

SAFFRON ACADEMY TRUST



EARLY CAREER TEACHERS (ECT) STATUTORY INDUCTION POLICY

Date adopted or ratified: Sept 2024

This policy is regularly reviewed following recommended guidelines.

INDEX

1. Rationale.....	3
2. Purposes.....	3
3. Roles and Responsibilities.....	3
4. Induction Period.....	5
5. Leaving or Joining Part Way Through Induction.....	6
6. Absences during the Induction Period.....	6
7. Entitlement.....	6
6. Lesson observation, reviewing and target setting.....	7
7. Assessment & Quality Assurance.....	8
8. At risk procedures.....	8
9. Addressing ECT Concerns.....	9
10. General Principles Underlying This policy.....	9

1. Introduction

Early career teaching is not only very demanding but also of considerable significance in the professional development of the new teacher. 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.

Our programme follows the statutory framework to support early career teachers and provide them with the necessary training to ensure that they can demonstrate that their performance against the Teachers' Standards is satisfactory by the end of the period.

2. Purpose

Our school's induction process has been designed to make a significant contribution to both the professional and personal development of ECTs. The purposes of induction include:

- to provide programmes appropriate to the individual needs of the ECTs.
- to provide appropriate support through the assignment of an identified mentor.
- to provide ECTs with examples of good practice.
- to help ECTs form good relationships with all members of the school community and stakeholders.
- to help ECTs become aware of the school's role in the local community.
- to encourage reflection on their own and observed practice.
- to provide opportunities to recognise and celebrate good practice.
- to provide opportunities to identify areas for development.
- to help ECTs to develop an overview of a teacher's roles and responsibilities.
- to provide a foundation for longer-term professional development.
- to help ECTs perform satisfactorily against the Teachers' Standards.

The whole staff will be kept informed of the school induction policy and encouraged to participate, wherever possible, in its implementation and development.

This policy reflects a structured whole school approach to teacher induction and recognises that the quality and commitment of the people who supervise the induction is a crucial factor in its continued success.

3. Roles and Responsibilities

3.1 The Board

The governing body will:

- ensure compliance with the Statutory guidance on induction for Early Career Teachers (England) which sets out the school's responsibility to provide the necessary monitoring, support and assessments for ECTs.
- be satisfied that the school has a suitable post and the capacity to fulfil all its obligations.
- ensure that a suitable Appropriate Body is appointed to provide independent quality assurance for the ECT programme.

- investigate concerns raised by an individual ECT as part of the institution's agreed grievance procedures.
- be kept aware and up to date about induction arrangements and the results of formal assessment meetings.

3.2 The Headteacher

The headteacher plays a significant and leading role in the process of inducting new colleagues to the profession. The responsibilities of the headteacher are to:

- ensure a teacher is eligible to start an induction period.
- ensure all relevant pre-employment checks have been carried out and that the ECT has been awarded QTS.
- appoint the appropriate body.
- ensure, with the appropriate body, that the post is suitable for an ECT to serve statutory induction.
- agree with the ECT and appropriate body, the appropriate length of the Induction period, including any extensions, in line with the regulations.
- where necessary contact the ECT's previous appropriate body and obtain the necessary reports to ensure induction can be continued effectively
- appoint a suitably qualified induction tutor and induction mentor and ensure that they are provided with adequate time to fulfil their responsibilities.
- provide the ECT with a reduced timetable (10% in year one and 5% in year 2).
- ensure an appropriate statutory induction process is operated.
- ensure that the ECT receives an appropriate programme of training based on the Early Career framework.
- ensure that progress reviews are carried out each term and sign the formal assessment reports at the end of each year prior to submission.
- where unsatisfactory progress is identified, ensure timely notification, advice and support is provided.
- recommend to the Appropriate Body whether or not an ECT has performed satisfactorily against the Teachers' Standards for the completion of induction.
- ensure appropriate records are maintained and retained.
- keep the governing body aware and up to date about induction arrangements and the results of formal assessment meetings.

3.3 Induction Tutor(s)

The principal requirement for the ECT induction tutor is to be responsible for the overall management of initiating ECTs into the teaching profession and into our school's systems and structures. The tutor will:

- provide, or coordinate, guidance for the ECT's professional development (with the appropriate body where necessary).
- carry out regular progress reviews, including providing termly progress reports and the two formal assessments.
- inform the ECT of their progress against the Teachers' Standards and share progress review and formal assessment with the ECT, headteacher and appropriate body.

- ensure that the ECT's teaching is observed and feedback provided.
- ensure ECTs are aware of how, both within and outside the institution, they can raise any concerns about their induction programme or their personal progress.
- take prompt, appropriate action if an ECT appears to be having difficulties.
- ensure that all monitoring and record keeping is done in the most streamlined and least burdensome way.

3.4 Mentor

In addition to the induction tutor, who has the responsibility for the formal assessment of the ECT, a mentor is appointed to provide on-going support on a daily basis. The mentor will:

- regularly meet with the ECT for structured mentor sessions to provide effective targeted feedback.
- work collaboratively with the ECT and other colleagues involved in the ECT's induction to help ensure the ECT receives a high-quality ECF-based induction programme.
- provide, or broker, effective support, including phase or subject specific mentoring and coaching.
- take prompt, appropriate action if an ECT appears to be having difficulties.

3.5 The ECT

The ECT is expected to:

- provide evidence that they have QTS and are eligible to start induction.
- meet with their induction tutor to discuss and agree priorities for their induction programme 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 programme.
- provide evidence of their progress against the Teachers' Standards.
- participate fully in the agreed monitoring and development programme.
- 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.

4. Induction Period

The minimum length of the induction period will normally be the full time equivalent of two standard school years. Where the ECT has or is serving some of the induction period in another setting, or in non-standard settings such as in the FE sector, the appropriate body will determine the equivalence to two school years. We will also follow the statutory guidance in relation to any special circumstances which may apply, to reduce or extend the induction period.

Where an ECT is part time, this will be the full time equivalent of two standard school years. We will agree with the appropriate body a fair length of induction for each ECT if appropriate, taking account of the ECT's working pattern. In line with the provisions of the statutory guidance, a part time ECT may be

able to have their induction period reduced in cases where they have completed a period covering but not equivalent to two full school years and can demonstrate that they meet the Teachers' Standards.

Where an ECT applies for a post that is fixed term or temporary, continuous employment in posts of a minimum of one term or more may count towards the induction period.

Where an ECT is eligible to carry out short-term supply work, and is undertaking short term supply work of less than one term, this cannot count towards induction. However, if it becomes clear that short-term supply work will be extended beyond one term, an induction programme will be put in place. The start date of the induction programme cannot be backdated.

5. Leaving or joining part way through induction

If an ECT joining the academy is part way through their induction period and has carried out part of their induction at another institution, the Headteacher will contact the ECT's previous appropriate body to:

Obtain copies of any progress review records or assessment reports;

Establish how much induction time remains to be served.

If, as a result, it is established that any concerns have been raised about the ECT's progress by previous employer(s), the Headteacher will alert the appropriate body of this academy.

If an ECT is due to leave a post with us after completing one term or more, but before the next formal assessment or the final assessment at the end of the induction period would have been carried out, then the Induction Tutor or Headteacher will complete an interim assessment before they leave in order to ensure that their progress since the last assessment is captured. This will include any concerns about progress which may have arisen.

If the induction period is extended by the appropriate body after completion, and the ECT leaves before completing the extension, the Headteacher will complete an interim assessment.

The Headteacher will notify the appropriate body that the ECT has left before completing induction, or if the induction period is extended and the ECT leaves before completing the extension.

6. Absences during the induction period

If an ECT is absent during induction for a period of 30 days or more per year of induction or equivalent for part time teacher, the Headteacher will notify the appropriate body as soon as the absences total this number. The induction period will automatically be extended by the same number of total aggregate days of absence, as long as this extension can be served in the same setting. If the extension cannot be served at this setting for any reason, then the ECT would need to serve the minimum period of one term or equivalent in a new setting.

The above does not apply to statutory maternity leave, statutory paternity leave, shared parental leave, statutory adoption leave, or parental bereavement leave, in which case the ECT can decide whether or not to extend the induction period to reflect the number of days absent and it is recommended that they seek advice before deciding. If the ECT chooses to extend the induction period, this request will be granted and their performance will be assessed against the Teachers' Standards.

7. Entitlement

The Early Career Teacher should be proactive in their own career development. However, our induction programme ensures that new teachers are provided with support and monitoring to help them fulfil their professional duties and meet the requirements for satisfactory completion of induction. It builds on their knowledge, skills and achievements in relation to standards for the award for qualified teacher status (QTS).

The key aspects of the induction programme for ECTs are as follows:

- an embedded programme of training that enables the ECT to understand and apply knowledge and skills in each of the Early Careers Framework evidence and practice statements.
- termly structured reviews and annual formal assessments.
- regular one to one mentoring sessions from a designated mentor who is expected to hold QTS and has the time and ability to carry out the role effectively. Mentor sessions are normally expected to be timetabled during teaching hours and exceptionally otherwise within directed time.
- support and guidance from a designated induction tutor who is expected to hold QTS and has the time and ability to carry out the role effectively.
- observation of the ECT's teaching with written feedback provided.
- professional reviews of progress conducted by the induction tutor to set and review development targets against the Teachers' Standards.
- ECT's observation of experienced teachers.
- A reduced timetable of no more than 90% of the normal timetable in year one and 95% in year 2, to enable participation in the school's induction programme. This is in addition to the 10% reduction in timetable for PPA time.

4.1 An appropriate programme of training.

This programme provided for ECTs will be:

- A funded provider led programme – the school will work with providers accredited by the Department for Education who will design and deliver a programme of face-to-face and online training to ECTs and their mentors. This programme is funded by the Department for Education.

8. Lesson observation, reviewing and target setting

These will be followed and completed in accordance with the DfE's guidelines on ECT induction including:

- Scheduled observations at regular intervals. Observers will hold QTS.
- Meetings, planned in advance, between the ECT and observer to review observed teaching. Feedback will be constructive and a brief written record made on each occasion, which will include any development needs identified.
- Review and revision of objectives throughout the induction period. These will relate to the Teachers' Standards and the ECT's personal development needs.
- Formal assessment at the end of the first year of the induction period.
- At the end of the induction period, make a formal recommendation to the appropriate body.
- Reports after each review and formal assessment. Copies of these reports, and the evidence used to inform them, will be supplied to the ECT and the appropriate body.
- Informing the appropriate body, and putting support in place, if the ECT is not making satisfactory progress.
- Participation in the appropriate body's quality assurance procedures.

- Notification to the appropriate body if the ECT's absences total 30 days or more (except in the case of maternity or parental leave).
- Ensuring the ECT knows how to raise concerns about their induction programme or their progress, both within your school and elsewhere.

In exceptional circumstances where an interim assessment cannot be completed before the ECT leaves post the induction tutor or headteacher will still complete an interim assessment report and provide a copy to the ECT and appropriate body.

9. Assessment & Quality Assurance

The assessment of ECTs will be rigorous but also objective:

- The criteria used for formal assessments will be shared and agreed in advance.
- Formative assessment (e.g. lesson observation, target setting, pupil progress) and summative assessment (termly induction reports) will be used.
- Responsibility for assessment will involve all teachers who have a part in the ECT's development in order to gain a reliable overall view.
- Opportunities will be created for ECTs to gain experience and expertise in self-evaluation.
- The induction tutor will ensure that assessment procedures are consistently applied.
- At the end of the induction period, make a formal recommendation to the appropriate body.
- Copies of any records will be passed to the ECT concerned.

Reviews and formal assessment reports will give details of:

- areas of strength
- areas requiring development
- evidence used to inform judgement
- targets for coming term (i.e. 'smart' targets)
- support to be provided by the school

All of the above will be clearly referenced to the Teachers' Standards.

10. At risk procedures

If any ECT encounters difficulties in their performance against the Teachers' Standards, the following procedures will be put into place.

- Concerns will be raised promptly with the ECT and the appropriate body notified. Concerns will be recorded in review and assessment reports.
- Monitoring and support measures will be put in place immediately to assist the ECT in getting back on track.
- Recorded diagnosis of the exact nature of the problem and advice given on how to redress the problem.
- Agreed, attainable targets for action with specific and practical steps outlined for securing an improvement in practice.

- Experienced colleagues will model aspects of good practice so that the ECT can focus attention on particular areas of teaching through observation.

Where an ECT has continuing difficulties, the consequences of failure to complete the induction period satisfactorily will be discussed fully with them as follows:

- the identified weaknesses.
- the agreed objectives previously set in relation to the requirements for the satisfactory completion of induction, updating these as necessary.
- details of additional monitoring and support put in place.
- the evidence used to inform the judgement.
- details of the improvement plan for the next assessment period.

Where necessary, the Head/Appropriate Body's adviser will support the induction tutor and ECT in observations and planning an appropriate programme to ensure satisfactory completion of the ECT year and that all steps have been taken to improve the situation.

In a few particularly serious cases, capability procedures may be instigated alongside the formal induction process.

11. Addressing ECT Concerns

If an ECT has any concerns about the induction, mentoring and support programme, these should be raised within the school in the first instance. Where the school does not resolve them the ECT should raise concerns with the named Appropriate Body contact

12. General Principles Underlying This Policy

Confidentiality

The induction process will be treated confidentially and we will ensure that arrangements are in place to facilitate this, including the secure transfer of data between us and the appropriate body. Information relating to an ECT's induction process will only be shared with those directly involved in the induction process, and the governing body on request for a general report on progress, on a termly basis.

Consistency of Treatment and Fairness

SAT are committed to ensuring consistency of treatment and fairness. It will abide by all relevant equality legislation, including the duty to make reasonable adjustments for disabled employees. The Academy Trust is aware of the guidance on the Equality Act 2010 issued by the Department for Education.

Retention and data protection

The board of trustees and Headteacher will ensure that all written induction records are retained in a secure place, for six years or longer if there are reasons to do so, as long as this complies with the Data Protection Act. As part of the application of this policy, the Academy Trust may collect, process and store personal data in accordance with our data protection policy. We will comply with the requirements of Data Protection Legislation (being the UK General Data Protection Regulation and Data Protection Act 2018) and any implementing laws, regulations and secondary legislation, as amended or updated from time to time. Records will be kept in accordance with our Workforce Privacy Notice, our Retention Policy and in line with the requirements of Data Protection Legislation.