



The Diocese of Ely

ACT Multi
Academy
Trust
**Agapé, Courage
Thankfulness**

Trust Policy Statement on Early Career Teacher Induction

Statutory induction is the bridge between initial teacher training and a career in teaching. It combines a personalised programme of development, support and professional dialogue with monitoring and an assessment of performance against the relevant standards.

The ACT Multi Academy Trust is committed to supporting early career teachers (ECTs) in demonstrating that their performance against the relevant standards is satisfactory by the end of the period and equip them with the tools to be an effective and successful teacher.

In order to achieve this:

From 1st September 2023, all member schools of the ACT Multi Academy Trust will follow the Statutory Guidance for Induction for Early Careers Teachers [Induction for early career teachers \(England\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/111111/induction-early-career-teachers-2023.pdf). In particular each school/academy will ensure that ECTs are given the required resources and support as set out in the guidance, including additional time and supervision from a tutor, who will also have time to meet with and observe the ECT on a regular basis

Each member school/academy will appoint an Induction Manager who oversees all ECTs and their tutors in their school. This role may be part of a wider role within the school.

- The 'Appropriate Body' for all member schools in the Acer Trust will be the [Cambridgeshire and Peterborough Teaching School Hub \(C&PTSH\)](https://www.cambridgeshireandpeterborough.gov.uk/education/teaching-school-hub/) annually.

Monitoring

- The C&PTSH will monitor the provision for ECTs in each school.
- Schools/academy will monitor progress of ECTs and report to the Standards ECM Committee.
- The Standards ECM Committee will monitor that schools/academies are signed up to the C&PTSH and report to the ACT Trust Board.

Next Review Date	December 2024	Version	1	Approval Date	01/12/23
Review Cycle	Annually	Owner	CEO	Approval Body	Trust Board