

Governor Awareness of ECT Induction

What is the ECT Entitlement (ECTE)?

- From September 2025, schools must deliver an ECT programme known as the Early Career Teacher Entitlement (ECTE), replacing the previous ECF-based induction approach.
- The ECTE includes:
 - A structured training programme
 - Dedicated mentor support
 - Time off timetable (10% in Year 1; 5% in Year 2)
 - Regular progress reviews and two formal assessments against the Teachers' Standards

The role of the Governing Body as set out in the Government Guidance

Induction for early career teachers (England)

The governing body

5.13 The governing body:

- should ensure compliance with the requirement to have regard to this guidance;
- should be satisfied that the institution has the capacity to support the ECT;
- should ensure the headteacher/principal is fulfilling their responsibility to meet the requirements of a suitable post for induction;
- must investigate concerns raised by an individual ECT as part of the institution's agreed grievance procedures;
- can seek guidance from the appropriate body on the quality of the institution's induction arrangements and the roles and responsibilities of staff involved in the process; and
- can request general reports on the progress of an ECT.

Why Should Governors Be Involved?

- Statutory duty – schools must meet DfE ECT entitlements
- Supports high-quality teaching and effective staff development
- Supports staff wellbeing and improves teacher retention
- Contributes to a positive and supportive school culture
- Helps maintain leadership accountability
- ECT induction has budgetary implications (time, mentoring, training)
- If concerns arise (e.g. ECT appeals), governors may be involved
- The Appropriate Body can call on governors if induction is not meeting expectations

During a recent AB quality assurance visit, one school highlighted the impact of having a designated link governor for ECTs.

The link governor could:

- Take part in learning walks focused on ECTs
- Hold informal check-ins to monitor wellbeing and workload
- Help ensure that statutory induction entitlements are being met
- Provide feedback to the governing board on how ECTs are being supported

Key Question for Governors:

Do you simply know you *have* ECTs or do you understand what the ECTE *involves* and how it's being delivered?