

CRANMORE



Early Career Teachers (ECT) Policy Incl EYFS

Cranmore's Mission is to be a Catholic School committed to the teachings of the Gospel with the aim to help all children fulfil their potential, by fostering the individual talents and providing for their needs within its caring Christian community.

Cranmore's values: Faith, Character, Community, Compassion and Intellect.

Aim of policy

Cranmore School supports and guides all ECTs individually through consistent mentoring and assessment following an accredited course. The school will respond to each ECT and will ensure the best path possible to ensure the ECT successfully completes their initial training. The school is committed to continuous development of staff including ECTs.

Programme Objectives

The school will ensure the programme is tailored to the individual's needs with a certain element of settling into the position. The ECT must fully understand their role and responsibilities as a qualified teacher and in return, the school will offer guidance and support to facilitate full integration to the academic school community.

Induction

ECTs will follow the same induction as all new members of staff with the added appointment of a mentor and assessor, who they will meet with on regular occasions. The school will register the ECT with an accredited course, schedule observations, set targets alongside searching opportunities for professional development.

Teaching Standards Framework

ECTs must successfully complete the course and fully meet the standards set out in the Early Career Framework (2019)

Review and Assessment

The ECT will be closely reviewed and assessed following the guidance from the accredited course

Expectations

Cranmore School expects the ECT along with all other members of staff to act in a professional manner when representing the school

Author: Mr Barry Everitt

Position: Headteacher

Reviewed: November 2025

Next Review: November 2026