

Keynote

educational

Friday
19
June
2026
London

National
Conference

Code: C0010

Investing in Early
Career Teachers
Today to Shape
Resilient, Effective
Schools for
Tomorrow



READY, SET, TEACH!

NATIONAL ECT CONFERENCE

SPEAKERS INCLUDE:

Marcus Sharrad

Owner of The Crafted Concept,
coaching consultant and previously
Director of Coaching & Mentoring,
Marlborough College

Shanti Chahal

Strategic Subject Lead, Wellbeing,
Reasonable Adjustments and EDI
Lead, eQualitas

Rachel Ballantyne

Founder of Edify and Empower
Tutoring

Helen Webb

Accredited Executive Coach

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CONFERENCE AIMS

Starting a career in teaching is both exciting and challenging. However, recent data indicates that close to a third of teachers leave the profession within their first five years (The Institute for Fiscal Studies, June 2023). The demands of the role, coupled with the steep learning curve, can feel overwhelming without the right guidance and support. This new and innovative conference is designed to arm Early Career Teachers (ECTs) with practical tools, strategies, and insights to navigate the challenges of their first years in the profession confidently, addressing the standards included in the Initial Teacher Training and Early Career Framework (ITTECF) from September 2025.

For headteachers and senior leaders, investing in the development of ECTs is an investment in the future of your school. This conference directly addresses key issues that impact retention and long-term teacher effectiveness. Delegates will gain essential skills in building routines, managing challenging behaviour, and handling workload effectively, ensuring they start the year strong and remain resilient throughout their careers. Moreover, sessions on using data effectively and preparing for career progression equip new teachers with the mindset and tools to contribute positively to school improvement from day one.

Supporting your ECTs through this conference is more than professional development; it's a strategic step toward strengthening your teaching staff, improving student outcomes, and fostering a culture of growth and sustainability within your school. By empowering new teachers to succeed, you not only reduce attrition but also cultivate a motivated, skilled, and committed workforce that will shape the future of education.

BENEFITS OF ATTENDING

- Gain practical strategies to navigate the first term in teaching with confidence, establishing routines, building positive relationships and setting high expectations that set the tone for success
- Discover practical time-management techniques to balance professional responsibilities and personal well-being, reducing the risk of burnout while maintaining high standards
- Develop effective modelling, scaffolding, and questioning methods to support and deepen pupil learning
- Equip yourself with tools to handle challenging behaviour, foster a positive classroom culture, and build meaningful relationships with students, parents, and carers to enhance student engagement and learning
- Demystify the complexities of school data and learn how to use assessment effectively to track progress, identify needs, inform teaching, deliver high-quality feedback and drive student achievement with confidence
- Reflect on your professional identity, build a supportive network, and explore opportunities for career progression. Leave with a clear plan for growth and the skills to thrive in your teaching career
- Gain the knowledge and resilience needed to stay in the profession long-term, contributing to your school's success while building a rewarding and sustainable career

WHO SHOULD ATTEND

- Early Career Teachers: Build confidence, routines, and resilience for a successful start in teaching
- Senior Leaders and Headteachers: Boost ECT retention, resilience, and professional growth within your school
- Trust and School CPD Leads: Develop impactful CPD programmes that support and sustain new teachers
- Trainee Teachers and PGCE Students: Prepare for a smooth transition into your first full teaching role
- Mentors of Early Career Teachers: Strengthen your support strategies to guide ECTs through early challenges
- Induction Tutors and Coordinators: Prepare to deliver effective ECT induction and development support
- Teaching School Hub Leaders and Partnership Coordinators: Enhance ITT and ECF provision with practical tools and approaches
- HR and Workforce Development Leads in Education: Support recruitment, retention, and career growth of early career teachers

PROGRAMME

10.00am **Welcome & Introduction**

Steve Smith
Director of Professional Development,
Keynote Educational

10.05am **Starting Out: Setting High Expectations, Building Confidence and Routines**

- Strategies for promoting challenge and aspiration in all pupils
- Building a supportive culture of trust, mutual respect, and high expectations
- What it means to be a teacher: practical tips on maintaining professionalism
- Establishing clear expectations and positive relationships with students and colleagues
- Setting up effective routines to support learning and well-being

Marcus Sharrad
Owner of The Crafted Concept,
coaching consultant and previously
Director of Coaching & Mentoring,
Marlborough College

11.00am **Break**

11.20am **A Designed-In Approach to Wellbeing**

- Proactive planning for wellbeing to embed a designed-in approach across daily teaching practice
- Creating achievable routines through practical strategies which prioritise impact on pupils alongside sustainable working patterns
- Effective engagement in peer-support, mentoring and networking to foster a sense of belonging
- Sharing of best practice in workload management and the promotion of wellbeing

Shanti Chahal
Strategic Subject Lead, Wellbeing,
Reasonable Adjustments and EDI
Lead, eQualitas

12.10pm **Classroom Practice: Successful Strategies to Elevate your Teaching**

- Effective modelling and scaffolding to support pupil learning
- Using high-quality questioning to assess understanding and deepen learning
- Encouraging independence through metacognitive strategies
- Sequencing lessons to prevent misconceptions and promote retention
- Effective use of retrieval practice and purposeful repetition
- Adaptive Teaching: strategies for adapting lessons without lowering expectations

Rachel Ballantyne
Founder of Edify and
Empower Tutoring

1.00pm **Lunch**

2.00pm **Classroom Management: Responding to Challenging Behaviour & Building Relationships**

- Creating a positive and organised classroom environment
- Understanding and addressing the root causes of challenging behaviour
- Using long term rewards to create an engaging classroom culture
- Strategies for encouraging participation and how to handle difficult behaviour
- Working collaboratively with parents, carers, and colleagues in a constructive partnership to support student success

Marcus Sharrad
Owner of The Crafted Concept,
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2.50pm **Break**

2.55pm **Thriving as a Professional: Developing Your Identity as a Teacher and Preparing for Progression**

- Reflecting on personal values, strengths, and professional goals
- Understanding school culture and building a support network
- Exploring pathways for career progression and leadership opportunities
- Setting long-term aspirations and actionable steps to achieve them
- Evidence-based tips for building resilience and thriving as an ECT

Helen Webb
Accredited Executive Coach

3.45pm **Depart**

Delegate Rates

First delegate rate Additional delegates

£349 **£279**

+ VAT + VAT



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SPEAKERS



Marcus Sharrad

Marcus Sharrad is the owner of The Crafted Concept, a performance coaching consultancy working across education and elite sport, with a focus on pedagogy, leadership, and individual and team performance. Through The Crafted Concept, Marcus supports schools nationwide to strengthen internal professional learning in line with Ofsted and ISI expectations, working with senior leaders, middle leaders, and subject departments. As a qualified executive coach, he also works one-to-one with senior leaders and Heads. Alongside his work in education, Marcus provides pedagogical and performance support within elite sport, including professional football and Olympic pathways, supporting players, coaches, and coaching staff. He previously served as Director of Coaching & Mentoring at Marlborough College, leading staff induction, PGCE and ECT programmes, internal professional learning, and a data-led, whole-school academic intervention initiative.



Shanti Chahal

Shanti Chahal is Strategic Subject Lead at e-Qualitas. As part of her current role, she leads on Wellbeing, Reasonable Adjustments and EDI across the Primary, Secondary, Early Years and Assessment Only programmes. In her previous experience as a senior leader in schools and as a chair of governors, she has been passionate about empowering educators around wellbeing through evidence-informed and purposeful professional development. She is committed in her mission to prepare trainees and ECTs for sustainability within the teaching profession.



Rachel Ballantyne

Rachel Ballantyne is the founder of Edify and Empower Tutoring, an education specialist with more than thirteen years of experience teaching and leading in UK independent and international schools. Her work is grounded in a simple philosophy: kindness creates confidence and confidence drives academic excellence. Rachel is a qualified English teacher, an experienced academic mentor and a Designated Safeguarding Lead. She is known for combining compassionate, pupil-centred support with high expectations, clear structure and strong subject expertise. Her approach helps students move from uncertainty to clarity. Edify and Empower Tutoring reflects Rachel's commitment to purposeful, high-quality education that protects, challenges and inspires young people to thrive.



Helen Webb

Helen Webb is an accredited Executive Coach based in Leicester. She works in schools empowering staff to overcome their individual wellbeing, workload, leadership and career challenges so they can avoid burnout, drive successful school improvement, and get the best out of their team and themselves. She has over 20 years of experience in education working previously as a science teacher, Lead Practitioner, PGCE & ECT mentor, ECF Lead & ECT Induction Tutor. She is also currently a Lead Mentor for the Leicester & Leicestershire SCITT. She is a regular contributor to the online secondary education magazine, Sec Ed, where she writes and speaks on themes related to teaching, learning, and coaching.



Outstanding! Straight talking, lots to take away. Very interesting hearing from such highly experienced leaders. Excellent.

James Allen's Girls' School



Really well produced and delivered. Knowledgeable speakers with very useful and dynamic content. Good practical takeaway tips.

Loughborough Grammar School



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Opening New Doors in Teaching & Learning