



**All Saints  
Schools Trust**

# **Policy for Early Career Teachers (ECTs)**

Policy approved by Trust Board on 16<sup>th</sup> September 2021

Next review due on September 2023

## Background

Department for Education (DfE) [Statutory policies for schools and academy trusts<sup>1</sup>](#), states that schools need to have a policy for Newly Qualified Teachers (NQTs). From 1 September 2021 NQTs will be known as ECTs. It is statutory to have an up-to-date policy for ECTs in schools and settings.

The DfE specifies that the following schools need to have a policy for ECTs:

- Local authority maintained schools, including maintained special schools and nursery schools
- academies
- free schools, including university technical colleges and studio schools
- pupil referral units (PRUs)
- independent schools, not state funded
- sixth-form colleges
- further education institutions

Governors need to approve the policy and review it annually; policy writing can be delegated to an individual member of staff.

The governing body is responsible for ensuring the school is compliant with the statutory guidance (*Induction for early career teachers (England) Statutory guidance for appropriate bodies, headteachers, school staff and governing bodies Revised March 2021 to come into force on 1 September 2021<sup>2</sup>*).

## Rationale

Qualified teachers employed in a relevant school<sup>3</sup> must satisfactorily complete their statutory induction period to gain their full professional qualification. Statutory induction is not a legal requirement to teach in the FE or independent sectors, academies, free schools and British Schools Overseas. If an ECT is undertaking statutory induction in one of these institutions the statutory guidance must be followed.

A career in teaching is both rewarding and demanding. The statutory induction period is the bridge between initial teacher training and a career in teaching. Fundamentally, statutory induction pivots around a pre-planned programme of development, support and professional dialogue, including the Early Career Framework (ECF), alongside monitoring and assessment against the Teachers' Standards.

## Early Career Framework

From 1 September 2021 it is incumbent on all headteachers/principals to ensure that all ECTs receive an ECF-based training and support programme. This is to enable ECTs to understand and apply the knowledge and skills set out in the ECF 'learn that' and 'learn how to' statements and equip them with the tools to be effective and successful teachers. ECF-based training is expected to be embedded as a central aspect of induction; it is not an additional training programme.

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<sup>1</sup> [Statutory policies for schools and academy trusts](#)

<sup>2</sup> [Statutory guidance](#)

<sup>3</sup> A relevant school in England includes maintained schools; non-maintained special schools; maintained nursery schools; nursery schools that form part of a maintained school; local authority maintained children's centre and pupil referral units (PRUs).

The school's role is to walk alongside the ECT with support, advice and guidance. The headteacher must appoint an induction tutor and a designated ECF mentor. Both must have Qualified Teacher Status, the time and skills to undertake the role, and have been appropriately trained in line with the statutory guidance. Different individuals are expected to undertake each of these discrete roles. In exceptional circumstances it may be necessary for the headteacher/principal to designate a single teacher to fulfil both roles, this may be the headteacher/principal themselves. In this situation there must be full understanding of the separate roles.

The induction tutor has responsibility for providing, or co-ordinating, guidance for the ECT's professional development, this can involve the Appropriate Body where necessary. The induction tutor also has responsibility for regular monitoring, assessment and report writing. The pre-planned induction programme must consider the needs and circumstance for each ECT.

The dedicated ECF mentor's role is to work regularly and collaboratively with the ECT and other colleagues, to ensure the ECT receives a high-quality ECF-based induction programme. Instructional coaching and regular modelling to support the ECT develop their pedagogy and practice.

**This policy is based on statutory guidance that comes into force on 1 September 2021<sup>4</sup>.**

## **All Saints Schools Trust**

### **Policy for the statutory induction of Early Career Teachers (ECTs)**

#### **Purpose**

Our Trust's statutory induction processes have been developed to ensure our ECTs feel supported and challenged, both professionally and personally, and to enable them to have a positive impact on outcomes for our pupils/students. Statutory induction for ECTs supplements the school's induction process for all new staff and ensures the ECT is provided with appropriate guidance, support, training, development opportunities, monitoring and assessment through a structured but flexible individual programme.

Our induction processes will:

- support each ECT to demonstrate they can meet all the Teachers' Standards, 'consistently over a sustained period'; statutory guidance, paragraph 1.8 and successfully complete their statutory induction period
- ensure each ECT receives their statutory entitlements: trained induction tutor and dedicated ECF mentor with QTS; a reduced timetable for professional development (in addition to PPA time), observation of experienced teachers; have no unreasonable demands made of them; a pre-planned induction programme; a support plan when necessary; an ECF-based induction programme; formal observation of teaching at least each half-term with verbal and written feedback; regular meetings with the induction tutor and half-termly reviews of progress; fair and rigorous assessment against all of the Teachers' Standards; two formal

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<sup>4</sup> [ECT statutory guidance 2021](#)

assessment meetings and reports, and a named contact at the Appropriate Body for Suffolk Appropriate Body this is Emma Hepburn ([EL.ECTenquiries@suffolk.gov.uk](mailto:EL.ECTenquiries@suffolk.gov.uk))

- ensure each ECT accesses an ECF-based induction programme with dedicated support from their mentor
- provide appropriate support, advice and guidance to each ECT based on individual talents and needs including lesson observations each half-term
- provide examples of good practice and facilitate each ECT observing effective teaching based on their development needs
- support ECTs to develop positive relationships with all members of the school community for the enhancement of pupil outcomes
- encourage ECTs to become reflective practitioners, supported by ECF resources and personnel to aid personal development
- acknowledge success and celebrate good practice
- provide opportunities for professional development beyond the ECF if required
- support an understanding of the full role and responsibilities of a teacher

This policy is underpinned by a whole school commitment to support teachers new to the profession to develop their skills, pedagogy, and practice.

## **Roles and responsibilities**

### **Governing Body**

The Governing Body has responsibility to ensure the school complies with all aspects of the statutory guidance<sup>5</sup>. Prior to an ECT being employed the Governing Body will carefully consider the school's capacity to fulfil its obligations towards each ECT. The Governing Body will be kept informed of induction arrangements and outcomes of formal reports.

The Trustees with responsibility for ECTs are the HR committee.

### **Headteacher/ Head of School**

The headteacher/ Head of School has a significant role in the statutory induction process and will:

- ensure all ECTs are registered with an Appropriate Body
- work closely with the Appropriate Body throughout the statutory induction period, including quality assurance processes and any necessary fidelity checks
- ensure an appropriate ECF-based induction programme is in place
- appoint an induction tutor who has qualified teacher status, the time, and skills to undertake the role, and is appropriately trained
- appoint a dedicated ECF mentor who has qualified teacher status, the time, and skills to undertake the role, and is appropriately trained
- ensure an appropriate, pre-planned induction programme is drawn up by the induction tutor and ECT
- ensure the ECT is provided with all statutory entitlements

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<sup>5</sup> [Statutory guidance](#)

- ensure the ECT has a suitable role to undertake induction as in paragraph 2.17<sup>6</sup> of the statutory guidance
- ensure assessment and monitoring is carried out and evidence of progress towards meeting the Teachers' Standards is recorded in professional reviews, progress reviews and assessment reports
- ensure the ECT is made aware (in writing), at any point during induction they are deemed 'not on track' to meet all the Teachers' Standards by the end of the statutory induction period
- ensure the Appropriate Body is contacted at any point during induction the ECT is deemed 'not on track' to meet all the Teachers' Standards by the end of the statutory induction period
- ensure a support plan is put in place for any ECT deemed 'not on track' in order to bring them back on track
- ensure the support plan is shared with the Appropriate Body and work with them to bring the ECT back on track
- make a final recommendation to the Appropriate Body as to whether the ECT has satisfactorily met all the Teachers' Standards, 'consistently over a sustained period' statutory guidance paragraph 1.8, and should pass their induction period
- keep the governors informed about induction arrangements for ECTs in the school.

### **Induction lead**

*The induction lead ensures that induction tutors and mentors are fulfilling their role and provides support to them.*

*The induction lead will:*

- *ensure induction tutors and mentors are aware of their responsibilities*
- *ensure key milestones and processes throughout the year are planned for and executed efficiently*
- *undertake some paired observations to moderate judgements across the school and ensure a consistent and appropriate view of expectations in relation to the Teachers' Standards at different stages of an ECT's induction*
- *audit professional reviews, progress reviews and assessment reports for all ECTs*
- *be the first point of contact when an induction tutor or mentor has concerns about an ECT's progress.]*

### **Induction tutor**

Many tasks associated with the headteacher/principal may be delegated to the induction tutor or other suitably experienced colleagues.

The induction tutor will:

- ensure ECT is kept up to date on their progress and there will be nothing unknown, no surprises, at the time of a formal assessment.
- have responsibility for the day-to-day oversight of the pre-planned induction programme
- meet regularly with the ECT, retaining signed and dated meeting notes that are uploaded to ECT Manager to provide transparency and access for ECT, induction

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<sup>6</sup> [Statutory guidance](#)

tutor, headteacher/principal/induction lead/professional tutor and Suffolk Appropriate Body

- undertake, and/or, arrange lesson observations as necessary, at least each half-term
- provide opportunities for the ECT to observe experienced teachers to support their understanding and professional development
- have oversight of the ECT's use of the timetable reduction for professional development
- arrange support when necessary
- ensure rigorous and fair assessment throughout the induction process including professional reviews, progress reviews and assessment reports
- liaise with the dedicated ECF mentor to ensure pertinent information is considered
- inform the headteacher/principal and the Appropriate Body, at the earliest opportunity, if concerns arise that the ECT is not 'on track' to meet all the Teachers' Standards, 'consistently over a sustained period' by the end of the statutory induction period'
- write a support plan and work with the ECT to bring the ECT back 'on track'
- share the support plan with the ECT, headteacher/principal and Appropriate Body
- seek support, advice, and guidance from the Appropriate Body as necessary
- ensure reviews and assessments are completed on time so that the Appropriate Body can meet its obligations and ensure ECTs are informed of outcomes within the statutory timeframe.

### **Dedicated ECF induction mentor**

The mentor has the main responsibility for working with the ECT and the ECF throughout the statutory induction period.

The induction mentor will:

- work collaboratively with ECT and others in the school to ensure ECT receives a high-quality ECF-based induction programme
- meet regularly with the ECT for structured mentor sessions based on the ECF
- provide targeted feedback and instructional coaching based on ECF training programme and take prompt action if ECT appears to be having difficulties
- provide, or broker, effective support when required, which may be phase or subject specific
- ensure headteacher/principal and ECT are aware if there are any concerns the ECT is not on-track to meet the Teachers' Standards by the end of the statutory induction period
- work with the school and ECT if a support plan is required

### **ECT**

The ECT is expected to participate fully in the induction process, including all ECF activities, and demonstrate their capacity to meet all the Teachers' Standards, 'consistently over a sustained period'; statutory guidance paragraph 1.8<sup>7</sup>.

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<sup>7</sup> [Statutory guidance](#)

The ECT will:

- provide evidence of Qualified Teacher Status
- collaborate with the induction tutor to write a pre-planned induction programme
- agree with the induction tutor how the reduced timetable will be used
- provide evidence of how the Teachers' Standards are being met throughout the induction period
- participate fully in the monitoring and development programme
- work closely with the ECF dedicated mentor to access all aspects of the ECF to develop skills, pedagogy and practice to impact positively on outcomes for children/pupils/students
- participate effectively in observations, professional reviews, progress reviews and formal assessment meetings
- retain personal copies of both formal assessment reports.

If an ECT has any concerns about induction processes they should be raised within the school in the first instance. Where the school is not able to resolve the concerns the ECT should raise concerns with the Appropriate Body named contact: Emma Hepburn: [EL.ECTenquiries@suffolk.gov.uk](mailto:EL.ECTenquiries@suffolk.gov.uk) These contact details are also provided in the Suffolk Induction Handbook. ECTs will be reminded that their professional association is another source of advice and support.

### **The Early Career Framework**

From 1 September 2021 headteachers/principals are expected to ensure ECTs receive an ECF-based training programme that is embedded into induction practices in the school

***Schools should include the specific details relevant to their school from the information below.***

*The school will follow a provider-led Full Induction Programme/a Core-induction Programme that follows resources from an accredited provider/ a school designed, developed, and delivered programme based on the ECF.*

The Full Induction Programme Provider is:  
*Unity Teaching School*

*The training provider uses materials accredited by the DfE and validated by the Education Endowment Fund to ensure all ECTs receive a high-quality programme of training and development.*

The Core-induction Programme resources the school will follow are *Ambition Institute*, these have been accredited by the DfE and validated by the Education Endowment Fund.

*The school will follow a school designed, developed and delivered programme that is closely based on the ECF including 'Learn that ...' and 'Learn how to ...' statements, founded on evidence and with reference to recent research.*

*As school is following core induction programme, developed and delivered programme we welcome and will actively participate in the fidelity checks and quality assurance*

*visits undertaken by the Appropriate Body. This will assure our ECTs and school community that the school is demonstrating fidelity to an ECF-based induction and training programme.*

### **Monitoring, assessment, and reporting**

The induction tutor and ECT will undertake a professional review of practice by half-term in October 2021, February 2022 and June 2023. These will support ECT and induction tutor to gather evidence related to the Teachers' Standards and will be used to write formal reports. These will be uploaded to ECT Manager.

Progress reviews will be completed via ECT Manager by 10 December 2021 and 1 April 2022 for all ECTs.

*For information only rather than inclusion in the policy: for part time ECTs statutory guidance suggests that progress reviews are completed at the end of each term there is not a formal assessment, rather than on a pro-rata basis.*

The first formal report will be completed by 14 July 2022 for full time ECTs.

### **Appropriate Body**

The Appropriate Body has the main quality assurance role for statutory induction. The school will work with the Appropriate Body by participating in quality assurance visits, phone calls and requests for information as appropriate.

The Appropriate Body is available to the school throughout induction and can be contacted via email, telephone or ECT Manager Helpdesk Tickets: ECT mailbox [EL.ECTenquiries@suffolk.gov.uk](mailto:EL.ECTenquiries@suffolk.gov.uk) office phone number 01473 263951.

Suffolk ECT and Appropriate Body Officer: [celia.moore@suffolk.gov.uk](mailto:celia.moore@suffolk.gov.uk)  
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