

Early Career Teacher Prospectus

Northern Lights Learning Trust



Northern
Lights

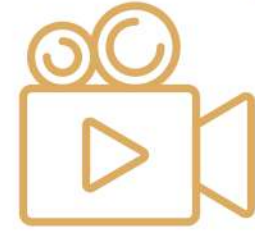
LEARNING TRUST



Access to the
Developing
Great Teaching
Network



Observation of
experienced
classroom
practitioners



Teaching
strategy videos.

WHY START YOUR
CAREER WITH US?



An experienced
mentor and
dedicated time
to meet



Wellbeing and
professional
development
conference

ECT PROVISION



Timetable
reduction to
support your
learning



Weekly input
from our ECF
partner EDT



Visits to other
schools within the
trust. (Primary &
Secondary)

Welcome

At Northern Lights Learning Trust, we're committed to supporting and nurturing Early Career Teachers as they begin their journey in shaping young minds and making a lasting impact.

We understand that starting your teaching career is an exciting and sometimes challenging step. That's why we provide an environment built on support, collaboration, and continuous professional growth to help you thrive.

Take the first step in your teaching career with Northern Lights Learning Trust and join a community that invests in your future.

At Northern Lights, we believe in a culture of high standards for ECTs and this is achieved through quality support. It is by working together that we can shine stronger together. We understand that the early years of teaching can be both challenging and rewarding. That's why we are dedicated to creating a supportive and collaborative environment where you can share ideas, seek advice and grow as a teacher. Our schools are committed to fostering a culture of continuous improvement, where your contributions are valued and your professional growth is encouraged.

Katy Hill

Executive Director of Education



What can you expect?

In addition to the statutory offer of support for Early Career Teachers, we can offer you:

- An individualised programme of monitoring and support
- School contextual induction and regular training
- An enhanced professional development programme designed specifically for ECTs with regular sessions
- In-person Early Career Framework training each term with our Teaching School Hub
- Support from a designated subject/phase mentor in school
- Regular supportive drop-ins with actionable steps
- Fully digital systems for your ECTE induction so that you can access materials at your convenience
- The opportunity to observe experienced teachers within your school and across the schools in the Trust
- ECT 'MS Teams' collaboration networking group
- Opportunities to experience a variety of key stages across the Trust
- Mental health and wellbeing support
- ECT Celebration Event at the end of induction
- Access to the Early Years Stronger Practice Hub
- Access to Northern Lights Teaching School Hub - Your Appropriate Body
- Continued support into your third year

The Trust's ECT programme has been incredibly supportive and enriching. It has provided high-quality training, regular mentoring, and a strong professional network that has significantly boosted my confidence and development as a teacher.

Mia Mottram (ECT2)
Year 1 Teacher - Grange Primary

Being an ECT with Northern Lights has provided myself with a huge amount of unwavering support from all staff, not only my mentor. The training I have received within school has imparted vital information and skills that I have been able to translate into the classroom almost immediately.

Ellen Terry
Science Teacher (ECT1) - St Aidan's Academy



Professional Development

This programme offers opportunities to connect, learn and collaborate with colleagues across our network of primary and secondary schools fostering a strong sense of community and shared purpose. The training, which is delivered by experienced educators (including teachers, senior leaders and trust leaders), provides a broad and enriching range of learning experiences.

The programme is structured to build your teaching confidence, refine your skills, and support your professional growth. Through access to varied perspectives, real-world strategies, and best practices, these sessions will prepare you for both day-to-day classroom practice and the long-term opportunities of a rewarding career in education. Our aim is to equip you with the tools, guidance, and support to thrive in your role and make a lasting impact on the students you teach.

Our ECT professional development sessions run across the two years and are a combination of in-person, online, and pre-recorded sessions. After your induction period, these sessions remain accessible to you for whenever you would like to revisit them.

Below is an example of the sessions we run across our trust phases;



Professional Development Beyond ECT

Your professional development continues after your ECT years, with ongoing support into Year 3. We are committed to helping you enhance your skills and prepare for the next stages of your career.

You will have the opportunity to participate in a range of leadership programmes. The Trust also invites staff to engage in paid projects, where you can collaborate to improve various aspects of our schools while further developing your career.

Additionally, through our partnership with the Northern Lights Teaching School Hub, the Trust offers the full suite of National Professional Qualifications (NPQs), providing you with the chance to further your expertise and advance in your profession in a specialised area or towards leadership.

Our Northern Lights programmes include: **Our Teaching Hub NPQs include:**

- New to Subject Leadership
- Aspiring Leaders
- Developing Leaders
- Aspiring Senior Leaders
- Developing Senior Leaders
- Heads' Core Support

- Leading Teacher Development
- Leading Teaching
- Leading Behaviour & Culture
- Leading Literacy
- Leading Primary Mathematics
- Senior Leadership
- Early Years Leadership
- Headship
- SENCo

Professional development equips teachers with the tools to succeed in the classroom. Well-prepared educators are more confident, allowing them to create effective learning environments and embrace challenges. Ongoing development helps both teachers and students thrive.

Zoe Thompson

Senior Leader for Teaching and Learning & SEND (Trust) and Director of Teaching School Hub



Wellbeing & Support

We are committed to ensuring that all our staff, including Early Career Teachers (ECTs), are fully supported to thrive personally and professionally. Starting a new role can be both exciting and challenging, and we recognise the importance of supporting wellbeing as a foundation for success.

This section outlines how we prioritise ECT wellbeing and the strategies we employ to ensure the right support is available for all new team members. As a Trust, we offer a range of benefits designed to save you money and improve your physical, financial, and mental wellbeing through our employee benefits package: Vivup, and our employee assistance programme: Educational Mutual. You can access GP appointments, free flu jabs and counselling through this service.

Why ECT Wellbeing Matters?

We understand that the transition into teaching can bring a mix of emotions—from excitement and passion, to challenges and self-doubt. Supporting the mental, emotional, and professional wellbeing of ECTs is essential for:

- Building confidence and resilience
- Enhancing job satisfaction and motivation
- Promoting better work-life balance
- Encouraging long-term career retention

Our goal is to provide a supportive environment where every ECT can feel valued, heard, and empowered to succeed.

At Northern Lights Learning Trust, you are joining more than just a workplace. You are becoming part of a team that prioritises connection, professional growth, and wellbeing. We are here to support you every step of the way.

Supporting the wellbeing of ECTs is not just about easing challenges - it's about nurturing confidence, resilience and passion ensuring they thrive in their journey to inspire the next generation.

James Preston-Pacey

Assistant Headteacher - St Aidan's

From the very beginning of their journey, ECTs are welcomed and feel valued as part of a wider family of schools. The collaborative ethos across the trust means that there is always someone to learn from, share with and grow alongside. It is a community where support is genuine and professional development is a shared journey.

Samantha Musgrave
Head of School - Grange Primary



Further Information

We hope you've found this booklet helpful.

If you have any questions about the **Northern Lights ECT Programme**, or need further support, please don't hesitate to get in touch:

✉ Email: info@nllt.co.uk

☎ Phone: 0191 5947033 (option 2)

To learn more about our Trust, please **visit our website and stay connected by following us on social media:**

🌐 **Website:** <https://northernlights.education/nllt/>

🔗 **Twitter/X:** @NorthernLLT @NLTSHub @NLightsEYHub

🔗 **LinkedIn:** Northern Lights Learning Trust

🔗 **LinkedIn:** Northern Lights Teaching School Hub

🔗 **Facebook:** Northern Lights Teaching School Hub

🔗 **Facebook:** Northern Lights Early Years Stronger Practice Hub

Registered Office Address:

Northern Lights Learning Trust
Benedict Biscop CE Academy
Marcross Drive
Sunderland
SR3 2RE

Central Team Offices:

Northern Lights Learning Trust
Floor 3, Spectrum Business Park
Lighthouse View
Seaham
SR7 7PR

Northern Lights Learning Trust is an exempt charity, registered in England and Wales.

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SHINING
STRONGER
TOGETHER

