JH Godwin Primary School
Inspire, Aspire & Achieve

EARLY CAREER TEACHERS Policy

(Statutory)

Committee Responsible	FGB
Review Cycle	1 year
Approved by Governing Body	Autumn 2024
Next Review Date	Autumn 2025
Signed	

POLICY FOR THE INDUCTION OF EARLY CAREER TEACHERS

OVERVIEW

The DfE statutory guidance for the Induction for early career teachers (ECTs) came into force on 1 September 2021. This school will ensure that it meets fully the requirements of the statutory guidance when it is involved in managing statutory induction arrangements for ECTs. The intentions of this policy will underpin the DfE statutory guidelines for ECTs and the DfE Early Career Framework guidance.

INTENT

1. When it is involved in the induction of ECTS this school will ensure that in professional partnership with the appropriate body, it carries out its statutory responsibilities to the highest standard possible.
2. It will welcome ECTs onto its staff and it will support them and hep them to be successful in the early stages of their career.
3. It will work in professional partnership with the appropriate body and the ECT to ensure that they meet the very high requirements set in the DfE statutory guidance and the National Teachers' Standards.
4. The induction will be based on the DfE Early Career Framework which sets out what early career teachers are entitled to learn about and learn how to do when they start their careers. It underpins an entitlement for 2 years of professional development designed to help early career teachers develop their practice, knowledge and working habits.

IMPLEMENTATION

1. The headteacher will make the governing body aware of the arrangements that have been put in place to support ECTs serving induction.
2. The headteacher along with the appropriate body, will be jointly responsible for the monitoring, support and assessment of the ECT during induction.
3. The school will check that the ECT has been awarded QTS and agree, in advance of the ECT starting the induction programme, which body will act as the appropriate body. The headteacher will notify the appropriate body when an ECT is taking up a post.
4. The school will ensure that the requirements for a suitable post for induction are met and it will appoint a qualified teacher with the ability and sufficient time to carry out their role effectively as the induction tutor.
5. The school will appoint a mentor to support the ECT and it will ensure that the mentor has the appropriate skills and time to be effective.
6. The school will provide the ECT with a reduced timetable. In the first year (terms 1-3) of induction an ECT will not teach more than 90% of the timetable of the school's existing teachers on the main pay range and in the second year (terms 4-6) of induction will not teach more than 95%. The time off timetable will be used to enable the ECT to undertake activities in the induction programme. This will be in addition to the timetable reduction in respect of planning, preparation and assessment time (PPA) that all teachers receive.
7. ECTs will have formal assessments carried out by either the headteacher or the induction tutor.
8. The induction tutor will be expected to review the ECT's progress against the Teachers' Standards throughout the induction period, with progress reviews taking place in each term.

9. The headteacher will ensure the ECT's progress is reviewed regularly, including through observations of and feedback on their teaching and that assessments are carried out and reports completed and sent to the appropriate body.
10. The headteacher will act early, alerting the appropriate body in cases where an ECT may be at risk of not completing induction satisfactorily and ensure third-party observation of an ECT who may be at risk of not performing satisfactorily against the Teachers' Standards.
11. If it becomes apparent that an ECT is not making satisfactory progress in the first formal assessment, the appropriate body will be informed, and the headteacher will ensure that additional monitoring and support measures are put in place immediately. The ECT will be made aware of where they need to improve their practice and given every opportunity to raise their performance.
12. The headteacher will participate appropriately in the appropriate body's quality assurance procedures; and retain all relevant documentation/evidence/forms on file for six years.
13. The headteacher will make a recommendation to the appropriate body on whether the ECT's performance against the Teachers' Standards is satisfactory or requires an extension.
14. The headteacher will notify the appropriate body if an ECT serving induction leaves the institution.

IMPACT

1. Through its commitment this school will ensure that it provides a high quality of induction experience for Early Career Teachers.
2. The induction process for ECTs will meet the statutory requirements set out in the DfE guidelines and will be based on the DfE Early Career Framework. This induction will ensure that early career teachers develop excellent practice, knowledge and working habits.

© Excellence in Education Ltd Sept 2021