

# Your ECT Induction Period

*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 (see para 1.8). The programme should support the early career teacher 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. Induction should provide a foundation for ECTs and equip them with the tools to be an effective and successful teacher.. [source: [gov.uk](https://www.gov.uk)]*

## Your ECT induction

Terms and conditions for successful completion of the early career teacher (ECT) induction are determined by the National College for Teaching and Leadership (NCTL) and are regularly reviewed and updated.

To be sure you have the most accurate and up to date info check the **Induction for early career teachers (England) Statutory Guidance for appropriate bodies, headteachers, school staff and governing bodies (revised April 2023) which is available here:**

[https://assets.publishing.service.gov.uk/media/6502dcd597d3960014482e87/Statutory\\_Induction\\_for\\_early\\_career\\_teachers\\_england\\_.pdf](https://assets.publishing.service.gov.uk/media/6502dcd597d3960014482e87/Statutory_Induction_for_early_career_teachers_england_.pdf)

In order to become a fully qualified teacher in England, ECTs need to complete a **two-year induction period** in a **relevant school** (see below for what counts as a relevant school). The ECT period will be underpinned by an entitlement to a two-year programme of structured training and development called the Early Career Framework (ECF).

You are encouraged to commence your ECT induction as soon as possible after graduation, however there is no set time limit for starting or completing your induction period. If you work part-time, your headteacher will work with your induction tutor, appropriate body and training provider to arrange ECF-based training and mentor support around your needs and schedule.

## Your Induction Period and Supply Teaching

You are able to undertake short-term supply work of less than one term in a relevant school **for a maximum period of 5 years** from the point of award of QTS without a completed ECT induction year. This is a fixed time limit with no discretion to extend. Short-term supply placements of less than one term, or equivalent, cannot count towards induction. Once the 5 years is up you will need to take a post that counts towards your ECT induction year.

## Where you can do your ECT Induction:

- A relevant school in England – this includes: a maintained school; a non-maintained special school; a maintained nursery school; a nursery school that forms part of a maintained school; a local authority maintained children's centre; and a pupil referral unit (PRU)
- A non-maintained nursery school
- An independent school in England (including academies; free schools; 16–19 academies; alternative provision academies; and city technology colleges) or independent nursery school
- A further education (FE) institution, including a sixth-form college
- An independent school overseas which:
  - has been inspected by a DfE-accredited inspectorate within the last six years against the Standards for Inspection of British Schools Overseas; and
  - has satisfactorily met all of those standards/categories; and
  - is a member of an organisation which the DfE has determined may represent such schools.
- A school or FE institution in Wales in which an induction period may be served under Welsh regulations

## Where you cannot do your ECT induction:

- A secure training centre
- A school requiring special measures except in cases where Ofsted have judged a school, or part of a school, to be suitable to host induction
- An FE institution where, following an Ofsted inspection, it is reported that the overall effectiveness of the institution, or part of its education or training, has been judged to be inadequate (category 4) except in cases where Ofsted has judged the institution or part of the institution to be suitable to host induction
- An FE institution that has received a category 4 for leadership and management

NB: Further information and guidance is available in the legislation document linked at the top of the page.

### Your entitlement to a reduced timetable

During your induction period, you are entitled to (and your headteacher must ensure that you have) a **reduced timetable**. This comprises of no more than **90%** of the timetable of the school's existing teachers on the main pay range **in the first year of induction (terms 1 – 3)** and no more than **95%** of the timetable of the school's existing teachers on the main pay range **in the second year of induction (terms 4 - 6)**.

This is to enable you to undertake activities in your induction programme.

### The length of the induction period and continuous employment rules

The length of the induction period you are required to serve is currently the full-time equivalent of **two school years** (usually six school terms). So, for example, if you are working part time on a 0.5fte contract, your induction will last for 4 calendar years. In some exceptional circumstances the length of an induction period may be reduced (see the legislation document linked at the top of this page for more information).

The **minimum** period of employment that can be counted towards completion of the induction period (for both full-time and part-time ECTs) is **one term** (based on an institution that operates three terms in an academic year). This applies to both permanent and long-term supply teaching posts.

### Your entitlement to support during induction

A suitable monitoring and support programme should be put in place for you, personalised to meet your professional development needs. This must include:

- 'a programme of training that supports the ECT to understand and apply the knowledge and skills set out in the Early Career Framework's evidence ('learn that') statements and practice ('learn how to') statements'. (see the legislation document linked at the top of this page for more information)
- Support and guidance from a designated induction tutor
- One to one mentoring sessions with a designated mentor
- Observation of your teaching and follow-up discussion
- Regular professional reviews of progress
- Opportunities to observe experienced teachers either in your own institution or in another institution where effective practice has been identified.

### Your salary entitlement

The pay arrangements for newly appointed classroom teachers in local authority maintained schools are set out in the statutory School Teachers' Pay and Conditions Document (STPCD). Academies and free schools are not obliged to mirror those arrangements though many do so.

Teachers taking up their first appointment will normally be placed on the minimum of the main pay range. It is possible for teachers to be placed higher on the scale if they have previous experience in other types of teaching or other relevant occupations. From September 2014, all pay progression decisions have been performance related and linked to the outcomes of appraisal.

### Unions in the UK:

NEU (National Education Union) <https://neu.org.uk>

NASUWT (National Association of Schoolmasters Union of Women Teachers) [www.nasuwt.org.uk](http://www.nasuwt.org.uk)

UCAC (National Union of Teachers in Wales) [www.ucac.cymru/index.php?lang=cy](http://www.ucac.cymru/index.php?lang=cy)

NAHT (National Association of Head Teachers) [www.naht.org.uk](http://www.naht.org.uk)

### Useful links and further information:

- The full version of the **Induction for early career teachers (England) Statutory Guidance for appropriate bodies, headteachers, school staff and governing bodies (updated 19<sup>th</sup> April 2021 and revised April 2023)** can be found here:

[https://assets.publishing.service.gov.uk/media/6502dcd597d3960014482e87/Statutory\\_Induction\\_for\\_early\\_career\\_teachers\\_england\\_.pdf](https://assets.publishing.service.gov.uk/media/6502dcd597d3960014482e87/Statutory_Induction_for_early_career_teachers_england_.pdf)

- The National Education Union has several guides for ECTs available online here: <https://neu.org.uk/help-and-advice/publications-and-resources>

### Further support and advice:

The University of Cumbria Careers and Employability Service is here to support you for up to three years after you complete your course. You can find lots of resources on our web pages at <https://my.cumbria.ac.uk/Student-Life/careers>. You can also log on to our new career hub, My Career Enriched (<https://mycareerenriched.cumbria.ac.uk>) to book an

appointment, find events, arrange a practice interview or request feedback on your application. Submit your draft CV or application form (along with the job details of the post you are applying for) on the 'CV and Application Feedback' icon on the start page and we'll email you with feedback.

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