

# ECT: September 2026

MPS 1 - 2025/26 Pay Scale - M1 - £32,916



**Your Teaching Journey Starts Here – Join the  
BDMAT ECT Pool for September 2026!**



**BDMAT**  
Birmingham Diocesan  
Multi-Academy Trust

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## Welcome

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### Welcome to Birmingham Diocesan Multi-Academy Trust (BDMAT)

Thank you for considering joining **BDMAT**, a family of schools committed to providing an outstanding education rooted in Christian values. This applicant pack will give you an insight into our vision, ethos, and the opportunities available across our Trust.

At BDMAT, we are proud of the high standards we set for teaching and learning, pastoral care, and curriculum provision. Equally, we value the vibrant and supportive communities within our schools—places where pupils, staff, and families feel respected, encouraged, and part of something special.

Working within BDMAT means joining a team that puts children first. We strive to nurture the gifts and talents of every individual, ensuring that learning is ambitious, creative, and inspiring. Our schools achieve strong academic outcomes, but we also believe education should be rich and varied, offering experiences that make school life exciting and fulfilling.

### Our Vision

**Clothed in LOVE (Colossians 3:14), we are a united family of schools serving our communities and helping ALL to flourish.**

This vision shapes everything we do—from classroom practice to leadership decisions—ensuring that every child and adult in our Trust is supported to thrive academically, socially, and spiritually.

### Our Values

We believe that **LOVE, HOPE, and WISDOM** unite our community of Church and non-Church schools, holding children and staff at the heart of all we do:

- **Love** – A selfless and unconditional commitment to action, resulting in service and compassion towards others.
- **Hope** – A sense of confidence in the future, informed by the power of love and the purposes of God.
- **Wisdom** – Knowledge mixed with compassion, presented in a way that helps others to heal and grow—knowledge in the service of others.

These values guide our decisions, our relationships, and our aspirations for every child and colleague.

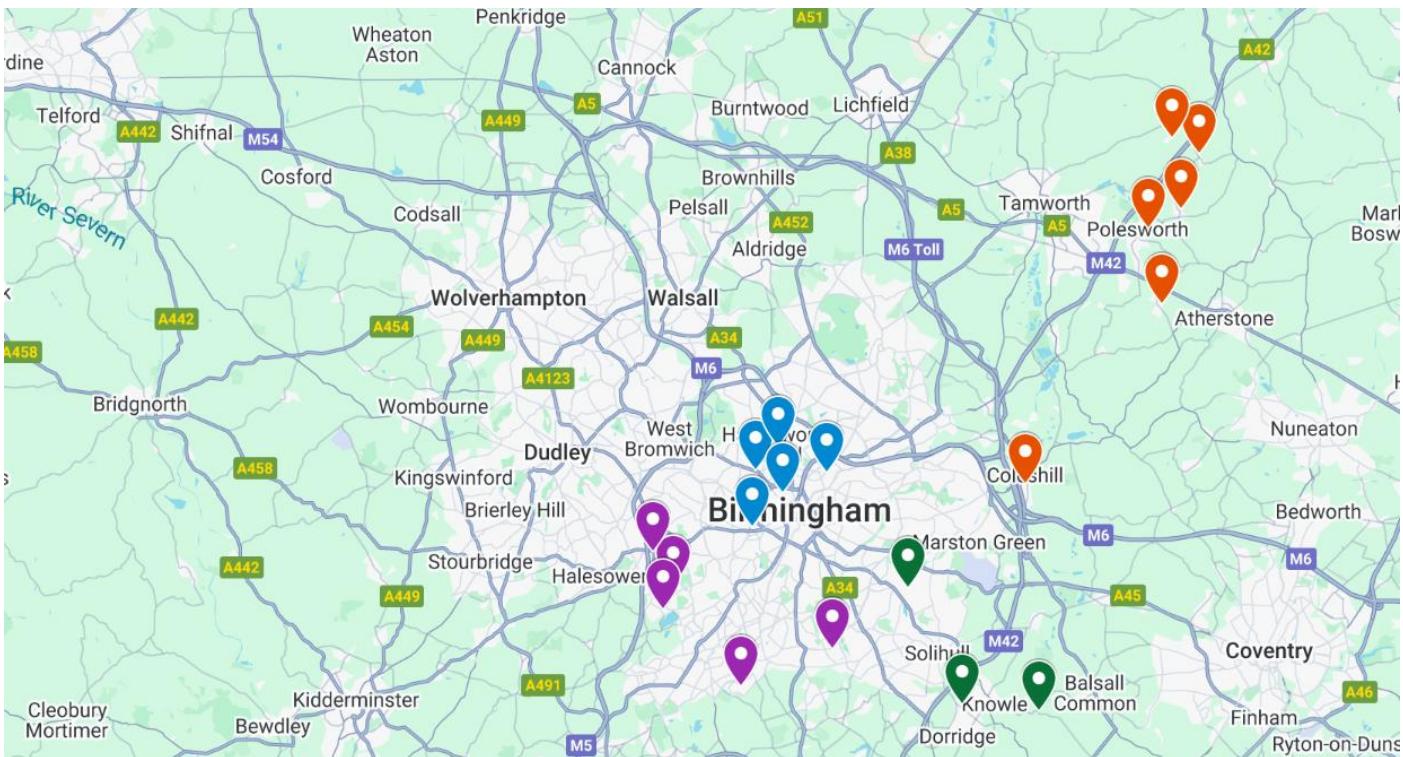
Our guiding principle is simple: **the education we provide must be good enough for our own children.** This commitment reflects our dedication to excellence and care.

Thank you for your interest in BDMAT. We look forward to welcoming passionate, dedicated professionals who share our vision and want to make a real difference in the lives of children and communities we serve.

*Philip Hyman*

BDMAT Headteacher

MAT Executive Leader for Teaching, Learning, Curriculum and ECTs



### Primary Schools (18)

- **Austrey Church of England Primary School (Austrey, North Warwickshire)**  
A small, welcoming village school **set in beautiful countryside** at the northern tip of Warwickshire, serving Austrey and surrounding rural communities.
- **Bentley Heath Church of England Primary School (Bentley Heath, Solihull)**  
A friendly, inclusive school with **extensive grounds and outdoor learning spaces**, at the heart of the Bentley Heath community in Solihull.
- **Coleshill Church of England Primary School (Coleshill / North Warwickshire)**  
A happy, friendly primary (with nursery) providing **high-quality teaching and pastoral care** for families in and around Coleshill.
- **Hawkesley Church Primary Academy (Kings Norton, Birmingham)**  
A church school in the **historic parish of Kings Norton**, with a caring staff team and strong values serving the local community.
- **Holy Trinity CE Primary Academy (Handsworth, Birmingham)**  
A one-form-entry academy in a **richly diverse** community, where pupils of many languages, cultures and faiths learn together.
- **Lady Katherine Leveson CE Primary School (Temple Balsall, Solihull)**  
A values-led village school in Temple Balsall, serving local families with a strong Christian ethos and close community links.
- **Nethersole CE Primary Academy (Polesworth, North Warwickshire)**  
A church school with deep **community and church (Polesworth Abbey)** connections, nurturing pupils to “let their light shine.”



- **Newton Regis CE Primary School (Newton Regis, North Warwickshire)**  
A small, friendly school in a **peaceful rural village**, serving Newton Regis and neighbouring communities near Tamworth.
- **Nonsuch Primary School (Woodgate Valley, Birmingham)**  
An inclusive primary serving the **Woodgate Valley** area, with strong home–school partnerships and community engagement.
- **Quinton Church Primary School (Quinton, Birmingham)**  
A popular school on Birmingham's **south-western edge**, rooted in Christian values and a family atmosphere at the heart of its community.
- **St Clement's CE Primary Academy (Nechells, Birmingham)**  
Serving **Nechells since 1859**, welcoming a diverse, multi-faith community and valuing each child as made in the image of God.
- **St George's CE Primary Academy, Edgbaston (Birmingham)**  
A one-form-entry school in **Edgbaston**, fostering flourishing and community through a Christian ethos and inclusive practice.
- **St George's CE Primary Academy, Newtown (Birmingham)**  
Located in the **heart of the Newtown community**, with close links to local faith centres and a welcoming church-school ethos.
- **St Margaret's CE Primary School (Olton, Solihull)**  
A values-driven primary in **Olton**, emphasising love to learn and service to others within a supportive community.

- **St Michael's CE Primary Academy, Handsworth (Birmingham)**

A community-anchored academy in **Handsworth**, proudly championing local identity and strong family partnerships.

- **St Michael's CE Primary School, Bartley Green (Birmingham)**

A vibrant **two-form-entry** school in Bartley Green, offering broad opportunities and extensive outdoor spaces for pupils.

- **Warton Nethersole's CE Primary School (Warton, North Warwickshire)**

A welcoming village school in **Warton**, open to all and serving families across the local rural area.

- **Woodside CE Primary School (Grendon, North Warwickshire)**

Nestled in a **wooded corner** of North Warwickshire, Woodside nurtures independence and social responsibility in an inclusive community.

## **Secondary School (1)**

- **Christ Church CE Secondary Academy (Yardley Wood, Birmingham)**

A growing 11–18 academy in **Yardley Wood**, founded in 2021 and shaped by a Christian vision of life, light and love for a diverse community.



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## The Role

### About the Role: Early Career Teacher (ECT)

Starting your teaching career is an exciting and transformative journey. At BDMAT, we believe that being an ECT is about more than delivering lessons—it's about shaping lives, inspiring curiosity, and growing into the teacher you aspire to be.

### What is an ECT?

An Early Career Teacher is in the first two years of their teaching profession, following successful completion of initial teacher training. This stage is supported by the Early Career Framework (ECF), which provides structured development, mentoring, and reduced timetable commitments to help you thrive.

As an ECT in BDMAT, you will:

- Teach within one of our 19 schools (18 primary, 1 secondary) across Birmingham, Solihull, and North Warwickshire.
- Receive dedicated mentoring and coaching from experienced colleagues.
- Access Trust-wide CPD and collaborative networks to share best practice.
- Benefit from protected time for professional development and reflection.

### Our Recruitment Philosophy: Character First

At BDMAT, we believe great teachers are grown, not born. Skills can be taught—but character, values, and passion for children are what make the difference. That's why we recruit for character and potential, not just experience.

We look for individuals who:

- Put children first in every decision.
- Demonstrate resilience, adaptability, and a growth mindset.
- Show integrity and compassion, aligned with our values of Love, Hope, and Wisdom.
- Are eager to learn, reflect, and improve every day.

If you have the right attitude and commitment, we will provide the training, support, and opportunities to help you become an exceptional teacher.

### Why Choose BDMAT for Your ECT Years?

- A family of schools united by a shared vision: Clothed in LOVE, serving our communities and helping ALL to flourish.
- Strong pastoral and professional support—you'll never feel alone.
- Opportunities to progress and specialise within a large, values-driven Trust.
- A culture that celebrates collaboration, creativity, and care.

Your journey starts here. If you are passionate about making a difference and ready to grow, we would love to hear from you.

## Job Description

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### Job Description: Early Career Teacher (ECT)

**Location:** One of BDMAT's 19 schools (18 primary, 1 secondary) across Birmingham, Solihull, and North Warwickshire

**Contract:** Full-time, Permanent

**Start Date:** September 2026

**Salary:** Main Pay Scale (M1)

### Purpose of the Role

To provide high-quality teaching and learning that enables all pupils to flourish academically, socially, and spiritually, in line with BDMAT's vision:

**“Clothed in LOVE (Colossians 3:14), we are a united family of schools serving our communities and helping ALL to flourish.”**

### Key Responsibilities

- **Teaching & Learning**
  - Plan and deliver engaging lessons that meet the needs of all learners.
  - Use assessment effectively to inform teaching and track progress.
  - Create a positive, inclusive classroom environment where pupils feel safe and valued.
- **Professional Development**
  - Engage fully with the **Early Career Framework (ECF)**, including mentoring and training sessions.
  - Reflect on practice and seek feedback to continually improve.
  - Participate in Trust-wide CPD and collaborative networks.
- **Pastoral Care**
  - Promote the well-being and personal development of pupils.
  - Uphold safeguarding responsibilities in line with statutory guidance and Trust policy.
- **Contribution to School Life**
  - Support enrichment activities, events, and wider school initiatives.
  - Work collaboratively with colleagues, parents, and the community.

### Person Specification

We recruit for **character and potential**, believing that great teachers are grown through support and training.

We are looking for individuals who demonstrate:

- **Commitment to Children** – Putting pupils first in every decision.
- **Alignment with BDMAT Values** – LOVE, HOPE, and WISDOM in action.

- **Resilience & Growth Mindset** – Willingness to learn and adapt.
- **Integrity & Professionalism** – High standards in all aspects of the role.
- **Passion for Education** – A desire to inspire and make a difference.

## What We Offer

- A **structured two-year induction** under the ECF.
- **Dedicated mentor** and reduced timetable for professional development.
- Access to **Trust-wide training**, networks, and career progression opportunities.
- A supportive environment rooted in Christian values, where staff well-being matters.

## Safeguarding

BDMAT is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced DBS check.

## The BDMAT ECT Pool – Securing the Best Talent Early

At **Birmingham Diocesan Multi-Academy Trust (BDMAT)**, we know that great teachers make the greatest difference. That's why we aim to **secure the services of the very best Early Career Teachers (ECTs) as early as possible** for our schools.

### What is the ECT Pool?

The ECT Pool is a **central recruitment process** for teachers who will begin their careers in September 2026. Instead of applying to individual schools, you apply once to join the BDMAT ECT Pool. Successful candidates are guaranteed a teaching position within one of our **19 schools** (18 primary and 1 secondary) across **Birmingham, Solihull, and North Warwickshire**.

### Why a Pool?

- **Efficiency for Candidates** – One application, one interview process, multiple opportunities.
- **Strategic for the Trust** – We can match the right teacher to the right school based on:
  - **Recruitment needs** across our schools.
  - **Your strengths, skills, and interests.**
- **Early Security** – Successful applicants know they have a job secured well in advance, giving peace of mind and time to prepare.

### How Does It Work?

1. **Apply to the ECT Pool** – Submit your application through our central recruitment process.
2. **Selection & Interview** – We assess your potential, character, and alignment with our values: **LOVE, HOPE, WISDOM.**
3. **Offer & Placement** – If successful, you receive an offer to join the Trust. Your specific school placement will be confirmed later, based on:
  - Where your skills will have the greatest impact.

- The needs of our schools.

4. **Induction & Support** – You will start your career with a **structured two-year ECF programme**, a dedicated mentor, and access to Trust-wide CPD.

## Our Commitment

We recruit for **character and potential**, not just experience. If you share our passion for putting children first and have the drive to grow, we will provide the training and support to help you become an outstanding teacher.



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## Person Specification

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### Person Specification – Early Career Teacher (ECT)

#### Essential Criteria

#### Qualifications & Training

- Qualified Teacher Status (QTS) or working towards QTS by September 2026.
- Evidence of successful completion of Initial Teacher Training (ITT).

#### Knowledge & Understanding

- Understanding of the Early Career Framework (ECF) and statutory requirements.
- Awareness of safeguarding and child protection responsibilities.
- Basic knowledge of curriculum and assessment principles.

#### Skills & Abilities

- Ability to plan and deliver engaging lessons for diverse learners.
- Effective classroom management and positive behaviour strategies.
- Strong communication and interpersonal skills with pupils, colleagues, and parents.
- Ability to reflect on practice and respond to feedback.

### **Personal Qualities**

- Commitment to putting children first in all decisions.
- Alignment with BDMAT values: **LOVE, HOPE, WISDOM**.
- Resilience and adaptability in a dynamic school environment.
- Integrity, professionalism, and a collaborative approach.
- Enthusiasm for learning and a growth mindset.

### **Desirable Criteria**

- Experience of working in a school setting (placement or voluntary).
- Familiarity with SEND strategies and inclusive practice.
- Ability to use technology to enhance learning.
- Evidence of involvement in wider school life (clubs, events, enrichment).

### **Our Recruitment Philosophy**

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