

# ECT RECRUITMENT

STRATEGY & SERVICES

A BESPOKE RECRUITMENT SERVICE  
FOR SCHOOLS, UNIVERSITIES AND  
EARLY CAREER TEACHERS





Recruitment is changing and there are now a number of ways schools source their next newly qualified teacher: national and local advertising, social media, recruitment agencies.

**Our service goes one better...**

## WHAT IS IT?

A financially astute and efficient way to recruit the best new talent into your schools.

It takes an inordinate amount of time and money to recruit and appoint great newly qualified teachers into your schools.

Using traditional recruitment methods can often mean sifting through application forms and trying to ascertain, from a piece of paper, whether a candidate is a good match for your school, meets your person specification and 'can teach'.

***You have an amazing opportunity for us to:***

- ▶ Showcase your school at the best universities across the UK
- ▶ Steer the very best new talent that our sector has to offer directly to your school
- ▶ Meet, interview and assess final year students and 'ECTs-in-waiting' on your behalf
- ▶ Ensure you are only sent interviewees who match your needs and are of a sufficiently high quality to become a fantastic ECT

## QUALITY ASSURANCE



We have a team of experienced Head Teachers, senior leaders and education specialists on hand to quality assure the final year students we meet at universities.

The team is led by Natalie Creed B.Ed (hons), NPQH, an experienced and highly skilled practitioner and school leader who has conducted many successful interviews throughout her career and knows precisely what makes an excellent teacher.

Natalie and her QTS team will robustly and rigorously ascertain a candidate's skills and abilities and their suitability to the profession. Put your trust in a very experienced, knowledgeable and astute school leader to find you the very best final year students.



## WHY RECRUIT ECTS?

**Succession planning and enhancing the profession.**

Recruiting an ECT into your teaching staff can mean getting a vibrant, enthusiastic, keen and freshly trained teacher who can add great value to your team.

ECTs are very moldable and, in the right school with the right support, you can develop and grow an excellent teacher or even a future leader who can continue to enhance and develop the profession.

## **AFFORDABLE & SUSTAINABLE**



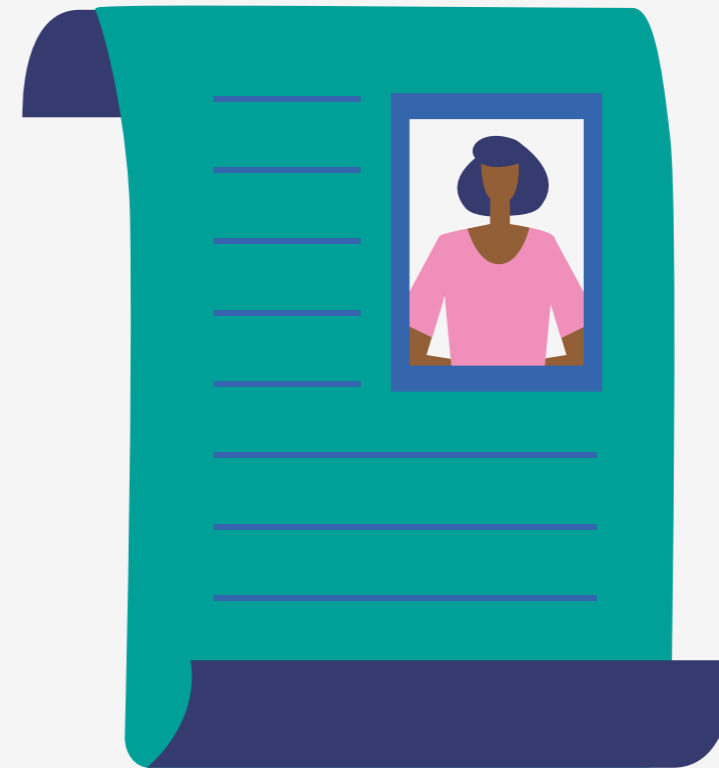
We have been listening to our clients' needs and have come up with several affordable and sustainable options. We are offering placements for Permanent & Long Term.

### **Permanent**

If you would like to recruit an ECT on a permanent contract, the charge to your school is £5,000 per ECT equating to around 15% of their starting salary (M1 Sept 2023 Outer London) and this will be billed in June 2024.

### **Long Term Timesheets**

You may wish to be a little more flexible and choose to recruit an ECT via our timesheet service as we have a range of affordable and cost-effective options. (ECTs pay will be based on Common Pay Spine 2023/24).



## **HOW IS THIS QUALITY ASSURED?**

**Outstanding School Leaders.**

We have a team of highly experienced and successful school leaders assessing each final year student's teaching skills, personal attributes and suitability for the post. Our education specialist team rigorously and robustly interview and vet each candidate using their years of outstanding school leadership experience to ensure the quality of the candidates we present for interview are highly desirable.

## HOW DOES IT WORK?

The earlier in the academic year your September staffing needs can be gauged, the more likely it is that you will be able to secure the strongest and most sought-after final year students and 'ECTs-in-waiting'.

- ▶ We have a team of education specialists with exceptionally high standards who know exactly what an excellent teacher looks like and know exactly the qualities they are looking for in a potential ECT.
- ▶ We meet school leaders and learn as much as we can about the school, its uniqueness and its needs and build strong, honest and supportive relationships with each individual school.
- ▶ We build equally strong, honest and supportive relationships with universities; learning about the course content, the learning development and the students' needs.

- ▶ We have a team of experienced, professional and industrious recruitment consultants working together to ensure that each final year student we register is of the highest quality.
- ▶ We skillfully and proficiently match our final year students with our schools, focusing intently on ensuring the candidate and the schools are deeply suited to one another in order to ensure the ECTs have the very best start to their career.
- ▶ We introduce 1-5 candidates to your school using concise profiles, video clips and other bespoke presentation methods and you select those that you would like to meet and formally interview.
- ▶ We arrange, in collaboration with the school and the final year student, a morning or afternoon for interview where you will follow your usual formal interview practice.
- ▶ Once a successful appointment has been made, Natalie Creed B.Ed (hons) NPQH can offer additional support with training and development.

## THE STORY SO FAR...

Since 2017, Teach Now has been working in partnership with Barnet Local Authority to create a thriving ECT recruitment service. Teach Now is commissioned to source and recruit the highest quality ECTs for their 130 primary, secondary and other schools from the UK and Ireland's best teaching universities.

Due to the success of this service, we are now extending this to all our existing clients in the surrounding boroughs.

We visit 35-40 fantastic universities each year including many of the Russell Group universities: Cambridge, Cardiff, Exeter, Leeds, Liverpool, Manchester, Roehampton and University College London (IOE) as well as those with a rich tradition for teacher training e.g. Kingston, Hertfordshire and St. Mary's Twickenham.

Over the last 6 years, we have met over 3 thousand final year BA, B.Ed. and PGCE students and Barnet local authority has employed over 700 exceptional ECTs into its schools.

The ECT recruitment service, has been expertly created, continuously analysed, adapted and honed and has been tremendously successful in our flagship local authority Barnet and it is pertinent and right that we support other local authorities in their drive to recruit the best ECTs into their schools.





## WHO ARE WE?

Teach Now is a highly regarded education recruitment company based in Southgate, Barnet. We are very well known across North London & Hertfordshire with our main areas being Barnet, Enfield, Islington, Haringey & parts of Hertfordshire. We are the preferred supplier for many of these local authorities and we work with 70% of their schools on a daily, long term and permanent basis.

For the last twelve years Teach Now has been cultivating a new approach to education recruitment consultancy. During that time, from our origins as an education recruitment agency, we've steadily evolved into something with far more to offer.

At the core of everything we do, has always been the belief that the right person in the right place makes a real and vital difference in the classroom. Now, with our diligent, culturally diverse and immensely experienced team, a 15,000-strong candidate database and more than 40,000 successful work placements to our name, we're working constantly and closely with schools, universities and local authorities in the UK and abroad to deliver that difference.

Little by little, school by school, cohort by cohort, pupil by pupil, that difference is improving life chances and quietly changing the world.



# MEET THE LEADERS



## Joseph McCann

Joseph McCann has over 20 years' experience within the education recruitment industry. He is the co-founder of Teach Now which has 15 staff and places almost 300 candidates per week in 100 schools across North London & Hertfordshire. Joseph is part of the recruitment and retention committee for Barnet LA and is also a primary school governor in Enfield LA. Joseph is an accomplished entrepreneur who is adept at visionary leadership. He is well travelled and has a vast knowledge base within education and recruitment.

### A personal note...

*"I have been passionate about recruiting Early Career Teachers for 20 years. I truly believe that helping a final year student find employment at a school that matches their needs is paramount to their success in becoming a great teacher. Retaining great staff is at the forefront of all employers' minds and it makes complete sense to take the time to carefully choose and deeply support the teachers who are joining the profession. All I need from you, as a headteacher, is the chance to visit your school and complete an ECT recruitment strategy meeting and honestly, we will use all of our expertise and resources to take the pressures of recruitment away."*



## Natalie Creed | B.Ed. (hons), NPQH

Natalie is a vastly experienced and outstanding primary practitioner who has been a driven and solution focused school leader in outstanding primary schools in London for 15 years. She has worked across London; mainly in Tower Hamlets and Islington and has expertly led change; rigorously improved practice and has had a direct impact on children's life chances. Natalie has also been an independent education consultant developing schools' teaching and learning practice, pupil outcomes and leadership teams in Barking and Dagenham, Greenwich and Waltham Forest.

### A personal note...

*"I have a deep passion for bringing talented new teachers into a profession which I have loved for over 20 years and I strive to ensure that they have the most successful start to their career, and this begins by putting the right person in the right school. I am focused and creative and look intently and rigorously at detail. I am excited to build open, honest and supportive relationships with headteachers, school leaders, universities and ECTs."*





## WE ARE LOOKING FOR THESE CANDIDATES TO BE...

- ▶ Calm
- ▶ Confident
- ▶ Warm
- ▶ Passionate
- ▶ Bright
- ▶ Highly reflective
- ▶ Classroom presence
- ▶ Humble
- ▶ Adaptable
- ▶ Resilient

## THE BEST FINAL YEAR STUDENTS...

- ▶ Want to secure their first job as soon as we meet them
- ▶ Have already started looking for their job and researching schools
- ▶ Get 'snapped up' immediately
- ▶ Want schools who can provide high quality mentoring & coaching, CPD opportunities, clear guidance and robust support
- ▶ Are looking for warm, friendly, successful schools where they can thrive and grow



*"We were delighted with the ECT process and subsequently the ECT we recruited to come and work for us. We felt that we were given the opportunity to discuss what we were looking to give and insight to what working at our school was like. This helped ensure that we got a candidate that best suited our school. The fact that we secured our ECT in January meant that we could work with them early on."*

**Headteacher, Trent C of E School, Barnet**

*"The ECT Recruitment Programme has been fabulous in supporting us to recruit ECTs. We started early and began interviews in January. We interviewed 2 candidates and were very impressed with the calibre of both. We were very lucky that they both loved our school and we were able to offer a starting contract from July 1st! We would highly recommend the ECT recruitment programme."*

**Headteacher, Moss Hall Schools, Barnet**

*"We have been working with Teach Now for quite a few years. They really make sure that they understand our school and the type of ECT who would fit well with our vision and values. The staff at Teach Now listen carefully and work hard to ensure we receive the best calibre of ECT. I would really recommend working with them - it is a really effective process".*

**Headteacher, Edgware Primary School, Barnet**

*"I felt very supported throughout the entire process and am now working in a great school and it would not have happened without the huge amount of support from the Barnet Recruitment Team."*

**Secondary science ECT, Bishop Douglass School, Barnet**



Please ask  
to speak to  
one of our  
Executive  
Recruitment  
Consultants  
today...

**Office Hours**

Monday – Friday: 9am – 4pm  
Closed weekends and bank holidays

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