

Policy for Reducing the ECT Induction Period in Recognition of Previous Teaching Experience

2023-24

Request for a Reduction to the Induction Period

At the Appropriate Body, our guiding principles are firmly rooted in empathy, transparency, collaboration, and continued learning. We are committed to championing the entitlement and professional development of Early Career Teachers in Lincolnshire. Our approach is underpinned by a deep understanding of the unique challenges faced by educators, and we recognise the induction process as a pivotal opportunity to support and retain teachers in the profession.

We firmly believe that the induction process is a vital piece of positive framework which is in place to support and empower teachers to develop, grow and refine their teaching practice and pedagogy. Every Early Career Teacher has the right to support, training and mentoring via the ECF for two full years and we encourage all ECTs to take this opportunity. The process is there to support recruitment and retention, allowing ECTs time to embed and reflect on their practice. Seldom will educators encounter such unique opportunities in their careers, and it's important to note that this induction process does not hinder pay or career advancement. Before applying for a reduction, the Appropriate Body kindly ask that the reasons are reflected upon as to why the ECT might not feel the need to make use of the full 2-year support period and how this might affect their continued professional development & mentor support.

Decisions regarding the length of induction are based on the DfE's [Statutory Induction Guidance](#).

This document is for schools who wish [to request a reduction based on an ECT's prior experience](#). If you wish to request a reduction for a part-time ECT, please see the separate document relating specifically to part-time ECTs.

Regulation 3.2 provides for the induction period to be reduced to a minimum of one term where [special circumstances apply](#). This means that the induction period could also be incrementally reduced to a minimum of one term (i.e. 2 terms, 3 terms or 4 terms etc.) as deemed appropriate.

Reducing the induction period must be agreed with the Appropriate Body (AB) [in advance](#) so that relevant and appropriate Quality Assurance (QA) checks can be undertaken. The [AB will not normally agree to any retrospective reduction](#) of the induction period.

The school should submit reduction request in writing to the AB using the [attached pro-forma](#). This may take place:

- Following the appointment of a teacher who has not yet completed induction, but would appear eligible for consideration under paragraphs 3.2 – 3.5; or
- As soon as the school has evidence and feels confident that special circumstances apply.

Any request must be endorsed by the ECT. If an ECT wishes to serve the full induction period they must be allowed to do so.

In making a decision about whether special circumstances apply, and allowing a reduction of the induction period, the AB will take account of advice and evidence from the employing school. This may include:

- Performance management documentation
- Application form showing previous teaching experience with dates.
- Supporting statement from employing school based on observation(s) and any other evidence of ECT's competence in relation to the Teachers' Standards
- Evidence from ECT of meeting the Teachers' Standards
- Statement of agreement from ECT

Where the AB applies discretion to reduce the induction period, an external validation of the ECTs performance may be undertaken by an AB representative, towards the end of the shortened period.

The school must provide the full range of ECT entitlements for the duration of the induction period including:

- Reduced teaching timetable of 90% in first year of induction and 95% in second year
- Allocated Mentor and regular timetabled mentor meeting
- Access to an Early Career Framework (ECF) training programme and any other internal CPD that the ECT requires.
- The ECT is observed at regular intervals.
- The ECT has the opportunity to observe other teachers.

If at the end of the reduced induction period the school's recommendation is that the ECT has not successfully met the Standards, the AB will then follow the induction process in the normal way.

The AB will decide whether the ECT:

- Has achieved the relevant standards and thereby satisfactorily completed their induction period;
- Requires an extension of the induction period; or
- Has failed to complete satisfactorily the induction period.
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Guidance for considering a reduction of the induction period

The teacher should already have significant teaching experience (3.2).

For example:

Prior experience as a teacher in:

- An independent school;
- An Academy or Free School;
- An FE institution;
- A British School overseas; or
- Any other institution where induction may be served.

And/or:

Prior experience as:

- An unqualified teacher/instructor;
- A teacher in a school where induction cannot normally be served; or
- A teacher in an overseas school.

And/or:

Prior experience in a school which has provided:

- Recent teaching experience (i.e. within last five years) and in the same phase/age range;
- Relevant teaching experience (e.g. similar subject and where relevant knowledge and understanding of syllabus/curriculum);
- Continuous contracted employment of not less than three terms normally undertaken at the same school;
- An appropriate working and teaching environment (i.e. a school which has not been deemed as unsuitable to host induction through Special Measures); or
- Performance management processes which can evidence experience and competence.

Request to reduce the induction period of an ECT

In accordance with the statutory guidance document: *Induction for early career teachers (England)* revised in September 2021, Appropriate Bodies have discretion to reduce the length of the induction period to a minimum of one term (in recognition of previous teaching experience and exceptional circumstances).

Reduction to the length of Statutory Induction

Please complete this form if you wish to request a reduction in the length of statutory Induction for an Early Career Teacher (ECT) in your Educational Institution.
Please return this form to sophielougher@leadtshub.co.uk

Reducing the induction period

Even though some teachers already have significant teaching experience when they enter the maintained sector for the first time, they are still required to serve statutory induction. In such cases, Appropriate Bodies have discretion to reduce the length of the induction period to a minimum of one term (based on a school year of three terms) to recognise this experience.

Reductions should only be considered where an ECT has extensive prior experience of teaching whole-classes to the Teachers' Standards.

Examples of when this discretion might be considered appropriate include a teacher who has taught in the independent sector or who has gained QTS via the assessment-only route*. However, if an ECT wishes to serve the full induction period they must be permitted to do so. In such cases, only the final assessment meeting and report will be required with the headteacher's/principal's recommendation on whether the teacher's performance against the Teachers' Standards is satisfactory or if an extension would be appropriate.

**The assessment-only route to QTS allows an individual with a degree to demonstrate that they already meet all the relevant standards without the need for any further training by presenting detailed evidence to an accredited and approved training provider and by having their teaching assessed in a school.*

Educational Institution name:	
Address:	
URN:	
Telephone number:	
Name of HT/Principal:	

Email address of HT/Principal:	
Name of Mentor:	
Email address of Mentor:	
Name of Induction Tutor:	
Email address of Induction Tutor:	

ECT Name (include Maiden name if applicable):	
Teacher Reference Number (TRN):	
Date of Birth (DOB):	
Qualified Teacher Status (QTS) awarded:	

<p>Evidence of previous experience and performance:</p> <p><i>This could include performance management and documentation from previous employment. The information provided in this part of the form will help to inform the Appropriate Body (AB) as to whether a reduced length of induction can be considered.</i></p>

Attachments of supporting evidence:

Please include a list of supporting evidence attached in order to make this judgement and send separately with the return of the form.

Please mark the boxes below.

- ☐ I (Headteacher/Principal) confirm that the ECT will receive a personalised programme of support and monitoring throughout the reduced induction period, in line with statutory guidance.
- ☐ I (ECT) confirm that I wish to reduce the length of statutory induction and confirm that the evidence provided in relation to my performance is true and accurate.
- ☐ I (Headteacher/Principal) declare that the information provided in this form is true and accurate.

Signed by Head Teacher/Principal:.....Date:

Signed by Early Career Teacher:Date:

Signed by Induction Tutor:Date:

Signed by Mentor.....Date:

L.E.A.D. Teaching School Hub AB Service Confirmation /Rejection of Reduction Request