

# Waltham Forest Appropriate Body Bulletin

---

CHANGES AHEAD



## Early Career Teachers Induction

June 2022

---

### Welcome

Dear colleagues, welcome to this edition of the Waltham Forest appropriate body (AB) bulletin. This edition covers:

- 1) Transitional Arrangements for ECTs that started induction before September 2021
- 2) Absence
- 3) Timing of assessment following a period of absence
- 4) DfE consultation: Appropriate body reforms and induction assessment
- 5) ECTs and their mentors must receive their full entitlements and support
- 6) End of Term assessments
- 7) Welcome events – Tuesday 13th and Wednesday 14th September 2022

### Transitional Arrangements for ECTs that started induction before September 2021

The transitional period began on 1 September 2021 and gives teachers who started, but had not completed, their induction prior to this date until 1 September 2023 to complete their induction within three terms. **It is not possible to extend the transitional period and there are no exceptions to these arrangements.**

After 1 September 2023, when the transition period ends, all ECTs will be required to complete a two-year induction period. There will be no expectation to restart induction, but rather complete what remains of a two-year induction. For example, a transitional ECT who has completed two terms of induction by 1 September 2023 will then be required to complete a further 4 terms of induction.

Any remaining induction after 1 September 2023 must have regard to the updated 2021 regulations and statutory guidance. Those ECTs will also become eligible for all entitlements including access to DfE-funded ECF-based induction programmes and statutory entitlements around mentoring and an additional 5% off timetable in the second year of induction.

Further information on transitional arrangements can be in paragraphs 1.4 – 1.7 of the [Statutory Induction Guidance \(publishing.service.gov.uk\)](https://publishing.service.gov.uk).

### Absence

There are different circumstances in which a statutory induction might be extended for reasons relating to absence, which are explained in paragraphs 3.6-3.10 of the [Statutory Induction Guidance](https://publishing.service.gov.uk). ECTs who take statutory parental leave (including statutory maternity, paternity, adoption, shared parental, or parental bereavement leave) while serving their induction period or an extension to

their induction period may decide whether their induction should be extended. All other absence that does not fall under the above circumstances and that amounts to 30 days or more over a year will trigger an **automatic extension** of induction and would be treated as an ad hoc absence. For more information on ad hoc absences see [paragraph 3.6 of the statutory induction guidance](#).

Please note that temporary exemptions for [covid-related](#) absence also apply this academic year.

## **Timing of assessment following a period of absence (Including statutory parental leave)**

Where an ECT has been absent due to parental leave, any outstanding assessments should not be made until the ECT returns to work and has had the opportunity to decide whether to extend (or further extend) induction, and any such request must be granted. If an ECT chooses not to extend (or further extend) the induction period, their performance will still be assessed against the Teachers' Standards. It is, therefore, recommended that an individual in this situation seeks advice before making such a decision. See paragraph 3.6-3.7 of the [Statutory Induction Guidance](#) for more information.

Where an ECT has been absent for any other reason ('ad hoc absence'), the formal assessment should take place on their return. For example, if the ECT has been absent for 34 days then the relevant induction year will be extended by 34 days. Formal assessments in this example will be held at the end of the 34-day extension.

## **DfE consultation: Appropriate body reforms and induction assessment**

On 26 May 2022, the DfE announced the decision to move to a system in which teaching school hubs (TSHs) will become the main providers of AB services and Local Authorities will no longer carry out this role from September 2023. This will enable quality assurance of AB services through existing contractual relationships with TSHs.

The DfE has asked the ABs to provide feedback also cascade the consultation to schools and the teachers that works with us. Please read the consultation document and provide a response <https://consult.education.gov.uk/induction-regulations-and-appropriate-bodies-policy/appropriate-body-reform-and-induction-assessment/>.

The consultation will run **until 21 July 2022 at 5pm**, and the government is expected to publish its response to the consultation in Autumn 2022. Please be aware that the DfE acts upon the number of responses.

## **ECTs and their mentors must receive their full entitlements and support**

DfE have drawn to our attention some concerns around ECT timetabling and mentors being given sufficient allocated time to undertake their roles. Next academic year will be the first time two cohorts of first and second year ECTs will be in the system together. This will be quality assured more strictly by the AB and DfE. Schools are encouraged to ensure their timetabling for next academic year includes sufficient time off timetable as per the [Statutory Induction Guidance](#).

This includes ensuring that:

- ECTs have 10% in year 1 and 5% in year 2
- Mentors have sufficient time to carry out their role effectively – both to:
  - undertake mentor training (for those on funded training programmes; and
  - plan and hold mentor sessions with their ECT(s)
- Mentoring sessions would normally be expected to be during normal teaching hours

**End of Term Progress Reviews and First Formal Assessments** – Due to recent bereavements in my family, I will not be available the last week of term in July. All queries and reviews will be completed during the summer holidays.

In the meantime, please can all outstanding progress reviews be submitted on ECT Manager as soon as possible. You will be receiving generated email reminders until it has been completed and signed by all parties. Outstanding review forms will delay progression to the next step.

**Formal assessments** in the final term of the first year (term 3), these are due at the end of July but can be submitted beforehand. Please check ECT Manager for assessment deadline dates for individual ECTs.

## **Welcome event dates to note – Tuesday 13<sup>th</sup> and Wednesday 14<sup>th</sup> September 2022**

Please note the following events will happen in September 2022 online, invites will be sent at the beginning of September:

- ❖ **ECT Statutory Induction Welcome Event** – Tuesday 13<sup>th</sup> September

This event will inform ECTs about their statutory induction requirements and entitlements

- ❖ **Induction Tutor and Mentor Information and Network Event** – Wednesday 14<sup>th</sup> September

This event will provide information to ensure ECTs receive entitlements and are supported in their progress/development during their induction period

**For queries on the content of this bulletin, please contact:**

Sylvia Harper, ECT Coordinator [sylvia.harper@walthamforest.gov.uk](mailto:sylvia.harper@walthamforest.gov.uk) 07771 606 897

