



ECT

RECRUITMENT BROCHURE

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WELCOME

PHILLIPA SHERLOCK-LEWIS

CEO | PACT

🍀 *I hope this message finds you well and full of enthusiasm for the exciting journey that lies ahead in your teaching career. As the CEO of PA Community Trust, I am reaching out to extend a heartfelt invitation for you to consider joining our team of dedicated educators.*


I still remember being a first year teacher like it was yesterday, I remember taking my first register and thinking there was no way I knew enough to teach a class for a whole academic year. That initial trepidation, passion, and excitement still ignites me now to ensure we provide the very best support for all of our ECT's. Choosing the right Trust for your ECT years is vital.

At PACT, we believe in the transformative power of education. Our commitment to fostering a supportive learning environment goes beyond textbooks and classrooms; it's about cultivating a community where both students and educators thrive. We understand that as a early career teacher, you are embarking on a journey that is not just a job but a vocation - a calling to make a meaningful impact in the lives of young minds.

Here are a few reasons why PACT could be the perfect place for you to embark on this fulfilling journey:

1. Commitment to Well-Being: *We understand the demands of the teaching profession, and we prioritise the well-being of our staff. Our comprehensive support package aims to create a healthy work-life balance, ensuring that you can thrive both personally and professionally. We have a great health care package should you need to access support.*





2. Professional Development Opportunities: We are committed to investing in our educators' growth. Through continuous professional development programs, mentorship, and collaboration with experienced colleagues, you will have the opportunity to enhance your skills and advance your career.

3. Diverse and Inclusive Community: Our school community celebrates diversity, fostering an inclusive environment where everyone feels valued, respected and that they belong. We actively seek a diverse and inclusive educational workforce in order to enrich the learning experience for both students and educators.

4. Innovative Teaching Methods: We encourage creative and innovative teaching approaches that inspire a love for learning. Your fresh perspectives and passion for education will be embraced and celebrated.

5. Community Engagement: PACT is deeply rooted in the community. We actively engage with parents, guardians, and the wider community to create a collaborative and supportive network that nurtures the holistic development of our students.

Joining PACT means becoming part of a team that is dedicated to shaping the future through education, positively impacting on social justice. Your passion for teaching aligns seamlessly with our vision, and we believe that together, we can make a lasting impact on the lives of the students we serve.

I invite you to explore the opportunities that await you here at our Trust. If you are ready to contribute to a dynamic educational environment where your skills, views and enthusiasm will be valued, we would love to welcome you aboard.

Thank you for considering PACT. We look forward to the possibility of meeting you and having you as a valued member of our team. ”

Warm regards,



Phillipa Sherlock-Lewis
CEO, PA Community Trust

ABOUT PACT

Prince Albert Community Trust is a dynamic multi-academy trust (MAT) of both primary and secondary schools based in Birmingham. Established in September 2015, PACT now proudly serves over 3500 students across seven schools.

Located at the heart of the city, our friendly, professional, and hardworking team serves an aspirant, culturally diverse community. Our community of schools includes Prince Albert Primary School, Heathfield Primary School, Highfield J&I School, Birchfield Primary School, Sutton Park Primary School, Lakey Lane Primary School, and PA High School.

As a forward-thinking and innovative MAT, we are equipped with fantastic pupils, supportive Trustees, engaged governors, and a vibrant community. Our commitment to children's learning is unwavering, marked by a creative approach and a constant commitment to reflection.

As a highly inclusive MAT, we boast a dedicated team of 450 staff who collaborate passionately to achieve our ambitious goals for the children and young people under our care. In everything we undertake, we hold firm to the belief that our schools must meet the highest standards, just as we would wish for the children in our own lives.

OUR VISION

**To enable every pupil to
succeed at school and in
life.**

OUR AMBITION



Exceptional pupil welfare



Exceptional education



Exceptional people



Exceptional infrastructure



Sustainability

OUR VALUES

PASSION



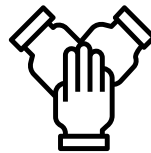
Inspiring a love of learning and being determined to make a difference.

ASPIRATION



Wanting the very best for our pupils, our families, our communities and our staff.

COLLABORATION



Working positively with each other, with parents and carers, other stakeholders and partners to achieve our goals

TRUST



Acting with integrity, being reliable and caring to create a safe and respectful environment for all to learn and work in.

OUR JOURNEY



2009

The journey began with Sajid Gulzar and Phillipa Sherlock-Lewis forming a new senior leadership team at Prince Albert Primary School in Aston.



2013

Prince Albert Primary began their collaboration with Heathfield Primary. A school locally in Handsworth.



2015

Prince Albert Community Trust was founded, with Prince Albert Primary and Heathfield Primary officially becoming part of the multi-academy trust.



2018

Birchfield Primary School joined the Trust.



2016

Highfield Junior and Infant School, based in Sattley, Birmingham joined PACT.



2019

We welcomed Sutton Park Primary.



2021

Prince Albert High School opened a brand new secondary free school in Perry Barr. PACT's first secondary school.



2023

Phillipa Sherlock-Lewis was appointed as new CEO of PACT.



2024

We welcome Lakey Lane to PACT.



OUR OFFER TO YOU

We offer an opportunity to be at the heart of an exciting and growing Community Trust. You will work in a highly supportive team invested in your growth and professional development. Our working culture promotes diversity, equality and social justice. We also nurture a caring working environment where your welfare is of paramount importance. A comprehensive induction and on-going support opportunities are there for your professional development.



Qualifications

We offer staff opportunities to undertake accredited qualifications to aid their development, including apprenticeships.



School teacher's pay and conditions

We are committed to the School Teacher's pay and conditions



Training programme

We have an innovative research based training program for all staff.



£200 Referral

Know someone who would be a fantastic addition to the team? We'd love to hear from them and it's worth £200!



£1000 ECT incentive

We offer £1000 upon successful completion of an ECT programme.



Career progression

We actively look to develop our staff and as a growing Trust we are able to provide career progression opportunities.



Concessions & rewards

Concessions on gyms and health clubs. Cashback and discounts on many retailers, supermarkets, and larger purchases.



Wellbeing and treat days

We provide staff with 2.5 wellbeing days every year! We also have 1.5 staff treat half days per year.



Substantial healthcare plan

Our 'health care plan is provided by Westfield Health'.






YOUR ECT PROGRAMME



Development of staff is fundamental here at PACT and aligns with the vision and values of the Trust. As an ECT you will embark upon your career in an environment where your growth and development is of the highest priority. When joining us, you will be assigned an experienced member of the senior leadership team as your mentor for the duration of your ECT programme. In addition to the national ECT programme that you will be enrolled in, you will receive a personalised package of development and support that will enable you to succeed as an ECT and beyond.

Your mentor will provide planning support for all areas of the curriculum that you are planning. They will work with you in class through modelling lessons, team teaching and coaching. They will also facilitate opportunities for you to observe the practice of excellent practitioners within our schools. This will all lead to you improving your skills, knowledge and confidence as a practitioner.

WHAT DO WE DO?

-  Assign you with an experienced mentor.
-  Personalised package of development and support.
-  Planning support for all curriculum areas.
-  Team teaching, coaching and opportunities to observe best practise.
-  We offer £1000 upon successful completion of an ECT programme.



PROFESSIONAL DEVELOPMENT



72%
OF OUR SENIOR
LEADERS
STARTED AS
PACT ECTS

We're big on people development at PACT. In fact, many of our senior leaders and executive leaders started their journey with us as ECTs (Early Career Teachers).





SUMAYYA PATEL

Head of School | Prince Albert Primary

Sumayya started her journey at PACT as a Teaching Assistant, following a comprehensive programme of development, Sumayya is now a Head of School.

💡 *If you are driven and looking for opportunities to progress in your career, PACT is the organisation for you. Professional learning and development is at the forefront of everything PACT believes in. My journey with PACT started with me working as a Teaching Assistant. I was given the opportunity to achieve my QTS through the GTP programme and I received my first promotion in my second year of teaching. I moved onto leading a year group, leading Phonics and Reading across school and then landing a leadership position as an AHT. I am currently in my seventh year of working as a senior leader, now as a Head of School. I have a family of my own and despite this continue to be supported and developed through my journey working for PACT.* 💡

WHAT IS IT LIKE BEING AN ECT AT PACT?

-  *'I've grown in confidence and I've been very much supported by every member of staff.'*
-  *'I have developed massively as a teacher since becoming an ECT at PACT.'*
-  *'PACT is such a friendly environment it doesn't matter who you are and what role you are, you are all equally treated.'*
-  *'They really are making sure that you are looked after, that you have got that support, that you have got weekly mentoring.'*



CLICK PLAY TO WATCH THE VIDEO

HEAR FROM OUR STAFF

TOP 5 PACT ATTRIBUTES ACCORDING TO EMPLOYEES:

In our most recent employee survey our staff voted the following five areas as the top advantages to working at PACT.



WORKING ENVIRONMENT



SUPPORT



TEAMWORK



CAREER DEVELOPMENT



WORK/LIFE BALANCE

We recognise that the success of our students is intrinsically linked to the dedication, passion, and expertise of our teachers and support staff. We frequently invite staff to feedback on their working environment to enable us to ensure that PACT is an excellent place to work.

92%
SAY THE PACT VALUES ARE IMPORTANT TO THEM



*‘Organisation that prioritises creating a **supportive** work environment for its employees.’*



*‘Fosters a **positive** and **nurturing** atmosphere for students but also promotes the significance of a **contented** and **motivated** workforce.’*

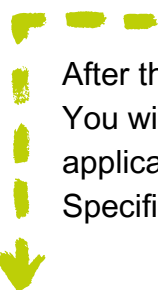
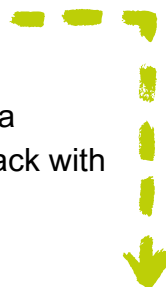
Lumien | Culture and Employer Brand Insight Report

JOINING OUR COMMUNITY



1. Application

Whichever pathway brought you to the job advert you are considering, all applicants complete an application form via MyNewTerm. Here you will also access our recruitment pack with more information on the role.



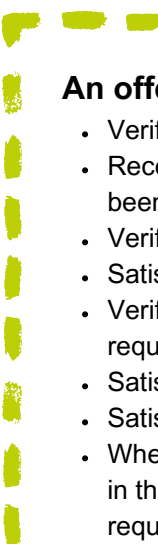
2. Interview

After the closing date, short listing will be conducted by a Panel. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.



3. Documents to Interview

1. Documentary evidence of **right to work** in the UK
2. Documentary evidence of **identity** that will satisfy DBS requirements
3. Documentary proof of current **name** and **address**
4. Where appropriate any documentation evidencing **change of name**
5. Documents confirming any educational or professional **qualifications** that are necessary or relevant for the post



3. Pre-Employment Checks

An offer to a successful candidate is conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory Enhanced DBS Check
- Verification of professional status such as QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period (where relevant)
- Where the successful candidate has worked, or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance



FIND OUT MORE

If you have any questions or just fancy a chat about working at PACT feel free to reach out to us.

 0121 725 5252

 hr@the-pact.co.uk

For information on our current vacancies visit:
www.the-pact.co.uk

For updates follow us at:

 @thePA_CT

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