



# The Park Federation

## ACADEMY TRUST



## TPF EARLY CAREER TEACHER PROGRAMME

At The Park Federation Academy Trust, we provide Early Career Teachers (ECTs) with a supportive environment that develops and equips them with the tools to be effective and successful teachers.

We deliver an ECT programme that not only meets all of the statutory requirements underpinned by the early career framework (ECF), but goes beyond and supports ECTs even further through our bespoke ECT+ training and networking opportunities.

All ECTs will access the full induction programme which is a provider-led programme offering dedicated support, professional learning and development to ECTs, mentors and tutors.

Each academy within the federation is affiliated with their local Teaching Hub who facilitate the ECT programme. In Hillingdon, this is Teach West London, in Slough academies are partnered with TSH Berkshire and our Buckinghamshire academies are affiliated with Astra Teaching Hub. Slough and Hillingdon hubs use materials created and provided by University College London (UCL). The Buckinghamshire Hub uses materials created by Best Practice Network (Outstanding Leaders Partnership).

We make sure all staff fully understand their role in the ECT induction programme and ensure that all ECTs are provided with an experienced, and knowledgeable in-school mentor. All mentors have completed mentor training and take pride in their roles to guide, support and champion ECTs in their new role.

# Our Local Teaching Hubs



## What is ECT+?

ECT+ is The Park Federation's bespoke CPD programme designed for federation ECTs. These events take place throughout the academic year and provide specialist training in areas such as digital learning, effective provision for SEND and mental health and wellbeing.

They also provide an opportunity to meet ECTs from across the federation to network, share ideas, collaborate and make connections.



## ECT Graduation Ceremony

To celebrate the hard work, success and achievements of ECTs across The Park Federation, we hold an annual ECT graduation ceremony. This special event is personalised for each ECT and recognises their own unique talents and strengths.

Senior leaders from all federation academies attend to share each teacher's accomplishments and a special afternoon tea is enjoyed by all attendees. All colleagues are valued at The Park Federation and this is just one of many moments to recognise the hard work of ECTs and congratulate them on their completion of their induction to the teaching profession.



## ECT Programme Overview

TSH BERKSHIRE, UCL MODULE OVERVIEW

TEACH WEST LONDON, UCL MODULE OVERVIEW

ASTRA TEACHING HUB, BEST PRACTICE NETWORK



# Hear from our Early Career Teachers

## ECT, Year 5

*“The ECT programme is a very well structured approach which covers all the aspects of teaching with the emphasis of reflective and adaptive practice. The focused modules and sessions are very relatable and have had an impact on how I improve, reflect and adapt my teaching practice.*

*This programme has made me feel well supported and able to have professional discussions, ask questions from my mentor and draw upon their expertise.*

*I now feel confident as a person, who is delivering quality teaching throughout the primary curriculum especially in Year 5.”*



## ECT, Year 3

*The ECT programme has been a wonderful experience. It has developed me into a confident teacher and has given me lots of fantastic ideas to implement in my own classroom. My mentor and colleagues have been so supportive throughout. I've gained many new teaching skills and have been provided with excellent CPD opportunities. A great start to my teaching career!*

# Why join The Park Federation?

The Park Federation is a united network of primary academies with a dedicated and dynamic workforce. We recognise the value of our employees and offer an inclusive, supportive and ambitious place to work, enabling every staff member to flourish and achieve success.



Above national salaries



Additional time for teacher development



Pathways for career progression



Commitment to staff wellbeing



Progressive digital resources to empower teaching and learning



Collaborative working across academies



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