



Early Career Teacher (ECT) Policy

	School and academy staff, particularly Headteachers and administrative staff Local Governing Bodies
	17/10/22 Review November 2024
	Teacher Appraisal Capability Teacher pay
	Director of Education
	Aligned: Policy to be adapted to school where indicated School policy: specific to needs of the school

½ networking and support meetings as part of the Crofty ECT support programme
Allocation of a mentor / buddy who will work closely with the ECT, providing day-to-day curriculum and subject support.

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.

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

Ensure the induction tutor is appropriately trained and has sufficient time to carry out their role effectively

Ensure the ECT

their teaching

Ensure that formal assessments are carried out and reports completed and sent to the appropriate body (One Cornwall Teaching School)

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

relevant standards is satisfactory

h
r
ance procedures of the induction programmes

Keep all relevant documentation, evidence and forms on file for 6 years

The actions above may be delegated to an Induction Tutor or other appropriate member of staff to act on behalf of the headteacher.

The induction tutor will:

Provide guidance and effective support to the ECT, including coaching and mentoring