

# Your first role as an ECT– advice on securing your first role

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# Decide your fundamentals

- Geography – is this a factor for you? How does a commute sound?
- What are your thoughts around selective schools? Partially selective? Multi Academy Trusts? Single-sex schools? Religious schools? There is a lot of information out there – use this to help inform your decisions.
- Connections – maybe you want to teach where you trained as you already have connections? Maybe you'd like a complete change?





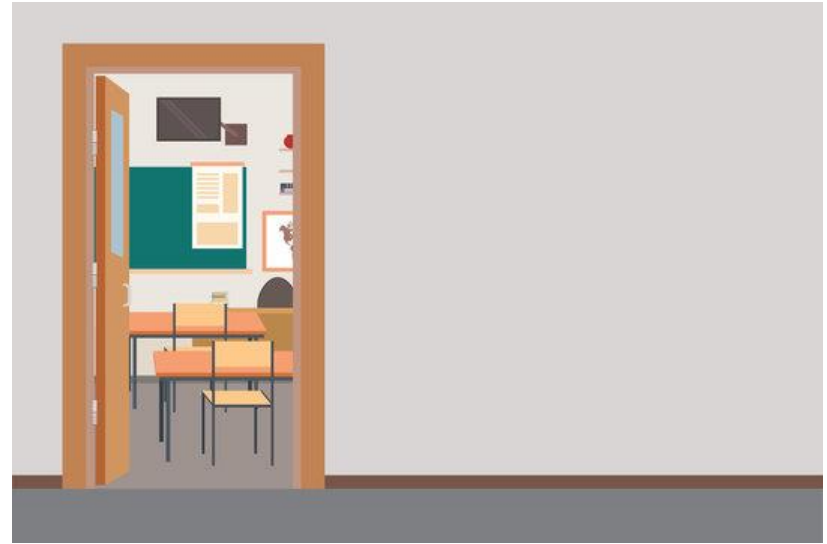
## Next steps

- Once you've decided on your non-negotiables, you can start your search.
- The TES job page has most adverts for local schools and is very user friendly.
- Teach in Herts is very popular to advertise jobs in the local area.
- Most adverts will have 'suitable for ECTs to apply' on their advert, but if in doubt, give the school a quick call.



# Ask to visit the school

- If you see a job advertised and wish to gain an insight into the school, request a visit. Schools are usually happy to accommodate this.
- Be observant from the start – how do students enter/exit the school, how do they interact with staff around the building, how do the staff interact with each other. How does it feel?
- Culture is something often spoken about, but really is best to witness first hand.



# Do your research

- Ofsted reports...
- School websites are fundamental
- Parent views
- Local newspapers

Once you are happy, complete your application.

Remember, we **know** you are an ECT. We do not expect pages about the huge impact you have had when training, we simply want to know what experience you have and how this has helped shape your current teaching.

Make your application bespoke to the school – again, the website is crucial here.

If asked for interview, review key policies before the day (Behaviour, Safeguarding, Teaching and Learning)



# Ask questions!



- How long have you worked here?
- What do you enjoy about working here?
- What support is in place to help with staff workload and wellbeing?
- What additional support do you have in place for ECT staff?
- How are ECT mentors chosen and what training do they engage with?
- What are your CPD opportunities? Are they directed or self-directed?
- Are there opportunities for progression here?