



## Early Career Framework (ECF) Teachers Induction Policy

| Date      | Review Date | Headteachers                          | Nominated Governor |
|-----------|-------------|---------------------------------------|--------------------|
| June 2022 | June 2025   | Mrs. Harris<br>Mrs. Wade<br>Mrs. Webb | Mrs. B Cullen      |

| Date reviewed | Pages | Summary of Change                       | Reviewed by |
|---------------|-------|---|-------------|
| June 2022     | 1     | Title amended                           | KW          |
| June 2022     | All   | NQT changed to ECT throughout           | KW          |
| June 2022     | 2     | Link to DfE roles and responsibilities  | KW          |
| June 2022     | 2     | Appendix added with BJS providers added | KW          |
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The Government has introduced a new 2-year package to support newly qualified teachers (now known as Early Career Teachers ECTs) during the start to their career in September 2021. There were early roll out area that started in September 2020.

This will mean that from September 2021 an ECT's statutory induction period will be two years. ECTs will be assessed at the end of the two years to see if they have met the teachers' standards.

Whilst it does mean that it will be extended by an additional year, it also means that ECTs will receive additional support and guidance during their induction period. The government has committed to providing 'The professional development package' for all schools.

This means that ECT's:

- Will receive funded 5%-time off timetable in the second year of teaching, in addition to the existing 10% in the first year.
- Will have access to a range of high-quality, free training materials underpinned by the Early Career Framework.

Warwickshire Schools will:

- Receive funded training for ECTs and mentors of ECTs.
- Receive funded time for mentors to support NQTs.

ECF has been designed by experts in education to support ECTs and aid their professional development at the beginning of their careers. It outlines what ECTs are entitled to with regards to development and support. It covers areas such as:

- Behaviour management
- Pedagogy
- Curriculum
- Assessment
- Professional behaviours

ECTs will still be assessed against the Teachers' Standards and the five areas listed above are interwoven within the Teachers' Standards.

The Early Career Framework is not to be used as an assessment framework for ECTs. The main function of the ECF is to help support and acknowledge areas in which ECTs should be given further support and guidance during their induction, and to help NQT mentors know where to focus their efforts.

The Local Authority and Teaching School Hubs will act as Appropriate Bodies for ECTs:

[schools.warwickshire.gov.uk/school-improvement/teaching-schools](https://schools.warwickshire.gov.uk/school-improvement/teaching-schools)

Please refer to DfE website for roles and responsibilities for ECT, headteacher, Induction tutor, Induction mentor and governing body:

[www.gov.uk/government/publications/induction-for-early-career-teachers-england](https://www.gov.uk/government/publications/induction-for-early-career-teachers-england)

## Appendix

- Bilton C of E Junior School's appropriate body is *Coventry and Central Warwickshire Teaching School*.
- Bilton C of E Junior School's fully funded Induction programme is provided by *UCL and Coventry and Central Warwickshire Teaching School*.