

Three Counties Academy Trust



Early Career Teacher (ECT) Induction Policy

#HR37

Last amended 17th July 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 16th July 2029.

Statement of intent

At Three Counties Academy Trust (TCAT), we recognise that the successful appointment and induction of an early career teacher (ECT) strongly contributes to both the development of the Trust, their school and the ECT. ECTs bring new ideas and fresh approaches to teaching. In turn, the Trust endeavours to develop and nurture a promising career.

The induction period for ECTs will:

- Enable ECTs to build upon existing knowledge, skills and understanding
- Assist ECTs in becoming full members of the teaching profession and provide a foundation for CPD
- Enable ECTs to meet identified goals and complete their induction period to the required standard
- Be systematic, fair, and rigorous in the assessment of ECTs' professional practice
- Provide support to ECTs failing to make satisfactory progress

This policy has been established to ensure that the requirements listed above are met, that all parties benefit from arrangements, and that all staff members know their roles, responsibilities and expected practice.

To that effect, this policy has restricted access, HR37 Early Career Teacher (ECT) Induction Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.