



# Early Career Teacher (ECT) Induction Policy

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## **Elliot Foundation Academies Trust Values**

### **1. Put children first**

- a. We trust and value your professionalism
- b. We share the responsibility for the learning and welfare of all of our children
- c. Our purpose is to improve the lives of children

### **2. Be safe**

- a. Don't assume that someone else will do it
- b. Look after yourself, your colleagues and all children
- c. We are all responsible for each other's safety and well being
- d. Discuss any concerns with an appropriate member of staff

### **3. Be kind & respect all**

- a. People are allowed to be different as are you
- b. Kindness creates the positive environment we all need to flourish
- c. This kindness should extend to ourselves as well as to others

### **4. Be open**

- a. If you can see a better way, suggest it
- b. If someone else suggests a better way to you, consider it
- c. We exist to nurture innovators and support those who take informed risks in the interests of children

### **5. Forgive**

- a. We all make mistakes
- b. Admit them, learn from them and move on

### **6. Make a difference**

- a. Making the world a better place starts with you
- b. Model the behaviour that you would like to see from others

## Related policies and documents

- Equality and Diversity Policy
- Safeguarding Policy
- Health and Wellbeing Policy
- Whistleblowing Policy
- Health and Safety Policy
- Grievance Policy
- Disciplinary Policy
- Management of Sickness Absence Policy
- The Department for Education's (DfE's) statutory guidance [Induction for early career teachers \(England\)](#) from 1 September 2021
- The [Early career framework reforms](#)
- [The Education \(Induction Arrangements for School Teachers\) \(England\) Regulations 2012](#)

## Definitions

- Where the word 'Trust' or "TEFAT" is used in this document it refers to The Elliot Foundation Academies Trust
- Where the term 'CEO' is used it refers to the Chief Executive Officer
- Where the term 'ECF' is used it refers to the Early Career Framework
- Where the term 'ECT' is used it refers to Early Career Teacher
- Where appropriate, local procedures and practices to implement Trust policies will be published by TEFAT head office or the individual academies
- The 'relevant standards' referred to below are the [Teachers' Standards](#).

## 1. Policy statement and objectives

- 1.1. It is essential that Early Career Teachers (ECTs) satisfactorily complete their statutory induction and contractual probation period and the Trust is committed to supporting this process by:
- Running an ECT induction programme that meets all of the statutory requirements underpinned by the early career framework (ECF) from 1 September 2021
  - Providing ECTs with a supportive environment that develops them and equips them with the tools to be effective and successful teachers
  - Making sure all staff understand their role in the ECT induction programme

## 2. Scope and principles

- 2.1. This policy is applicable to ECTs starting their induction **on or after 1 September 2021**.
- 2.2. NQTs who have started but not completed their induction before 1 September 2021 will continue to follow the NQT Induction Policy. NQTs starting their induction before 1st September 2021 have until 1 September 2023 to complete their induction within 3 terms as outlined in previous NQT induction guidance. NQTs who do not complete their induction by 1 September 2023, will be required at this point to switch to the full ECT induction for the remainder of their induction period. Time already spent in induction will count towards the 2-year ECT induction period.
- 2.3. This policy does not form part of any employee's contract of employment and it may be amended at any time following consultation with staff and recognised trade unions.

## 3. The ECT induction programme

- 3.1. The induction programme will be underpinned by the Early Careers Framework (ECF), enabling ECTs to understand and apply the knowledge and skills set out in the ECF.
- 3.2. Prior to the ECT serving their induction, the Principal and appropriate body must agree that the post is suitable.
- 3.3. For a full-time ECT, the induction period will typically last for 2 academic years. Part-time ECTs will serve a full-time equivalent. Up to one term of continuous employment may count towards completion of the induction period.
- 3.4. Each school in TEFAT is responsible for securing an Appropriate Body for their ECTs and they will quality assure / fidelity check the ECT programme selected by TEFAT.

## 4. Posts for induction

### 4.1. Each ECT will:

- Be provided with the necessary employment tasks, experience and support to enable them to demonstrate satisfactory performance against the relevant standards throughout, and by the end of, the induction period
- Have an appointed induction tutor, who will have qualified teacher status (QTS)
- Have an appointed induction mentor, who will have QTS
- Have a reduced timetable to allow them to undertake activities in their induction programme; in their first year, this will be no more than 90% of the timetable of our existing teachers on the main pay range, and in their second year, this will be no more than 95% of the timetable of our existing teachers on the main pay range
- Regularly teach the same class or classes
- Take part in similar planning, teaching and assessment processes to other teachers working in similar posts
- Not be given additional non-teaching responsibilities without appropriate preparation and support
- Not have unreasonable demands made upon them
- Not normally teach outside the age range and/or subjects they have been employed to teach
- Not be presented with unreasonably demanding pupil discipline problems on a day-to-day basis

## 5. Support for ECTs

### 5.1. Schools will support ECTs with:

- Their designated induction tutor, who will provide day-to-day monitoring and support, and co-ordinate their assessments
- Their designated induction mentor, who will provide regular structured mentoring sessions and targeted feedback
- Observations of their teaching at regular intervals, and follow-up discussions with prompt and constructive feedback
- Regular professional reviews of their progress, to take place termly (except in terms where formal assessment is held), at which their induction tutor will review objectives and revise them in relation to the relevant standards and their current needs and strengths

- Chances to observe experienced teachers, either within the school or at another school with effective practice

## **6. Assessments of ECT performance**

- 6.1.** Formal assessment meetings will take place in the final term of the ECT's first year (term 3) and the final term of their second year (term 6), and will be carried out by either the Principal or the ECT's induction tutor.
- 6.2.** These meetings will be informed by clear and transparent evidence gathered from progress reviews during the preceding assessment period, and drawn from the ECT's work as a teacher and from their induction programme. Copies of the evidence relied on will be provided to the ECT and the appropriate body.
- 6.3.** After each formal assessment meeting, a formal assessment report will be completed that clearly shows how the ECT is performing against the relevant standards. The Principal will also recommend to the appropriate body in the final assessment report at the end of the programme as to whether the ECT's performance is satisfactory against the relevant standards.
- 6.4.** The ECT will add their own comments, and the formal assessment report will be signed by the Principal, induction tutor and the ECT.
- 6.5.** A copy of the formal assessment report will then be sent to the appropriate body. The final assessment report will be sent within 10 working days of the meeting, for the appropriate body to make the final decision on whether the ECT has passed their induction period.
- 6.6.** In the event that the ECT leaves this post after completing one term or more but before the next formal assessment would take place, the induction tutor or Principal should complete an interim assessment to ensure that the ECT's progress and performance since the last assessment is captured.

## **7. At-risk procedures**

- 7.1.** If it becomes clear during a termly progress review or at the first formal assessment point that the ECT is not making sufficient progress, additional monitoring and support measures will be put in place immediately, meaning:
  - Areas in which improvement is needed are identified
  - Appropriate objectives are set to guide the ECT towards satisfactory performance against the relevant standards
  - An effective support programme is put in place to help the ECT improve their performance
- 7.2.** The progress review record or formal assessment report will be shared with the appropriate body, alongside the support plan, for it to review.
- 7.3.** If there are concerns about the ECT's progress during their subsequent progress reviews or formal assessment, as long as it is not the final formal assessment, the induction tutor or

Principal will discuss this with the ECT, updating objectives as necessary and revising the support plan for the next assessment period.



## 8. Roles and responsibilities

### 8.1. The Trust will:

- Make sure the school complies with statutory guidance on ECT induction
- Be satisfied that the school has the capacity to support the ECT
- Make sure the Principal is fulfilling their responsibility to meet the requirements of a suitable induction post
- Investigate concerns raised by the ECT in line with the principles of the Trust's Grievance Policy
- If it has any concerns or questions, seek guidance from the appropriate body on the quality of the induction arrangements and the roles and responsibilities of staff involved in the process

### 8.2. The ECT will:

- Provide evidence that they have QTS and are eligible to start induction
- Meet with their induction tutor at the start of the programme to discuss and agree priorities, and keep these under review
- Agree with their induction tutor how best to use their reduced timetable allowance and guarantee engagement with their ECF-based induction
- Provide evidence of their progress against the relevant standards
- Participate fully in the monitoring and development programme
- Participate in scheduled classroom observations, progress reviews and formal assessment meetings
- Agree with their induction tutor the start and end dates of the induction period, and the dates of any absences from work during the period
- Keep copies of all assessment reports

### When the ECT has any concerns, they will:

- Raise these with their induction tutor as soon as they can
- Consult with their contact at the appropriate body at an early stage if there are difficulties in resolving issues with their induction tutor or within the school

### 8.3. The Principal will:

- Check that the ECT has been awarded QTS and whether they need to serve an induction period

- Agree, in advance of the ECT starting, who will act as the appropriate body
- Notify the appropriate body when an ECT is taking up a post and undertaking induction
- Make sure the ECT's post is suitable according to statutory guidance (see section 4.1 above)
- Make sure the induction tutor is appropriately trained and has sufficient time to carry out their role effectively
- Make sure the induction mentor is appropriately trained and has sufficient time to carry out their role effectively
- Make sure an appropriate ECF-based induction programme is in place
- Make sure the ECT's progress is reviewed regularly, including through observations and feedback of their teaching
- Make sure that formal assessments are carried out and reports completed and sent to the appropriate body
- Maintain and keep accurate records of employment that will count towards the induction period
- Make sure that all monitoring and record keeping is done in the least burdensome and most streamlined way
- Make a recommendation to the appropriate body on whether the ECT's performance against the relevant standards is satisfactory
- Participate in the appropriate body's quality assurance procedures of the induction programmes
- Keep all relevant documentation, evidence and forms on file for 6 years

#### **8.4. The induction tutor will:**

- Provide guidance and effective support to the ECT (with the appropriate body where necessary)
- Carry out regular progress reviews throughout the induction period
- Undertake 2 formal assessment meetings during the induction period, coordinating input from other colleagues as appropriate
- Carry out progress reviews in terms where a formal assessment doesn't occur
- Inform the ECT following progress reviews of their progress against the relevant standards, and share records with the ECT, Principal and relevant body
- Inform the ECT during the formal assessment meeting of the judgements to be recorded on their formal assessment record and invite the ECT to add their own comments
- Make sure that the ECT's teaching is observed and feedback is provided
- Make sure the ECT is aware of how they can raise concerns about their induction programme or their personal progress, both within and outside of the school

- Take prompt, appropriate action if the ECT appears to be having difficulties
- Make sure that all monitoring and record keeping is done in the least burdensome way, and that ECTs are not asked for any evidence that requires the creation of new work

**8.5. The induction mentor will:**

- Regularly meet with the ECT for structured mentor sessions to provide targeted feedback
- Work with the ECT, and colleagues within the school who are involved in the ECT's induction, to help make sure the ECT receives a high-quality ECF-based programme
- Provide, or arrange, effective support – including subject-specific, phase-specific, coaching and/or mentoring
- Act promptly and appropriately if the ECT appears to be having difficulties