



DIOCESE OF CHICHESTER  
ACADEMY TRUST

# EARLY CAREER TEACHERS (ECT) POLICY

<b>Date Agreed:</b>	<b>25<sup>th</sup> February 2021</b>
<b>Review Date:</b>	<b>February 2023</b>
<b>Type of Policy:</b>	<b>DCAT Statutory Policy</b>

Revision Number	Date Issued	Prepared by	Approved	Personalised by school	Comments
February 2021 - Annual review completed, as recommended, by DCEO (School Improvement) and SEL (CPD Lead). No changes					
I	March 2020	BB	ESSC		Taken from The Key model policy and reviewed by Head of School Improvement
				September 2022	No ECTs at SJM prior to this time

Type of Policy	Tick ✓
DCAT Statutory Policy	✓
DCAT Non-statutory Policy	
DCAT Model Optional Policy	
Academy Policy	

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# Introduction

Our **vision** for our Trust is we exist to:

**Help every child achieve their God-given potential**

Our **aims** are clear. We aim to be a Trust in which:

- D**eveloping the whole child means pupils achieve and maximise their potential
- C**ontinued development of staff is valued and improves education for young people
- A**ll schools are improving and perform above national expectations
- T**he distinct Christian identity of each academy develops and is celebrated

Our work as a Trust is underpinned by shared **values**. They are taken from the Church of England’s vision for Education and guide the work of Trust Centre team. They are:

### Aspiration

I can do all things through Christ who strengthens me  
(Philippians 4 vs 13)

### Wisdom

Listen to advice and accept discipline, and at the end you will be counted among the wise  
(Proverbs 19 vs 20)

### Respect

So in everything do to others what you would have them do to you  
(Matthew 7 vs 12)

Our vision of helping every child achieve their God-given potential is aligned with the Church of England’s vision for education and is underpinned by the Bible verse from John: *I have come that they may have life, and have it to the full.*



*Loving learning and loving one another, as God loves us.  
Celebrating success in its many forms and overcoming challenges.  
Praying for and caring for our whole community.  
Learning to live in the light of Christ and as a light to others.*

## 1. Policy Aims

The aims of DCAT, as the employer, is to train and support our ECT's for the future quality and leadership of teaching in the Trust. DCAT aims to:

- Run a 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

At St John's Meads, Katherin Weeks (Headteacher) is responsible for the management of the ECTs and ensuring they are supported by an appropriate member of staff.

## 2. Legislation and statutory guidance

This policy is based on the Department for Education's statutory guidance [Induction for Newly Qualified Teachers \(England\)](#) and [The Education \(Induction Arrangements for School Teachers\) \(England\) Regulations 2012](#).

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

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

## 3. The induction programme

For a full-time ECT, the induction programme will typically last for a single academic year. Part-time ECTs will serve a full-time equivalent.

The programme is quality assured by Best Practice Network, our 'appropriate body'.

### 4.1 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 no more than 90% of the timetable of our existing teachers on the main pay range
- 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

### 4.2 Support for ECTs at St John's Meads CE Primary School

At St John's Meads, Katherin Weeks (Headteacher) is responsible for the management of the ECTs and ensuring they are supported by an appropriate member of staff.

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 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

### **4.3 Assessments of ECT performance**

Formal assessment meetings will take place on a termly basis, carried out by the ECT's induction tutor.

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 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.

### **4.4 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

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 headteacher will discuss this with the ECT, updating objectives as necessary and giving details of the improvement plan for the next assessment period.

## **5. Roles and responsibilities**

### **5.1 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 keep these under review
- Agree with their induction tutor how best to use their reduced timetable allowance
- Provide evidence of their progress against the relevant standards

- Participate fully in the monitoring and development programme
- 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 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

## **5.2 Role of the Headteacher**

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

## **5.3 Role of the induction tutor**

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

#### **5.4 Role of the Trust and Local Governing Board (LGB)**

The Trust and LGB 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

### **6. Monitoring arrangements**

This policy will be reviewed 2 yearly by the Head of School Improvement. At every review, it will be approved by the Trust Board.

### **7. Links with other policies and documents**

This policy links to the following policies and procedures:

- Employee Handbook, which covers:
  - Appraisal
  - Grievance
- Pay