachers flourish.

Unmatched Experience



- You'll be guided by highly experienced mentors who are dedicated to helping you grow in confidence and expertise.

Expert Mentorship



- We have a strong track record of successfully supporting ECTs and ITTs through their induction periods, ensuring they meet their goals.

Proven Success



- Your statutory induction will be delivered by DfE-approved providers, guaranteeing a professional and compliant experience.

High-Quality Induction



- Be part of a trust that values collaboration, with opportunities to share best practices and learn from colleagues across our schools.

Collaborative Culture



- We offer clear career pathways to help you build the career you aspire to within our trust.

Career Development Opportunities



- Join us in our mission to serve our communities, making a meaningful impact on the lives of children and their families.

Making a Difference



- We are passionate about putting children and their families at the heart of everything we do, ensuring they receive the support and opportunities they deserve.

Championing Families and Futures



By joining Harmony, you will be part of a supportive, forward-thinking community that is **dedicated to helping you thrive while making a real difference.**

Why join our team?

Professional Development

- The Trust offers CPD, professional growth, and learning and progression opportunities as part of our Great Place 2 Work Strategy

Benefits

- Enjoy a wide variety of benefits including eyecare vouchers, Cycle 2 Work scheme, gym discounts, flu vaccinations and the opportunity to request flexible working

Pension

- Contribution to the Local Government Pension or Teachers Pension defined benefit schemes

Wellbeing

- The Trust's Wellbeing Strategy includes wellbeing meetings, mental health first aiders, Occupational Health and an Employee Assistance Programme (EAP)

Annual Pay Increase

- Annual incremental pay increase in line with the Local Government pay award and School Teachers Pay and Conditions

Employee Assistance Programme (EAP)

- Health Assured UK provides a 24-hour helpline available 7 days a week, 365 days a year for support with legal services, critical incidents, medical information, well being support and much more

...and most importantly the opportunity to be part of a great team that transforms lives!



Great Place 2 Work

From the inception of Harmony Trust, Trustees have been committed to being an employer of choice within the education sector. This commitment gave rise to the Great Place 2 Work Strategy which is being continuously developed in response to our context and the views of staff.

The development of the **People Plan** supports this commitment by fostering a positive and engaging work environment that attracts, retains, and develops top talent which in turn translates to increased employee satisfaction, performance and **better outcomes for our children.**

Employee well-being is a key focus to support effective performance at work. Our commitment statements which support the strategy have been re-shaped to reflect our ambitions in line with our strategic plan:

Leadership & Culture

Workload & Work-Life Balance

Career Progression & CPD

Recognition & Value

Wellbeing & Inclusion

Communication & Voice

Resources & Operational Support





ECT Recruitment Process

The Harmony Trust are recruiting Early Careers Teachers for roles in our Derby and Northwest Hubs commencing September 2026. If you are currently studying or have graduated and are looking for a role in teaching with an employer of choice, whatever your preferred year group or working pattern, we may have the perfect opportunity for you.

How it works

You will be applying to be included in our ECT pool where we will store your application in accordance with GDPR.

After the closing date, we will commence shortlisting and if you are successful, we will contact you to arrange an interview to gain a further understanding of your skills, attributes, knowledge and experience.

If successful at the interview stage, one of the two following options will be considered:

- A role will be offered with deployment to be confirmed
- You will join the ECT pool and if and when vacancies arise you may be matched to one

Once a role has been offered, an informal meeting will be arranged between you and the academy Principal.

Closing date for applications:

(TBC) 12 April 2026

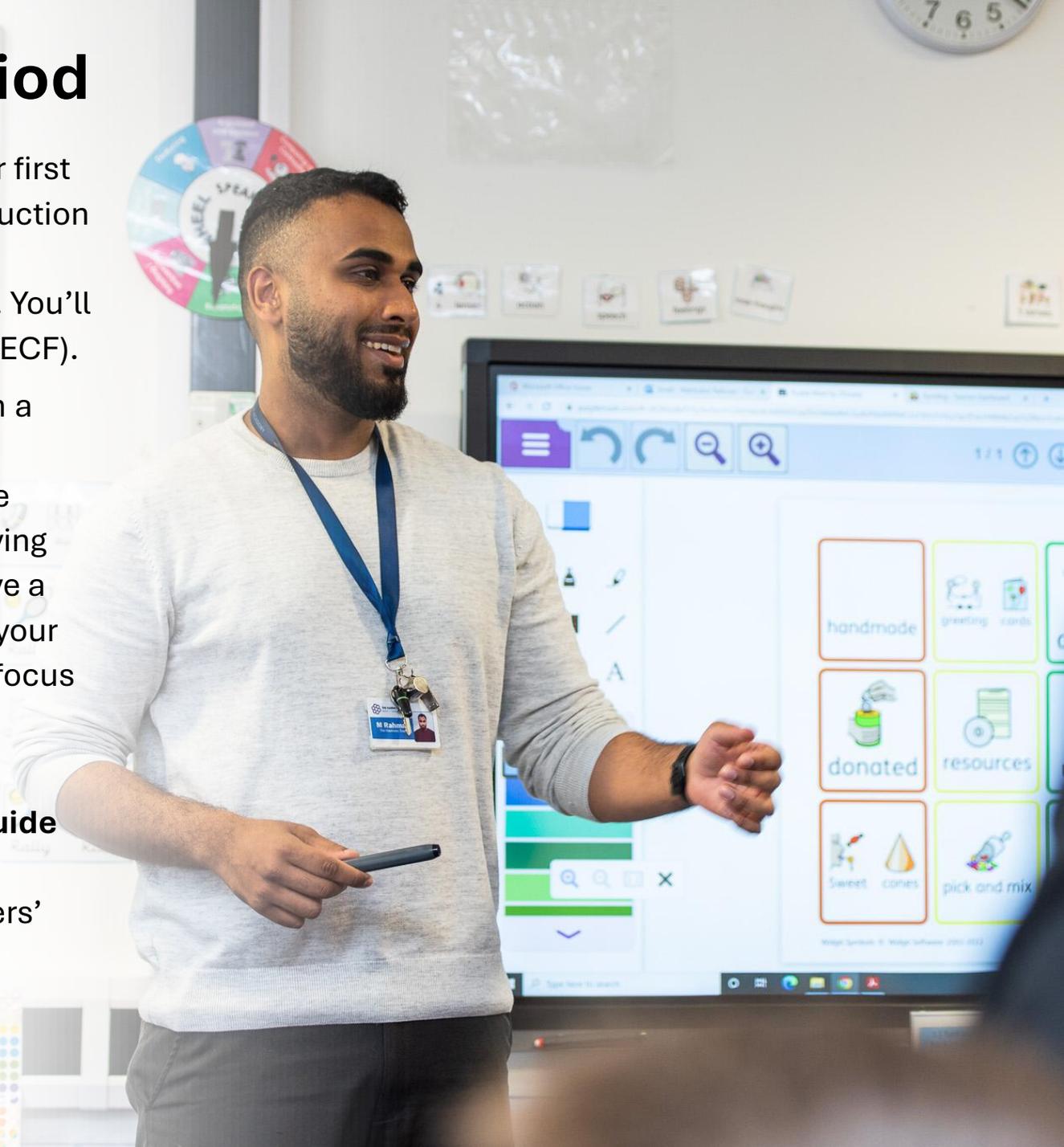
- Full details of the Trust's recruitment and selection processes can be found in our [Safer Recruitment Policy](#).
- Further enquiries should be made to htrecruitment@theharmonytrust.org

ECT induction period

As an early career teacher (ECT), your first two years of teaching will be your induction period, designed to help you **build confidence** and **develop your skills**. You'll follow the **Early Career Framework (ECF)**.

Your training will be delivered through a programme delivered by **DfE-funded providers**. It will include face-to-face sessions, online learning, and observing experienced teachers. You'll also have a reduced teaching schedule—10% in your first year and 5% in your second—to focus on your **professional growth**.

You'll have a **mentor for one-on-one support** and an **induction tutor to guide and assess your progress**. To pass induction, you'll need to meet teachers' standards, using a range of evidence including two formal assessments.



Job Description: Class Teacher

Job Purpose:

- To offer all pupils an effective education in a stimulating environment, providing equality of opportunity to all, in line with Academy / Trust policies.
- To deliver the National / Foundation Stage Curriculum where appropriate.
- To offer a safe and caring environment.
- To work in partnership with our pupils, parents, staff and support agencies.

Main Responsibilities:

- The teacher will be expected to plan and deliver a rich, balanced curriculum which:
- Offers pupils equality of opportunity in line with the policies of the borough and the school.
- Ensures continuity and progression within the work of their own class and with the classes to and from which the children transfer.
- Exploits, in all their teaching, opportunities to develop children's language, reading, writing, numeracy, ICT and other skills.
- Covers subjects of the curriculum which are delivered at an appropriate level to meet the needs of all the children in the class.

The teacher needs to know the children in their care well and to:

- Plan lessons, teach and assess pupils in all subjects.
- Observe, assess and record systematically the progress of each child.
- Use observations, assessments and data to inform planning, teaching and record keeping.
- Provide regular oral and written feedback to pupils on the outcomes of their learning.
- Prepare and present reports on pupils' progress to parents.
- Identify and respond appropriately to the individual needs of each pupil.

The teacher will use a wide range of learning and teaching strategies to:

- Support pupils' learning and be aware of the various factors which affect the process.
- Set appropriate and challenging expectations / targets for the pupils.
- Establish clear expectations of pupils' behaviour, both in and out of the classroom.
- Create and maintain a purposeful, ordered and supportive environment.
- Ensure that the pupils are engaged, interested and motivated.
- Present learning tasks and curriculum content in an appropriate and stimulating way.
- Teach whole classes, groups and individuals where appropriate in order to achieve the best outcomes from the pupils.
- Communicate clearly and effectively with pupils through questioning, instructing, explaining and giving feedback.
- Manage effectively and economically their own and pupils' time.
- Make constructive and innovative use of ICT and other high-quality resources for learning.
- Organise events and trips to enhance the children's experiences and opportunities for learning.
- Ensure that the pupils are offered equality of opportunity.

The teacher will develop (through the provision of appropriate training and support):

- Effective working relationships with professional colleagues, support staff and parents.
- The ability to recognise diversity of talent including that of able, gifted and talented pupils.
- The ability to identify and provide for pupils with SEND, EAL and specific learning difficulties.
- The ability to evaluate pupils learning and recognise how their intervention enables the pupils to make good progress.
- A readiness to promote the spiritual, moral, social and cultural development of pupils.
- Their professional knowledge, skill and understanding through their continued CPD.

Person Specification: Class Teacher

| | | Essential | Desirable | How? |
|----------------|--|-----------|-----------|---------------------------------------|
| Qualifications | Qualified Teacher | • | | |
| | Degree or good professional qualification | • | | Application |
| | Evidence of professional development | • | | |
| Knowledge | Sound understanding of the National Curriculum, and primary practice | • | | |
| | Knowledge and experience of statutory assessments | • | | Application and Interview |
| | Knowledge of current educational developments | • | | |
| | Understanding of the nature of inclusive practice | • | | |
| Experience | Class teaching within a primary setting | • | | |
| | Working in a school with a high number of Pupil Premium children | • | | Application and Interview |
| | Experience of working with children with SEND | | • | |
| Skills | Good communication and interpersonal skills | • | | |
| | Ability to set, monitor and evaluate clear targets for pupils | • | | |
| | Ability to plan logically with clear objectives related to the National Curriculum | • | | Application and Interview |
| | Good classroom practitioner | • | | |
| | Skills in the use of ICT as a teaching tool | • | | |
| Qualities | Ability to teach with enthusiasm and motivate pupils | • | | |
| | Communicate and disseminate information at a child's level of understanding | • | | Application, Interview and References |
| | Ability to work collaboratively in teams | • | | |
| | To be diplomatic and professional at all times | • | | |



Contact details and how to apply

The Harmony Trust Head Office

Northmoor Academy

Alderson Street

Oldham

OL9 6DY

Email: htrecruitment@theharmonytrust.org

To apply for our vacancies please click here:

[APPLY](#)