

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

2025-26

Date of Policy: July 2025

Date of Review: July 2026

Appropriate Body Named Contact: Sophie Lougher, AB Lead

Contact Details: sophielougher@leadtshub.co.uk, 01522 214459

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 ITTECF 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 application form. This can be obtained by contacting the Appropriate Body Named Contact. 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.

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.

Deadline Date for 2025/2026

In order for a reduction request to be considered, applications must be submitted to the Appropriate Body by the following dates:

Autumn 2025	Friday 17th October 2025
Spring 2026	Friday 30th January 2026
Summer 2026	Friday 8th May 2026

Outcome Dates for 2025/2026

A decision will be made by the AB and taken to Panel for discussion. You will receive notification of the outcome by the following dates:

Autumn 2025	Wednesday 12 th November 2025
Spring 2026	Wednesday 11 th February 2026
Summer 2026	Wednesday 10 th June 2026

