

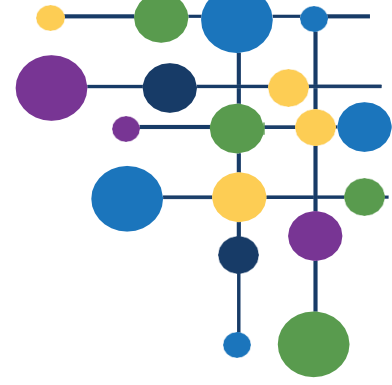


EARLY CAREER TEACHER (ECT) INDUCTION POLICY & PROCEDURE

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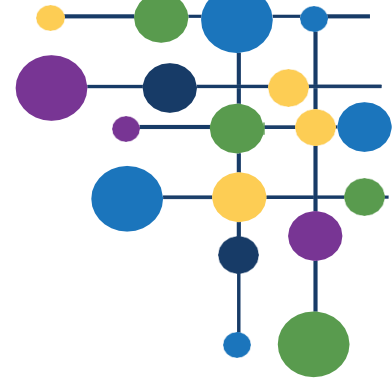
Record of alterations:

Version 1	original
Version 2	section 3 updated to reference Covid exemption legislation
Version 3	Updated to reflect the DfE changes to Induction guidance (Sept 2023)
Version 4	date of last change to statutory guidance to April 2024



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Section 1 Aims

The Trust aims to:

- Run an Early Career Teacher (ECT) induction programme that meets all of the statutory requirements underpinned by the Early Career Framework (ECF);
- Provide ECTs with a supportive environment that develops them and equips them with the tools to be effective and successful teachers;
- Make sure all staff understand their role in the ECT induction programme.

Section 2 Newly Qualified Teacher (NQT) induction transitional arrangements

This policy applies to ECTs who start their induction **on or after 1 September 2021**. The term 'early career teacher' refers to a newly qualified teacher in their first or second year of induction.

If a 'historic' NQT (newly qualified teacher) did not complete their induction by 1 September 2023, they will be required to complete 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.

Section 3 Legislation and statutory guidance

This policy is based on:

- The Department for Education's (DfE's) statutory guidance [Induction for early career teachers \(England\) from April 2024](#);
- The [Early career framework reforms](#);

The 'relevant standards' referred to below are the [Teachers' Standards](#). This policy complies with our funding agreement and articles of association.

Section 4 The Early Career Teacher induction programme

Statutory induction is the bridge between initial teacher training and a career in teaching. It combines a structured programme of development, support and professional dialogue, underpinned by the Early Career Framework, with monitoring and an assessment of performance against the Teachers' Standards.

Prior to the ECT serving their induction, the headteacher and appropriate body must agree that the post is suitable.

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.

SHARE MAT schools will follow the full induction programme with Calderdale and Kirklees Teaching School Hub. The programme is also quality assured by Calderdale and Kirklees Teaching School Hub, our 'appropriate body'.

Shelley College is the lead school in the Hub status. Shelley College ECTs will use Exceed Teaching School Hub (Bradford) as their Appropriate Body due to regulations set out in the guidance.



4.1 Posts for induction

Each ECT will:

- provide evidence that they have QTS and are eligible to start induction
- regularly meet with their induction tutor/mentor to discuss and agree priorities for their induction programme and keep these under review
- agree with their induction tutor/mentor how best to use their reduced timetable allowance and guarantee engagement with their ECF-based training programme
- provide evidence of their progress against the Teachers' Standards
- participate fully in any agreed monitoring, development programme and meetings
- raise any concerns with their induction tutor as soon as practicable
- consult their appropriate body named contact at an early stage if there are, or may be, difficulties in resolving issues with their tutor/within the institution
- keep track of and participate effectively in the scheduled classroom observations, progress reviews and formal assessment meetings
- agree with their induction tutor the start and end dates of the induction period/part periods and the dates of any absences from work during any period/part period; and retain copies of all assessment reports.

4.2 Support for Early Career Teachers

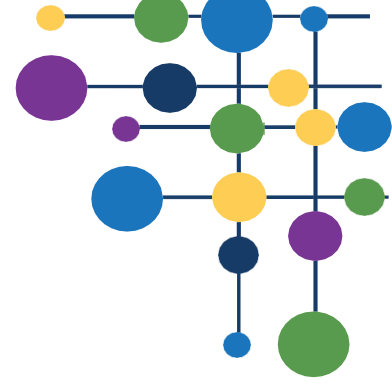
Schools will:

- Have an appointed induction tutor, who will have qualified teacher status (QTS)
- Have an appointed mentor, who will have QTS with the time and ability to support the ECT
- Ensure the ECT has a reduced timetable to allow them to undertake activities in their induction programme; in their first year, this will be 90% of the timetable of our existing teachers on the main pay range, and in their second year, this will be 95% of the timetable of our existing teachers on the main pay range
- Regularly observe the ECT's teaching and provide written feedback
- Offer opportunities for the ECT to observe other teachers where effective practice has been identified.
- Ensure the ECT's timetable allows regular teaching to the same class or classes
- Include ECTs in all planning, teaching and assessment processes, as per other teachers working in similar posts
- ECT should only be given additional non-teaching responsibilities with appropriate preparation and support
- ECTs should not have unreasonable demands made upon them, not normally teach outside the age range and/or subjects they have been employed to teach and not be presented with unreasonably demanding pupil discipline problems on a day-to-day basis.
- Ensure the nominated Induction Tutor reviews the ECT's progress against the teaching standards each term, with a progress review or formal assessment as requested by the appropriate body.
- Ensure the ECT is kept up to date on their progress. There should be nothing unexpected.

4.3 Assessments of ECT performance

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 the ECT's induction tutor.

These meetings will be informed by clear and transparent evidence gathered from progress reviews (one per term) 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.



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 headteacher 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.

The ECT will add their own comments, and the formal assessment report will be signed by the headteacher, induction tutor and the ECT.

A copy of the formal assessment report will be available on ECT Manager for the appropriate body to quality assure. 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.

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 headteacher should complete an interim assessment to ensure that the ECT's progress and performance since the last assessment is captured.

4.4 At-risk procedures

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.

The progress review record or formal assessment report will be shared with the appropriate body, alongside the support plan, for it to review.

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

Section 5 Roles and responsibilities

5.1 Role of the ECT

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.

5.2 Role of the headteacher

The headteacher 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 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 the governing board aware of the support arrangements in place for the ECT;
- 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.

There may also be circumstances where the headteacher/principal is expected to:

- obtain interim assessments, any formal assessment and progress reviews from the ECT's previous post;
- act early, alerting the appropriate body when necessary, in cases where an ECT may be at risk of not completing induction satisfactorily;
- ensure third-party observation of an ECT who may be at risk of not performing satisfactorily against the Teachers' Standards;
- notify the appropriate body as soon as absences, within each year of induction, total 30 days or more;
- periodically inform the governing body about the institution's induction arrangements;
- advise and agree with the appropriate body where, in exceptional cases, it may be appropriate to reduce the length of the induction period or deem that it has been satisfactorily completed;
- consult with the appropriate body in cases where a part-time ECT has completed a minimum period covering, but not equivalent to, two school years and has met the necessary requirements, where it may be appropriate to reduce the length of the induction period;
- provide interim assessment reports for staff moving school in between formal assessment periods; and
- notify the appropriate body when an ECT serving induction leaves the institution.



5.3 Role of the induction tutor

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, headteacher 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;
- Liaise with the Headteacher to ensure that all ECT priorities are being met.

5.4 Role of the mentor

The mentor will:

- Regularly meet with the ECT for structured mentor sessions to provide targeted support and training;
- 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 (inform the Induction tutor) if the ECT appears to be having difficulties.

5.5 Role of the Trust Directors

The Board of Directors will:

- Make sure the all MAT schools comply with statutory guidance on ECT induction;
- Be satisfied that the schools have the capacity to support the ECT;
- Make sure the headteachers are fulfilling their responsibility to meet the requirements of a suitable induction post;
- Investigate concerns raised by the ECT as part of the school's grievance procedures;
- 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.

Section 6 Monitoring arrangements

This policy will be reviewed **annually** by the Director of Teaching School Hub. At every review, it will be approved by the directors.

Section 7 Links with other policies

This policy links to the following policies and procedures:

- Appraisal
- Grievance.

