



**MANOR**  
TEACHING SCHOOL HUB

*Proudly serving South Staffordshire,  
Walsall and Wolverhampton*

# ECT INDUCTION

## Reduced Induction Policy



Collaboration

Integrity

Innovation

Impact

## Reduced Induction Period Guidance

### Reducing the Induction Period in Recognition of Previous Teaching Experience and Exceptional Circumstances ([Statutory Guidance Paragraphs 3.2 – 3.5](#))

[Induction for early career teachers \(England\) statutory guidance \(publishing.service.gov.uk\)](#)

Manor Teaching School Hub Appropriate Body has the discretion to consider reducing the 2-year induction period as deemed appropriate. Manor Teaching School Hub Appropriate Body will consider reducing the induction after the ECT has served at least one term of statutory induction.

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

**Guidance for considering a reduction of the induction period: Reductions will only be considered where the teacher already has extensive prior experience of teaching whole-classes to the Teachers' Standards and has gained QTS (3.3):**

#### For example:

ECT has taught in the independent sector and has extensive experience of teaching whole classes.

ECT has completed the Assessment Only Route to gain QTS and has extensive experience of teaching whole classes.

- Apply for the extension as soon as you are satisfied that the ECT is meeting the Teacher Standards consistently.
- Suggest how long you would like the induction period to last. (Minimum 1 term)

ECT is meeting the Teacher Standards prior to the end of the two-year induction.

- Apply for the extension when you are satisfied that the ECT is meeting the Teacher Standards consistently (minimum of 2 two terms)
- Suggest how long you would like the induction period to last. (Minimum 3 term)

A request to reduce the induction period must be received in writing by the AB. This may be:

- following appointment of the teacher who has not yet completed induction but would appear eligible for consideration under paragraphs 3.2 – 3.4.
- or as soon as the school has evidence and feels confident that special circumstances apply.

#### Any request **must** be endorsed by the ECT.

The ECT must be made aware that it is their statutory entitlement to serve the full induction period if that is their wish.

The ECT must be made aware that after the induction period has been served, they will no longer be entitled to a reduced timetable, support from a mentor or any training related to the ECF.

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. **The AB will undertake a QA visit to assess the appropriateness of reducing the induction period, with a view to ensuring the likelihood of successful completion.**

During this visit Manor Teaching School Hub Appropriate Body will carry out a lesson observation and meet with the Induction tutor and ECT to review the following documentary evidence should be made available:



- Copy of previous performance management documentation or record for last year of contracted employment
- Copy of 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
- Evidence of two most recent lesson observations of ECT
- Evidence that a full range of ECT entitlements has been provided for the duration of the induction period.
- Statement of agreement from ECT

Where the AB applies discretion to reduce the induction period, the school must provide the full range of ECT entitlements for the duration of the induction period including:

- Reduced teaching timetable according to the ECTs statutory entitlements
- 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 formally observed by the Induction tutor and/or Head at regular intervals and feedback is provided (each half term)
- The ECT has opportunity to observe other teachers.

If the ECT fails to receive the full range of entitlements for the duration of the induction period Manor Teaching School Hub appropriate Body will not consider the reduced induction period.

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 (see paras 2.6 – 2.68). 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.

