

# **Early Career Teacher (ECT) Policy**

Audience:	School and academy staff, particularly
	Headteachers and administrative staff
	Local Governing Bodies
Reviewed:	17/10/22
	Review November 2024
Other related	Teacher Appraisal
policies/	Capability
procedures	Teacher pay
Owner	Director of Education
Policy / procedure	MAT policy: all Crofty schools use this policy
model	Aligned: Policy to be adapted to school where
	indicated
	School policy: specific to needs of the school

#### 1. Aims

Crofty MAT aims to:

Provide all Early Career with an induction programme that meets all the statutory requirements Provide Early Career Teachers 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 Early career framework.

## 2. Legislation and statutory guidance

u ) - <u>Induction for early career</u>
<u>teachers (England) - GOV.UK (www.gov.uk)</u>. u <u>u</u>
Standards.

This policy complies with our funding agreement and articles of association.

## 3. The induction programme

For a full-time Early Career teacher, the induction programme will typically last for two academic years. Part-time ECT**s will** complete a full-time equivalent.

Crofty ECTs are enrolled onto the One Cornwall Teaching School/ Teach First induction programme who also fulfil the role of

### 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)

Have a reduced timetable to allow them to undertake activities in their induction programme, with

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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 rance 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