**ECT PRIMARY POOL- FREQUENTLY ASKED QUESTIONS (FAQS)**

Prior to submitting your application, you are advised to read the FAQs below:

**QUESTIONS ABOUT THE APPLICATION PROCESS**

**1. How can I apply to the ECT Primary Pool?**

The Primary Pool opens on 21st January 2025. Applications can be downloaded at:

[The Education Space Vacancies](https://ats-theeducationspace.jgp.co.uk/vacancies?ga_client_id=7fe9bd2a-5a5b-4344-8905-23f0197c2c38)

**2. When does the ECT Primary Pool close?**

There is a provisional closing date at the end of June 2025. However, this date

is not fixed. The date can be brought forward or extended depending on the number

of applications received and the number of vacancies. If there are enough

applications to fill the vacancies then the date will be brought forward. Check the

current closing date at: [The Education Space Vacancies](https://ats-theeducationspace.jgp.co.uk/vacancies?ga_client_id=7fe9bd2a-5a5b-4344-8905-23f0197c2c38)

**3. When is the best time to apply?**

Ensure that you have read the person specification and you can address the criteria

by providing specific examples from your teaching experience before you apply.

**4. Where do I include information about my teaching practice schools?**

Candidates must include details of their teaching practice schools in the section on

employment history. Include details about the year group(s) taught and a brief

description of your duties.

**5. How much detail should I include about my examination qualifications?**

Include details of your GCSEs, A levels, or equivalent qualifications, state the grades

and subjects. Also include degrees/higher level qualifications, state the grades and

subjects. You must state the grades for GCSE (or equivalent) maths, English and

science.

**6. Where do I include the details of my teacher training provider?**

Include the details in your education history.

**7. Who should I include as my referees?**

You must have a minimum of 2 referees. One of your referees must be from your

teacher training provider, the other referee should be from your current or your most

recent teaching practice school (if you have just started a placement in a new

school). Please seek the referee’s permission before you include their details on the

application form. Note your referees must be able to comment on your **teaching**

**practice.** Please do not include referees from work experience gained in retail etc. All references will be requested prior to interview.

**8. I have been working as a supply teacher via an agency, who should I**

**include as a referee?**

One of your referees must be from your teacher training provider, the other referee

should be from the supply agency, it is also useful if you include an additional

referee from a school where you worked as a supply teacher. Please seek the

referee’s permission before you include their details on the application form. Note

your referees must be able to comment on your teaching practice. All references will

be requested prior to interview.

**9. How will I know if my application was unsuccessful?**

Unsuccessful candidates will receive an email within 5-10 working days of submitting an

application, informing them that their application was rejected as unsuccessful.

**10.If my application was unsuccessful will I receive any feedback about how**

**to improve my application?**

Due to the high number of applications received, we are unable to give specific

feedback to individual candidates.

**11.What are the main reasons for rejecting unsuccessful applications?**

Most applications are rejected for one or more of the following reasons:

The application form is incomplete and not filled in correctly.

There are numerous typos/spelling errors, poor grammar or use of standard English.

The personal statement is too long/too short (the personal statement should be

approximately 1000 words).

The personal statement is generic and does not address the person specification.

The candidate has not completed a teaching practice /taught in a school in the UK.

The candidate is not on a course that will lead to QTS.

**12. If my application was unsuccessful can I apply to the pool again during**

**that academic year?**

No, candidates can only submit one application to the primary pool per academic

year.

**13.Can I apply to other jobs that are advertised by individual Newham schools as well as applying to the Primary Pool?**

Yes.

**QUESTION FOR SECONDARY ECTS**

**14.Is there a pool for secondary ECTs?**

No, secondary candidates should apply for individual posts when they are advertised.

Jobs are advertised at: [The Education Space Vacancies](https://ats-theeducationspace.jgp.co.uk/vacancies?ga_client_id=7fe9bd2a-5a5b-4344-8905-23f0197c2c38). Secondary ECTs can also register to receive copies of the Vacancy Bulletin at the above link.

**QUESTIONS ABOUT THE PROCESS AFTER SUBMITTING AN APPLICATION**

**15. What happens after I submit an application?**

Unsuccessful candidates will receive an email within 5-10 working days of submitting an application, informing them that their application was unsuccessful. (Please refer to questions 10 to 12 for further details about unsuccessful applications).

If your application is **not** rejected then it will remain in the pool until it is reviewed by a school. Please note that if your application is not rejected, there is no guarantee that you will be shortlisted and contacted by a school to attend an ECT selection day.

**16. How will I know if my application is shortlisted?**

If your application is shortlisted you will be contacted by a school and invited to attend an ECT selection day (Please see question 20).

**17.How long will I have to wait to be notified if my application was**

**short listed?**

There is no definite answer as this will vary depending on the time of year and the number of schools reviewing applications. There are fewer requests from schools to review applications in January and considerably more requests in March to May. Also there is no guarantee that a school who reviews your application will shortlist you.

**18. Are all candidates whose applications are not rejected guaranteed an interview?**

There is no guarantee that a school will shortlist your application form and invite you to attend an ECT selection day.

**19. Is my application sent to schools that have a vacancy?**

Applications are not sent to individual schools. Schools with ECT vacancies request access to the pool. Schools can then review all the available applications.

**QUESTIONS ABOUT THE ECT SELECTION DAY**

**20.What happens at an ECT Selection Day?**

A typical day involves a tour of the school, a lesson observation and an interview.

Some schools ask candidates to complete an additional task. The structure of a selection day will vary from school to school. Candidates will be informed of the structure of the day in their interview letter.

**21.When will I find out if my interview was successful?**

The interviewer will let candidates know when they will be informed of the outcome

of the interview.

**22. What are the outcomes of a primary pool interview?**

There are 3 possible outcomes:

a. Candidate is successful at interview and is given a conditional job offer at the

interviewing school.

b. Candidate is successful at interview but they are not given a conditional job offer at the interviewing school. The candidate remains in the pool, their application is available for other schools to review. A different school can invite the candidate to attend another ECT selection day.

c. Candidate is unsuccessful at interview. The candidate is withdrawn from the ECT Pool.

**23. What is a conditional job offer?**

Candidates are given a job offer on condition of the receipt of satisfactory references, achieving QTS and the school performing other safer recruitment checks.

**24. Do I have to accept a job if I am given a conditional job offer?**

Schools will give candidates a reasonable period of time to consider a job offer.

Candidates do not have to accept a job offer if they feel that the school is not the

right school for them.

**25. What should I do if I am offered a job at a school but I have another job**

**interview to attend, that I am also interested in?**

Be honest with the school and ask for time to consider the offer. Do not accept a job

offer and then withdraw from the offer, it is very unprofessional.

**26.What happens if I am successful at interview, but I am not given a**

**conditional job offer at the interviewing school?**

The candidate remains in the pool, their application is available for other schools to review. Another school can invite the candidate to attend an ECT selection day.

**27.Can I attend another interview if my interview was unsuccessful?**

No, if an interview was unsuccessful then the candidate’s application is withdrawn from the pool for that academic year. However, candidates can apply to individual jobs that are advertised by Newham schools.