



ONE
CUMBRIA
TEACHING SCHOOL HUB

The Early Career Framework For Early Career Teachers Working Part Time

Programme Adjustment Policies.

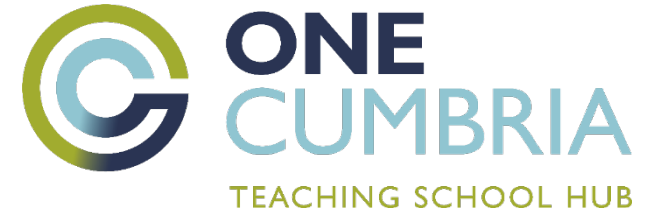
Teach First, Delivery Partner ECF Leads in conjunction with ECF Leads in school must work in partnership to provide a programme to support your ECTs and mentors who require a programme adjustment.

Programme adjustments include:

1. Part time
2. Extensions
3. Reductions
4. Breaks in programme (e.g. for maternity leave)
5. Transfers (an ECT moving to a new school)

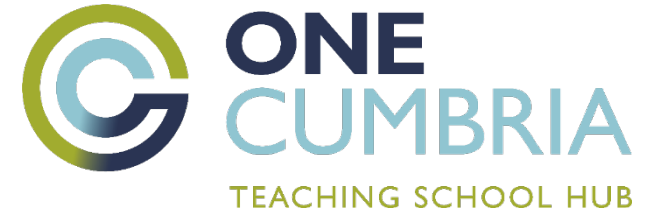


Part Time Policy



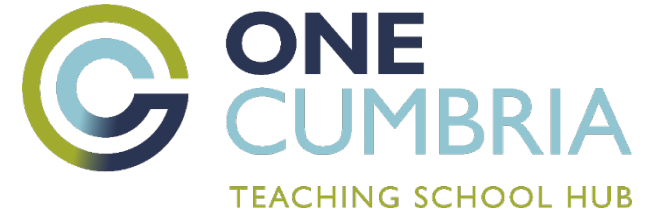
- ECTs who are part time must still complete an equivalent two-year induction.
- Schools can support a reduction in Induction length but this must be no shorter than the 2 year entitlement. For example, an ECT who starts in September 2021 and is working at 0.5, their Induction should be spread over 4 years so would be complete in August 2025.
- However, if a trainee has shown they have made adequate progress against the Teachers' standards at the end of a two-year period, the school can request that their Induction is reduced and completed within the 2- year period so the ECT could finish as early as August 2023.
- This must be approved by the Appropriate Body in the first instance. ECTs who are working part time should have a Programme Adjustment Agreement in place created by the ECF lead in liaison with the ECT, mentor, and the Delivery Partner ECF Lead.

Reduced Induction Policy



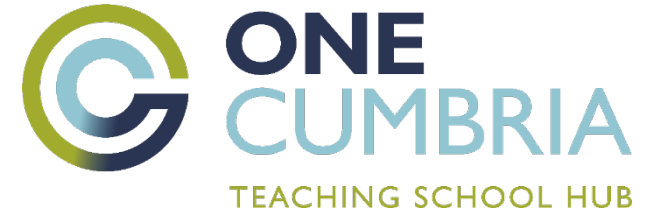
- Some ECTs will have a Reduced Induction period up to a minimum of one term.
- This can also be applied to individuals who start later in the year (e.g. October half term) but complete their Induction along with others in a similar cohort (e.g. who started in September).
- This should be approved by the Appropriate Body in the first instance and only used when an ECT has considerable teaching experience in rare circumstances.
- ECTs who have an agreed reduction in their Induction must have a Programme Adjustment Agreement in place created by the ECF Lead in school in liaison with the ECT, mentor in the school and the Delivery Partner ECF Lead.
- This should be shared with the account manager at Teach First

Breaks in Induction Policy



- Some ECTs will have a break in their Induction programme.
- This could be due to Maternity leave or a leave of absence for personal circumstances.
- ECTs who have an agreed break in their Induction must have a Programme Adjustment Agreement in place created by the ECF Lead in school in liaison with the ECT, mentor in the school and the Delivery Partner ECF Lead.

What next



- **Tina will email to all ECF Leads the programme adjustment agreement.**
- **If you have a part time ECT, please get in touch with Tina by email to arrange a 1-1 visit – this can be in school or virtually.**
- **BEDDOET@onecumbria.education**