

Early Career Teacher (ECT) policy

The Futures Trust



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Lead reviewer	Aidan Jenkins, Director Teacher Development Futures Teaching Alliance
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Contents

1. Aims	2
2. Legislation and statutory guidance	2
3. The induction programme.....	2
4. Roles and responsibilities	4
5. Monitoring arrangements.....	5
6. Links with other policies.....	5

1. Aims

The schools aim to:

- › Run an ECT induction programme that meets all the statutory requirements
- › Provide ECTs with a supportive environment that develops them and equips them with the tools to be effective and successful teachers
- › Ensure all staff understand their role in the induction programme

2. Legislation and statutory guidance

This policy is based on the Department for Education's statutory guidance for schools https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/972316/Statutory_Induction_Guidance_2021_final_002_1_1.pdf Also the statutory guidance for ECTs <https://www.gov.uk/government/publications/ECT-support-and-inductions-from-september-2020>. From September 2021 the Early Career Framework guides the transition into the two year ECT process <https://www.gov.uk/government/publications/early-career-framework-reforms-overview>

The 'relevant standards' referred to below are the [Teachers' Standards](#).

3. The induction programme

For a full-time ECT, the induction programme will typically last for two academic years. This is broken into two assessment periods. These should be supported by regular termly progress reviews to monitor progress, to take place in each term where a formal assessment does not. These periods are essentially a year long. Part-time ECTs will serve a full-time equivalent.

The programme is quality assured by The Coventry LA, our 'ECT appropriate body'.

3.1 Posts for induction

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) (subject mentor or class teacher)
- › Have a reduced timetable to allow them to undertake activities in their induction programme, in the first ECT year with no more than 90% of the timetable of our existing teachers on the main pay range and in the second ECT year no more than 95%.
- › 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

3.2 Support for ECTs

We support ECTs with:

- › Their designated induction tutor, who will provide day-to-day monitoring and support, and co-ordinate their assessments
- › 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 weekly and feed into the formal assessment points which are termly, at which we will review their 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
- › Nationally accredited ECT training sessions coupled with targeted individual training plans where required. Supported by the ECF

3.3 Assessments of ECT performance

Formal assessment meetings will take place yearly carried out by the induction tutor and will be moderated by the professional mentor and the head teacher.

These meetings will be informed by clear and transparent evidence gathered during the preceding assessment period, and drawn from the ECT's work as a teacher, reflective journals, standard descriptors and from their induction programme. Copies of the evidence relied on will be provided to the ECT and the appropriate body.

After these meetings, formal assessment reports will be completed that clearly show how the ECT is performing against the relevant standards.

At the end of the programme, ECTs will take part in a final formal assessment meeting. The outcomes of this meeting will be used by the headteacher to decide whether the ECT's performance is satisfactory against the relevant standards. The decision will be written up in a final assessment form.

The ECT can add their own comments to this final form.

The form will then be sent to the appropriate body, who will make the final decision on whether the ECT has passed their induction period.

In the terms that a formal assessment is not taking place, progress reviews will jointly be completed.

3.4 At-risk procedures

If it becomes clear the ECT is not making sufficient progress, additional monitoring and support measures must 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
- › An effective support programme is put in place to help the ECT improve their performance. This plan should be uploaded to the ECT appropriate body portal.

If there are still concerns about the ECT's progress at their next formal assessment, so long as it is not the final assessment, the professional mentor or the headteacher will discuss this with the ECT, updating objectives as necessary and giving details of the improvement plan for the next assessment period.

4. Roles and responsibilities

4.1 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 through weekly meetings, proactively keep these under review using the trust reflective logs and standards descriptors.
- › Agree with their induction tutor how best to use their reduced timetable allowance
- › Provide evidence proactively of their progress against the relevant standards
- › Participate fully in the monitoring and development programmes
- › 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 forms

When the ECT has any concerns, they will:

- › Raise these with their induction tutor / professional mentor 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 tutor or within the school

4.2 Role of the headteacher / professional mentor

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 3.1 above)
- › Ensure the induction tutor is appropriately trained and has sufficient time to carry out their role effectively
- › Ensure the ECT's progress is reviewed regularly, including through observations and feedback of their teaching
- › Ensure 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 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

4.3 Role of the induction tutor (subject mentor or class teacher)

The induction tutor will:

- › Provide guidance and effective support to the ECT, including coaching and mentoring
- › Carry out regular progress reviews throughout the induction period
- › Undertake formal assessment meetings during the induction period, coordinating input from other colleagues as appropriate
- › Inform the ECT during the assessment meeting of the judgements to be recorded on their formal assessment record and invite the ECT to add their own comments
- › Ensure that the ECT's teaching is observed and feedback is provided
- › Ensure 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
- › Support the ECTs progress through the ECF and attend any ECM training required

4.4 Role of the governing board

The governing board will:

- › Ensure the school complies with statutory guidance
- › Be satisfied that the school has the capacity to support the ECT
- › Ensure the headteacher is 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 procedure
- › If it wishes, seek guidance from the appropriate body on the quality of the induction arrangements and the roles and responsibilities of staff involved in the process
- › If it wishes, request general reports on the progress of the ECT

5. Monitoring arrangements

This policy will be reviewed **annually** by TFT Director of Teacher Development. At every review, it will be approved by the full governing board.

6. Links with other policies

This policy links to the following policies and procedures:

- › Appraisal. ECTs are appraised through the yearly ECT body assessment reports and not the school PM system.
- › Grievance.
- › Pay.