

Early Career Teachers

Required for September 2026

Full time / Permanent

Salary: MPS 1-2 (£34,398 - £36,373FTE)

We're looking to appoint talented early career teachers to join our exceptional team in September 2026!

Collaboration is at the heart of everything we do; we believe, by working as one Kite team, we are stronger together. As an ECT, you will be part of a supportive, forward-thinking Trust where schools work closely together. We place a significant emphasis on colleague wellbeing and offer a unique wellness pledge that ensures that every member of staff feels supported, valued, and able to thrive - particularly those at the very start of their teaching career. You will benefit from a structured ECT programme, high-quality mentoring and opportunities to learn from experienced colleagues across the Trust.

The Kite Academy Trust is proud to be an equal opportunities employer. We value diversity and inclusion and are guided by our core values of positivity, integrity, resilience, respect, and aspiration. We are committed to creating a fair, inclusive, and supportive environment where early career teachers can develop confidence, expertise, and a lifelong love of teaching.

We are looking for:

- People who have the potential to be an excellent Teacher;
- People who are polite, positive and friendly.

In return we will offer you:

- The possibility of a paid induction in July 2026;
- an excellent and unrivalled ECT programme and CPD package;
- a commitment to wellbeing, including professional development in science-backed strategies (such as mindfulness and meditation), opportunities to learn new practical skills and join a range of Trust social groups, plus access to free counselling.
- a Trust where Teachers benefit from excellent professional development... *'Staff get high-quality training that enables them to teach the curriculum exceptionally well. Leaders prioritise staff workload and well-being. As a result, staff feel extremely well supported.'* (Ofsted, November 2024);
- an incredible range of employee benefits (including access to Perkbox);
- employee assistance programme;
- workplace pension through TPS;
- professional learning beyond your ECT training (including funded masters and nationally accredited leadership qualifications);
- genuine opportunities for career progression;
- a curriculum which colleagues shape for the future;
- approaches which are evidence and research informed;
- an extremely friendly and supportive colleague team.

Closing date for applications is Friday 13th March 2026, 9am

Interviews will take place W/c 23rd March 2026

Visits to any of our academies are warmly encouraged. If you would like to arrange a tour of a school, or to request an application form please contact Gemma Golland on 01252 984930 Option 2 or email recruitment@kite.academy

The Kite Academy Trust is an equal opportunities employer, committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants are subject to an enhanced Disclosure & Barring Service check and satisfactory employment references. We have a number of policies and procedures in place that contribute to our safeguarding commitment, including our Safeguarding & Child Protection Policy which can be viewed in the Policies section of our website. We actively support the Government's Prevent Agenda to counter radicalism and extremism. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal responsibility to meet safeguarding duties.