

ECT Development

Our status as a Delivery Partner with Ambition Institute for the Early Career Framework (ECF) means that we can offer you the best possible start to a career in teaching.

Each Early Career Teacher (ECT) will receive support from a dedicated mentor who will guide you through our excellent ECT programme which offers bespoke support and training tailored towards the specific joys and challenges within each of our settings, as well as the opportunity to learn from senior and experienced staff members. Weekly mentor meetings and coaching, regular observations and feedback, team planning and teaching, alongside termly review/assessment points ensure good progress towards meeting all of the teachers' standards.

You will receive both in-person and online training alongside other Trust ECTs who are at the same career stage as you, enabling you to network and build your all-important support systems. The two-year training plan is developed by Ambition and is tailored by our central Education team. This ensures that content is relevant and delivered by experienced colleagues with an interest and expertise in an area relating to education, thereby sharing high quality practice and provision. The sessions give the opportunity for novice teachers to support and learn from each other in a truly collaborative way.

As a large Trust we typically employ around 60-80 ECTs each year and many will have completed their initial teacher training course within one of our academies before progressing to ECT induction. Recruitment to ECT teaching posts is ongoing throughout the academic year, as vacancies arise. Register for job alerts so you don't miss an opportunity.

The ECF lead at my school is truly an inspiration and constantly goes out of her way to make trainees and early career teachers feel at ease.

Hope Harris, Kingswood Secondary Academy

I have an encouraging and understanding mentor who has really helped me to progress as a teacher and will assist me with anything I need. I can go to anyone within my faculty or year team for support and have a very friendly line manager.

Hope Harris, Kingswood Secondary Academy

At my academy there is a great network of other ECTs and trainees and we will help each other out or be a shoulder to lean on.

Hope Harris, Kingswood Secondary Academy

This year I have even been fortunate enough to have support from outside the academy and have visited another academy within the Trust to network and enhance my training.

Hope Harris, Kingswood Secondary Academy

Ask for support and help when needed - everyone is learning and that's why the support is there. Ask lots of questions and observe as much as you can!

Selena Parkinson, Studfall Junior Academy

Alongside my ECT mentor, who is an unbelievable teaching role model and all out amazing human being, I am also fortunate enough to work across 3 faculties, all with remarkably supportive teams. I can approach anyone at any time with any problem/concern or question and help is offered generously.

Lorna Buchanan, Kingswood Secondary Academy

Most importantly - have fun. If you have fun, the students will have fun and teaching will be the best job in the world.

Lorna Buchanan, Kingswood Secondary Academy

Make links with colleagues: from support staff to members of the leadership team. This has really helped me to be surrounded by people that motivate me and to never be afraid to ask for help.

Hope Harris, Kingswood Secondary Academy