



**Marlborough**  
PRIMARY SCHOOL  
Engage • Motivate • Support • Challenge



# **ECT Recruitment Pack**

## **Academic Year: 2025 -2026**



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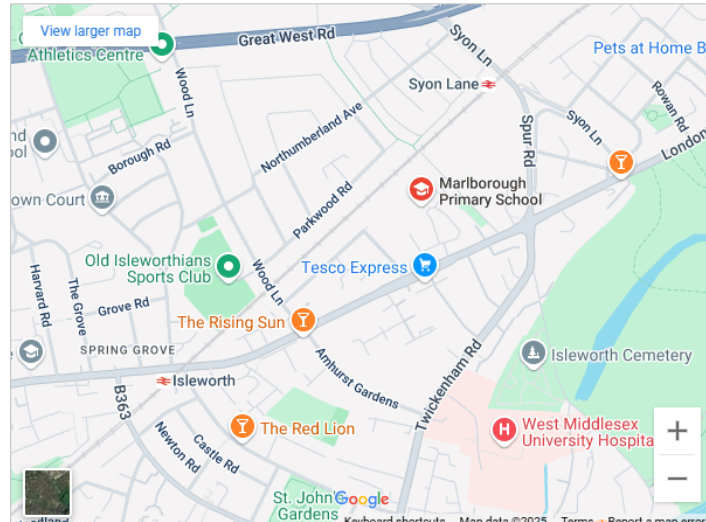
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## 1. About Marlborough Primary School

Marlborough Primary is a popular three-form entry community school located in Isleworth, within the London Borough of Hounslow. Originally opened on 29th June 1936 and rebuilt in 1997, our school now benefits from a spacious, modern, and well-resourced learning environment.



We are proud to serve a culturally rich and diverse community and we are committed to offering an inclusive, broad, and balanced curriculum that enables all learners to thrive.

At Marlborough, our vision is to actively engage, motivate, support, and challenge our pupils so they can achieve their personal best and become confident, successful lifelong learners. Our curriculum is designed to empower children to take responsibility, adopt a growth mindset, and strive for excellence.

We understand that strong relationships are the foundation of successful learning. That is why we work in partnership with pupils, families, and the wider community, underpinned by our core values of **kindness, curiosity, integrity, and resilience**.

Our dedicated and highly skilled staff are passionate about education and committed to nurturing the whole child. We believe in a holistic approach to teaching that supports academic success while also developing pupils' social skills, self-confidence, creativity, and leadership. We offer a wide range of extracurricular activities designed to enrich the learning experience and foster well-rounded development.

If you would like to know more about Marlborough Primary School, please visit our [website](#). There, you can explore our academic and pastoral ethos, our creative curriculum, and the extensive range of enrichment activities we offer. We encourage prospective applicants to book a school tour to experience our learning community in action. Please contact the school office to arrange a visit.



## 2. A Welcome Letter from the Headteacher

Dear Applicant,

Thank you for your interest in starting your teaching career at Marlborough Primary School. Becoming a teacher is one of the most exciting and meaningful steps you will take, and we are committed to making sure your Early Career experience is a positive, rewarding, and inspiring one.

Marlborough is a welcoming, inclusive, and diverse community where we place strong relationships and wellbeing at the heart of everything we do. Our pupils come from a rich range of cultural backgrounds, and we are proud to reflect and celebrate this diversity in our curriculum and wider school life.

As an Early Career Teacher, you will be supported by experienced and dedicated staff who understand the importance of getting your career off to a strong start. We offer a well-structured and personalised induction programme, high-quality mentoring, and regular opportunities for professional development. We want you to feel confident, nurtured, and valued as you grow into your role in the classroom.

At Marlborough, we believe in developing the whole child — academically, socially, and emotionally. We have high expectations for every learner and support them to be kind, resilient, curious, and responsible. These same values guide the way we work with staff: we are kind to one another, we support one another through challenges, and we celebrate each other's successes.

Our most recent Ofsted visit (November 2024) confirmed that "Marlborough Primary School has taken effective action to maintain the standards identified at the previous inspection." This reflects the dedication of our entire school community, and our shared drive to keep improving while staying true to our inclusive and caring ethos.

We understand the pressures and excitement that come with your first teaching role and we will be with you every step of the way. If you would like to find out more, please do get in touch or arrange a visit to see our school in action. We would love to welcome you and show you what makes Marlborough such a special place to work and learn.

We hope this pack gives you a strong sense of what we stand for and what we can offer you as an Early Career Teacher. We look forward to receiving your application and learning more about the passion, creativity and energy you can bring to our team.



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Yours faithfully,

Mrs N McKeever  
Acting Headteacher



### 3. Our Ethos and Values

At Marlborough Primary School, our ethos is rooted in the belief that every child deserves to thrive in a safe, inclusive, and stimulating learning environment. As an Early Career Teacher, you will be part of a school community where relationships are valued, individuality is celebrated, and learning is meaningful.

We are committed to building on each child's interests and knowledge while nurturing a genuine passion for learning. We encourage our pupils to take personal responsibility, develop a growth mindset, and always strive to be their personal best. Our children are guided by strong boundaries and are supported to understand the importance of doing the right thing, even when no one is watching.

#### Our Ethos

- **Engage** – Actively participate in meaningful learning experiences
- **Motivate** – Respond positively and enthusiastically to the learning process
- **Support** – Flourish within our inclusive and nurturing environment
- **Challenge** – Embrace the effort and perseverance required for deep learning

These principles guide our approach to teaching and learning. You will be encouraged to foster curiosity, provide challenge and support, and create opportunities that help children grow into reflective, confident, and resilient learners.

Our inclusive ethos is one of our key strengths. We are proud of our reputation for high-quality inclusive practice, which is supported by experienced teaching assistants, pastoral staff, and specialist provision. Through this collaborative and reflective approach, we promote empathy, respect, and understanding across the school community.

#### Our Core Values

- **We are kind to each other**
- **We express curiosity**
- **We have integrity**
- **We demonstrate resilience**

As a new teacher at Marlborough, you will be immersed in a school culture that not only supports your professional growth but also models the values we hope to inspire in our pupils.



## 4. Job Advert

### **Early Career Teacher (ECT) – KS1 or KS2**

**Start Date:** September 2025

**Salary:** M1 (with full ECT support)

**Contract Type:** Full-Time, Permanent

**Location:** Marlborough Primary School, Isleworth, London Borough of Hounslow

Are you a passionate and motivated trainee teacher looking to begin your teaching career in a supportive, inclusive, and forward-thinking school?

Marlborough Primary School is looking to appoint a committed and enthusiastic Early Career Teacher to join our dedicated team from September 2025. This is a fantastic opportunity to start your career in a school with a strong ethos, high expectations, and a welcoming, diverse community.

We are proud of our recent Ofsted Section 8 inspection (November 2024), which confirmed that Marlborough continues to maintain a 'Good' standard. This reflects the dedication of our staff, the positivity of our children, and the strength of our inclusive culture.

As an ECT at Marlborough, you will benefit from:

- A well-structured and supportive induction programme
- An experienced and approachable ECT mentor
- Opportunities for ongoing professional development
- A collaborative team environment with experienced colleagues across all phases
- A nurturing and inclusive ethos built on kindness, curiosity, resilience and integrity

### **We are looking for someone who:**

- Has a genuine passion for teaching and learning
- Demonstrates high expectations for all children
- Is reflective, enthusiastic and eager to develop professionally
- Values collaboration and enjoys working as part of a team
- Wants to make a lasting difference to pupils' lives

Whether you are completing your teacher training in Key Stage 1 or Key Stage 2, we welcome applications from those who are ready to begin their teaching journey and are excited about making a real impact.





**Safeguarding Statement:**

The safety and wellbeing of our pupils is our highest priority. The successful applicant will be expected to demonstrate a thorough understanding of safeguarding and child protection, and carry out their responsibilities in line with the school's policies and procedures. This includes maintaining appropriate relationships with pupils, reporting concerns, and working closely with the designated safeguarding lead and other staff to ensure the safety of all children. An enhanced DBS check, satisfactory references, and a check against the children's barred list are required for this post.

For more information, please refer to our [Safeguarding and Child Protection Policy](#), available on our website

**Visits to the school are encouraged.** To arrange a tour or ask any questions, please contact the school office at 020 8560 3978

**Closing Date for Applications:** Friday 20<sup>th</sup> June

**Interview Date:** To be confirmed

Please submit your completed application form to  
[office@marlborough.hounslow.sch.uk](mailto:office@marlborough.hounslow.sch.uk)

*Please note that CVs will not be considered.*





## 6. Job Description

**Post:** ECT Class Teacher

**Grade:** Main Scale- M1

**Responsible to:** Headteacher

### Main Responsibilities:

- To carry out the duties of a Class Teacher as set out in the School Teacher's Pay and Conditions
- To establish good relationships, encourage good working practices and support, challenge and class teachers and support staff
- To provide regular and specific communication with parents/carers
- To provide for the pastoral, educational, social, moral, spiritual and cultural development of the children and be committed to a fully inclusive approach to learning
- To be responsible and accountable for securing the highest standards of pupil achievement through a process of effective monitoring, evaluation, reporting and review of learning, progress and teaching outcomes
- To address any areas of underachievement and inconsistencies
- To use relevant assessment information to help set targets for improvement
- To enthuse, lead, develop and enhance the teaching practices of others through mentoring, coaching, evaluating, supporting, guiding and target setting
- To be accountable for the strategic leadership and management within the context of the school's aims and policies
- To take responsibility for improving teaching through appropriate professional development and in responding to constructive advice and feedback
- To communicate effectively with parents with regard to pupils' achievements and well-being
- To provide day to day management of staff including absences and the co-ordination and supervision of additional adults working with the children
- To support the induction of new staff
- To make significant contributions to year group preparation, planning and assessment processes
- To use data effectively to make informed choices about the curriculum
- To liaise with other phases to ensure curricular continuity and progression
- To liaise with external agencies including those providing advisory services



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- To monitor the quality of teaching and learning, resourcing and administration
- To interact on a professional level with colleagues, establishing and maintaining good working relationships
- To promote development and effective delivery of the curriculum and maximise children's achievement
- To assist in the development and implementation of school policies and management systems, including the School Improvement Plan
- To maintain, develop and monitor the use of resources
- To undertake other duties which may be reasonably assigned by the Headteacher to ensure the smooth running of the school

To contribute to the School's Leadership Team as and when required

## 7. Person Specification

### Marlborough Primary School & Nursery Personal Specification – ECT Primary Class Teacher

Class Teacher	Experience / Qualifications	Personal Qualities	Knowledge, Skills & Understanding
<b>Essential</b>	<ul style="list-style-type: none"> <li>• DFE recognised teaching qualification</li> <li>• Experience of working in an EYFS/Primary educational setting</li> <li>• Working in a team</li> </ul>	<ul style="list-style-type: none"> <li>• High expectations of learners</li> <li>• An ability to enthuse and motivate others</li> <li>• A commitment towards raising standards and the inclusion of all learners</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of how children learn and achieve</li> <li>• Strong interpersonal and communication skills</li> <li>• Proven leadership skills</li> <li>• Deep subject knowledge as appropriate to phase</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Leading and managing staff</li> <li>• Curriculum Leadership experience</li> <li>• Coaching and mentoring</li> </ul>	<ul style="list-style-type: none"> <li>• Reliability and responsibility</li> <li>• Initiative</li> <li>• Ability to work cooperatively and collaboratively</li> <li>• A willingness and desire to learn</li> </ul>	<ul style="list-style-type: none"> <li>• Exemplary classroom and behaviour management</li> <li>• Effective application of Assessment for Learning strategies</li> </ul>



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## 9. How to Apply

To apply, please complete the application form on our website or email [office@marlborough.hounslow.sch.uk](mailto:office@marlborough.hounslow.sch.uk).

Application Deadline: Friday 20<sup>th</sup> June 2025

Interviews: To be confirmed

We encourage school visits. To arrange a tour or speak to the school office on 020 8560 3978 or email at [office@marlborough.hounslow.sch.uk](mailto:office@marlborough.hounslow.sch.uk).