

Early Career Teacher (ECT) policy

All Hallows CE Primary School



February 2026

Contents

1. Introduction.....	2
2. Aims	2
3. Purpose of ECT Induction.....	2
4. Legal Framework and Statutory Requirements.....	3
5. Eligibility to start induction	3
6. Length and Structure of Induction.....	3
7. Induction Roles and Responsibilities.....	4
8. Monitoring, Support and Assessment.....	5
9. Raising and Concerns.....	5
10. Completing Induction.....	6
11. Special Circumstances.....	6
12. Confidentiality and Data Protection.....	6
13. Links to Others Policies.....	6
14. Review of Policy.....	6

1. Introduction

This policy sets out the school's approach to supporting Early Career Teachers (ECTs) through their statutory induction period, in accordance with the most recent *DfE Statutory Guidance: Induction for Early Career Teachers (England)* updated **22 April 2025**. [\[gov.uk\]](https://www.gov.uk)

The policy reflects the transition from the Early Career Framework (ECF) to the **Initial Teacher Training and Early Career Framework (ITTECF)** for ECTs starting induction from **1 September 2025**.

2. Aims

The school aims to:

- Run an 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

3. Purpose of ECT Induction

The induction period is designed to:

- Provide ECTs with a structured, evidence-informed programme of development and support aligned with the ITTECF. [\[giftsh.org\]](https://www.giftsh.org)
- Ensure ECTs receive regular high-quality mentoring and professional development sessions.
- Assess the ECT's performance against the Teachers' Standards to determine whether they meet the required level for continued employment as a qualified teacher. [\[gov.uk\]](https://www.gov.uk)

4. Legal Framework and Statutory Requirements

This policy is informed by:

- *Induction for Early Career Teachers (England), statutory guidance (updated April 2025)* [\[gov.uk\]](https://www.gov.uk)
- *Appropriate Bodies Guidance (updated May 2025)* [\[gov.uk\]](https://www.gov.uk)
- The introduction of the **Early Career Teacher Entitlement (ECTE)** which replaces ECF-based induction from September 2025. [\[schools.ox...ire.gov.uk\]](https://schools.ox...ire.gov.uk)
- Initial Teacher Training and Early Career Framework (January 2024)

The school has a **statutory duty** to provide a two-year induction period (or part-time equivalent) and ensure all ECTs are registered with an appropriate body. [\[gov.uk\]](https://www.gov.uk)

5. Eligibility to Start Induction

ECTs must:

- Hold **Qualified Teacher Status (QTS)**.
- Be employed in a post that enables them to demonstrate the Teachers' Standards and is suitable for induction.

The school will verify QTS and eligibility before induction commences.

6. Length and Structure of Induction

- The induction period lasts **2 academic years** (or equivalent part-time).
- ECTs appointed before **1 September 2025** remain on ECF-based programmes until August 2027. [\[giftsh.org\]](https://www.giftsh.org)
- ECTs beginning from **September 2025** follow the ITTECF-aligned **ECTE** programme. [\[schools.ox...ire.gov.uk\]](https://schools.ox...ire.gov.uk)

All ECTs must:

- Receive a timetable reduction of 10% in Year 1 and 5% in Year 2.
- Engage in weekly mentoring sessions and structured development activities.

7. Induction Roles and Responsibilities

7.1 The Governing Board

The Governing Board will:

- Ensure the school meets statutory duties regarding induction.
- Monitor the school's provision for ECTs and ensure resources are in place. [\[gov.uk\]](#)

7.2 Headteacher

The Headteacher must:

- Create a supportive environment for ECTs.
- Ensure ECTs have an appropriate reduced timetable.
- Assign an **Induction Tutor** and **Mentor**.
- Notify the appropriate body of ECT appointments and maintain accurate records.

7.3 Induction Tutor

The Induction Tutor is responsible for:

- Coordinating assessments, reviews, and monitoring.
- Ensuring the ECT has access to suitable professional development.
- Conducting progress reviews and formal assessments.

7.4 Mentor

- From September 2025, mentor training programmes are reduced to 1 year and include standardised mentor session materials. [\[gftsh.org\]](#)
- Mentors support weekly development sessions and provide coaching aligned with ITTECF materials. [\[gftsh.org\]](#)

7.5 Appropriate Body

- Verifies that induction meets statutory requirements.
- Ensures training is aligned to ECF (pre-Sept 2025) or ITTECF (from Sept 2025). [\[gov.uk\]](#)
- Oversees assessment documentation and final decisions on induction completion.

8. Monitoring, Support and Assessment

8.1 Monitoring and Review

- Regular lesson observations, feedback cycles, and an agreed programme of monitoring will be implemented.
- Professional progress reviews take place **termly** in Year 1 and Year 2.

8.2 Formal Assessments

There are:

- **Two statutory formal assessments:**
 - End of Year 1
 - End of Year 2
- Assessment outcomes are shared with the ECT and the appropriate body.

8.3 Support

The school will:

- Provide targeted interventions when concerns arise.
- Ensure access to ITTECF-aligned training content and materials. [\[glftsh.org\]](http://glftsh.org)

9. Raising Concerns

ECTs may raise concerns with their Induction Tutor, Headteacher, or directly with the appropriate body if necessary. The school will ensure processes are transparent and free from bias.

10. Completing Induction

The appropriate body makes the final decision on whether an ECT has satisfactorily met the Teachers' Standards and completed induction.

Certificates of completion are issued by the Teaching Regulation Agency.

11. Special Circumstances

Induction may be **extended** for statutory leave including maternity, paternity, adoption, shared parental leave and (new for 2025) neonatal care leave. [\[gov.uk\]](https://www.gov.uk)

Extensions may also be granted for illness or other significant interruptions affecting progress.

12. Confidentiality and Data Protection

The school complies with all statutory requirements for data protection and confidentiality of ECT induction records.

13. Links with other policies

This policy links to the following policies and procedures:

- Appraisal
- Grievance
- Pay

14. Review of Policy

This policy will be reviewed annually or sooner by the Headteacher, if new statutory guidance is released by the Department for Education.