

Primary Early Career Teacher (ECT) Induction

The London Borough of Hounslow has a long-standing commitment to offering high quality training and support for ECT induction. The Local Authority (LA) has a wide and varying role, including fulfilling the DfE designated Appropriate Body (AB) function for statutory ECTs in both maintained and non-maintained schools. The LA is strongly committed to fulfilling its statutory AB responsibilities.

From September 2021, statutory induction for new teachers changed and all early career teachers in England undergoing statutory induction will be entitled to 2 years of high-quality professional development support based on the [ECF](#).

Statutory induction guidance sets out the responsibilities of school leaders, induction tutors, and mentors, to support early career teachers undertaking statutory induction.

Changes include:

- the extension of the induction period to 2 school years
- early career teachers undergoing induction are now entitled to a 2-year training and support programme based on the ECF

The end of an early career teacher's induction period will continue to be marked by a decision as to whether the teacher's performance against the Teachers' Standards is satisfactory. Following a programme based on the ECF should make it easier for teachers to demonstrate that they have met those standards at the end of induction.

Teachers who have started, but not completed, induction by 1 September 2021, should continue to refer to the statutory induction guidance for newly qualified teachers 2018.

Information, including detail on early career assessment and the role of the appropriate body (AB) in a two-year, ECF-based induction, can be found at: <https://www.gov.uk/government/publications/early-career-framework-reforms-overview/early-career-framework-reforms-overview>

Key changes will include:

- **The extension of the induction period to 2 school years;**
- **ECTs will be entitled to a programme of training based on the ECF, as well as the support of a dedicated mentor;**
- **Additional funding for 5% time away from the classroom for teachers in their second year;**
- **Hounslow as Appropriate Body will have a role in ensuring that a suitable ECF-based programme of support is in place.**

The end of the induction period will continue to be marked by a decision as to whether performance against the Teachers' Standards is satisfactory. Given the extended length of induction, the department will amend guidance on the process for monitoring progress against the Teachers' Standards during induction. To reduce burdens on



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ECTs, induction coordinators and ABs, the department will also outline that two formal assessments points should take place during induction: one midway through induction, and one at the end of the induction period. The department also intends to advise that these formal assessments should be supported by regular and collaborative progress reviews to enable ABs to quality assure the induction process. Hounslow as Appropriate Body uses ECT Manager <https://hounslow.ectmanager.com/Login.aspx> to work closely with the TRA (Teaching Regulation Agency) and to submit ECTs and their induction record.

Appropriate bodies will play a key part in these reforms through their role in teacher induction. From September 2021, as well as ensuring that ECTs receive their statutory entitlements, they will ensure that regard is had to the amended statutory guidance and that ECTs are fairly and consistently assessed. Appropriate bodies will also be expected to check that ECTs are receiving a programme of support and training based on the ECF.

For further information please also visit: [Hounslow ECT Induction](#)