



Policy Statement for Early Career Teachers

Revised: June 2021

Acer Trust Policy for 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 Acer Trust is committed to supporting newly qualified teachers (NQTs), and 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:

- Until August 2021, all member schools of the Acer Trust will follow the [Induction for newly qualified teachers \(England\) Statutory guidance for appropriate bodies, headteachers, school staff and governing bodies Revised April 2018](#)
- From 1st September 2021, all member schools of the Acer Trust will follow the [Induction for Early Careers Teachers \(revised March 2021, to come into force 1st September 2021\)](#)
- In particular each school will ensure that NQTs/ECTs are given the required resources and support as set out in the statutory guidance, including additional time and supervision from a tutor, who will also have time to meet with and observe the NQT/ECT on a regular basis
- Each member school will appoint an Induction Manager who oversees all NQTs/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 Oxfordshire Teaching Hub. This arrangement will be reviewed annually.

Monitoring

- The Oxfordshire Teaching Hub will monitor the provision for NQTs/ ECTs in each school.
- Schools will monitor progress of NQT/ECTs and report to the TEG.
- The TEG will monitor that schools are signed up to the Oxfordshire Teaching Hub and report to the Acer Trust Board

