

# Maritime ECT Offer



Maritime  
Academy  
Trust



At Maritime we want to develop children who are happy, resilient and confident to give things a go. Children should be getting memorable experiences, in fantastic schools and classrooms. We can help them achieve outstanding results to set them up for the next stage in their lives by having dynamic teachers and support staff who love their work and working together. If you want to be part of Maritime, we can offer a supportive environment with engaged children and the freedom to deliver a creative and exciting curriculum. We collaborate at all levels meaning fantastic development and career progression opportunities. The Maritime team will support and motivate you in achieving your career ambitions. Our exceptional teachers, support staff and leaders come from a wide range of backgrounds, but they all share a deeply held commitment to give our children an outstanding education in an inspiring and happy school environment.

## ECT Programme

We understand that starting your first teaching position is both exciting and scary. At Maritime we provide the support that you need to navigate the steep learning curve at the beginning of your career and develop into an excellent teacher.

With Maritime you will receive a comprehensive two year programme of professional development and support as set out in the Early Career Framework. The Trust partners with the Thames Gateway Teaching School Hub to deliver an evidence-led programme of development to support excellent and effective classroom practice. The two year programme is set out into 12 blocks, each building upon the last. These elements range from behaviour management to effective questioning and planning to understanding the science of how the brain works.

During year one of your induction you will be supported at every step. In addition to regular line management meetings you will have access to an Induction Tutor and trained Mentor who will provide regular opportunities for support and coaching.

Being part of the Trust also means you will also have lots of opportunities to meet and Network with ECTs in other Trust schools to share experiences.



## Our Commitment

- All first year ECTs will be employed from the beginning of July to enable them to complete a comprehensive induction with their new school. This will allow time for ECTs to meet their class and plan to prepare for the new term.
- All ECTs will have a fully trained and supportive Mentor. The Mentor will be positioned to offer coaching and guidance on pedagogy alongside how to undertake some of the administrative requirements of the role, for example data analysis and report writing.
- All ECTs will have regular meetings with their Mentor. In year 1 these will be weekly and year 2 fortnightly.
- You will be assigned an external 'buddy' by our Training Partner Thames Gateway.
- All ECTs will have access to resources and example lesson plans to allow them to focus their time on teaching and learning.
- Access to ECT Network groups to support opportunities to build relationships and share experiences with other ECTs in the Trust.
- Wherever possible ECTs will remain with the same year group in year 2, to support their skill development.



# ECT Offer

## Your Maritime Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

National Terms & Conditions



Mental Health First Aiders



Enhanced maternity & paternity benefits



CPD & Progression opportunities



Early salary access & financial advice



Interest free Travel Work Loans



Access to face to face counselling sessions



Annual Flu Vaccinations



Eyecare Vouchers



Local Government & Teachers Pensions Schemes



Cycle to Work Scheme



Comprehensive Employee Assistance Programme



If you have any questions about our current ECT Offer or ECT recruitment please email: [recruitment@matoffice.org](mailto:recruitment@matoffice.org)