



THE CONSORTIUM  
ACADEMY TRUST

Shaping Positive Futures

## THE CONSORTIUM ACADEMY TRUST

### EARLY CAREER TEACHER OFFER

#### Access to a highly supportive network

As part of our network, you will be supported by:

- An experienced ITT and ECT Strategic Lead whose prior roles include cross-phase delivery of Appropriate Body Services and Leadership of School Based Initial Teacher Training
- A senior lead for ITT and ECTs at each of our schools
- Dedicated mentor support and access to expert practitioners to support successful completion of the two-year ECT programme
- Ambitious colleagues who are committed to our vision, Shaping Positive Futures.

#### Full Induction Programme

All our Early Career Teachers are registered to follow the ECF Full Induction programme. Our delivery partner for the Full Induction Programme is [Vantage Teaching School Hub](#) who work in partnership with [Teach First](#).

Benefits include:

Attendance at the Year 1 and Year 2 induction conference

Flexible online and face-to-face training modules

Weekly mentoring and coaching based on the instructional coaching model

Access to expert resources

Subject-specific support

A world-class online learning platform which includes delivery from subject matter experts such as Tom Bennett, independent behaviour advisor to the DfE and Director and Founder of researchED.

#### Appropriate Body Services – Vantage Teaching School Hub

All schools that offer a statutory induction are legally required to register their Early Career Teachers with an Appropriate Body. Appropriate Bodies play a key part in teacher induction. From September 2021, Appropriate Bodies have two key roles:

- Monitoring of support – checking that Early Career Teachers are receiving their statutory entitlements, and that regard is had to the statutory guidance.
- Monitoring of assessment – Appropriate Bodies will make the final decision as to whether the ECT has satisfactorily met the Teachers' Standards, based on the Headteacher's recommendation.

#### Full Access to [The National College](#) CPD Platform

The National College is the streaming home for high-quality professional development in education, providing everything you need to strengthen, manage and evidence your professional development in one place, on one platform. It provides online CPD for all staff in early years, primary, secondary, and further education settings.

## Full Access to the [WalkThrus](#) Professional Development Package

### 'Better teaching, step by step'

As a member of The Consortium Academy Trust team, you will have access to the WalkThrus series and online resources. This is an excellent time to join the Trust as our teaching staff embark on an exciting journey, using the WalkThrus to provide a common reference point so that, through discussion and practice, we develop a shared understanding of techniques. The overarching aim of this is to ensure our organisation is well prepared for rapid development and able to collaborate with agility.

The WalkThrus series provides powerful communication tools and explains the art and science of teaching in 5-step visual guides. Precise descriptions and engaging visuals give teachers direct access to the best techniques.

### Access to coaching and developmental support from experts across the Trust

Our 'one organisation' culture is taking shape due to inclusive leadership approaches and collaboration across the central services, school improvement and school leadership teams. As such, by joining our growing team you will have the opportunity to work alongside expert practitioners across the Trust as we support one another to achieve our strategic priority of 'Excellent Teaching and Learning'.

### Free Access to [The Chartered College for Teaching](#)

All our Early Career Teachers and their mentors have free access to the professional body for teachers: The Chartered College of Teaching.

*'We are working to celebrate, support and connect teachers to take pride in their profession and provide the best possible education for children and young people. We are dedicated to bridging the gap between practice and research and equipping teachers from the second they enter the classroom with the knowledge and confidence to make the best decisions for their pupils.'*

### Opportunities for professional and social cross-phase networking

The Consortium Academy Trust is comprised of nine schools. With continued commitment to our strategic priority, Growing our Trust, the Trust will continue to expand.

There are many benefits to joining a large educational organisation, and for our Early Career Teachers, the range of opportunities to network professionally and socially with colleagues across our diverse range of primary and secondary schools is one of them. We are also committed to growing our own teacher leaders and have the capacity to develop exciting career paths for Trust members.

Additional benefits of cross Trust ECT collaboration include the opportunity to engage in peer-to-peer support to enable reflection and evaluation.

### A Voice through our ECT Committee Board

We are very keen to ensure that our ECTs have a channel through which they can communicate ideas for future development and provision. Our Trust ECT Committee Board is an important vehicle for this, and its remit includes:

1. Ensuring that we receive evaluation and feedback from the ECTs, their mentors and Induction Tutors on the quality of their provision and associated activities
2. Providing a mechanism whereby our Trust ECT Lead can seek views on matters of policy related to ECT provision

Our Trust ECT Committee Board includes representation from ECTs, ECT mentors, ECT Induction Tutors and the Trust ECT Lead.

Thank you for taking the time to learn about our Trust Early Career Teacher provision. We hope this will inspire you to join us.