

# Stepping Up 'ITT into ECT' Conference

Thursday 22nd May 2025



# Stepping Up

## 'ITT into ECT' Conference



## Introductions

Paul Usher: Director of Inspiration TSH

Oli Wray-Shaw: Deputy Director of Inspiration TSH

Ben Serruys: Director of Julian TSH

Kate Atkins: Deputy Director of Julian TSH

Michelle Auton: Teacher and mindfulness expert

This conference is supported by the Eastern Region Teaching School Hubs  
and  
East of England Network for ITT



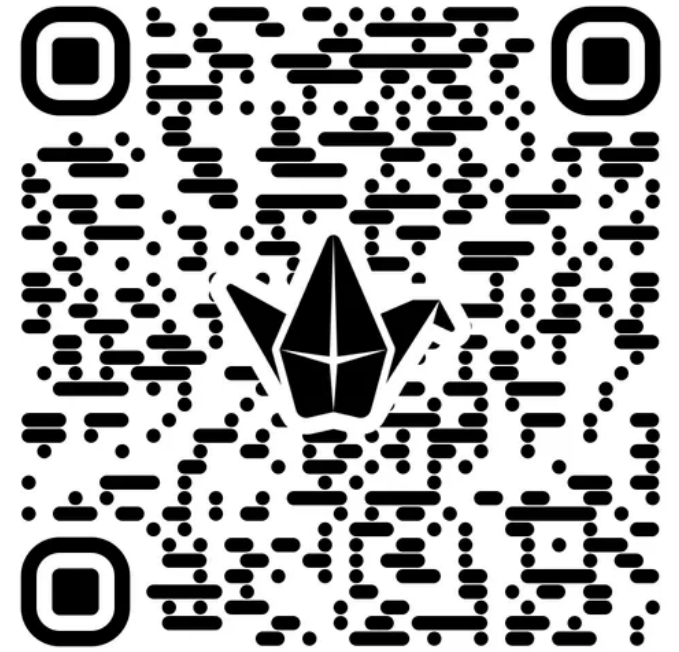
East of England  
Regional Network for ITT

# Stepping Up

## 'ITT into ECT' Conference

### Agenda:

- 1) Teaching School Hubs
- 2) FAQs
- 3) The Appropriate Body
- 4) ECTs: Sharing experience
- 5) Smart Working
- 6) Wellbeing



*Live Q&A throughout the session (please use the Padlet)*



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### Some key terminology

- > **ITTECF** = Initial Teacher Training and Early Career Framework
- > **ECT** = Early Career Teacher
- > **ECTE** = Early Career Training Entitlement
- > **ECTP** = Early Career Training Programme
- > **Appropriate Body** = organisations who quality assure the ECTE
- > **DfE** = Department for Education

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## **'ITT into ECT' Conference**



### **Teaching School Hubs**

- What are they?
- How do they support ECTs?

# What is a Teaching School Hub??

'Teaching School Hubs are centres of excellence, led by schools and multi-academy trusts. They are focused on providing teacher training and professional development across all stages of a teacher's career.'



# How do Teaching School Hubs support ECTs?

## All Teaching School Hubs:

- Offer or support delivery of Initial Teacher Training (ITT)
- Deliver the Early Career Teacher Programme (ECTP)
- Offer an Appropriate Body (AB) service
- Offer National Professional Qualifications (NPQs)

\*If you have employment secured for next year, you can search for your local Teaching School Hub: <https://www.gov.uk/guidance/teaching-school-hubs>



- [Alban Teaching School Hub](#)
- [Cambridgeshire & Peterborough Teaching School Hub](#)
- [Chafford Hundred Teaching School Hub](#)
- [Julian Teaching School Hub](#)
- [Saffron Teaching School Hub](#)
- [Unity Teaching School Hub](#)
- [Inspiration Teaching School Hub](#)
- [Chiltern Teaching School Hub](#)



# Where are the regional Teaching School Hubs?



## East of England

TSH area code	TSH Lead School	TSH name	Trust Name	Local Authority Districts
EE1	Saffron Walden County High School	Saffron Teaching School Hub	Saffron Academy Trust	Braintree, Chelmsford, Epping Forest, Harlow, Uttlesford
EE2	Churchill Special Free School	Unity Teaching School Hub	Unity Schools Partnership	Babergh, Colchester, Ipswich, Tendring
EE3	Histon and Impington Brook Primary School	Cambridgeshire and Peterborough Teaching School Hub	Cambridge Primary Education Trust	Cambridge, East Cambridgeshire, Fenland, Huntingdonshire, Peterborough, South Cambridgeshire
EE4	Notre Dame High School, Norwich	The Julian Teaching School Hub	St John the Baptist Catholic MAT	Broadland, King's Lynn and West Norfolk, North Norfolk, Norwich
EE5	Harris Academy Chafford Hundred	Chafford Hundred South Essex Teaching School Hub	Harris Federation	Basildon, Brentwood, Castle Point, Maldon, Rochford, Southend-on-Sea, Thurrock
EE6	Churchill Special Free School	Unity Teaching School Hub	Unity Schools Partnership	West Suffolk, Mid Suffolk, East Suffolk S
EE7	Sandringham School	Alban Teaching School Hub	Alban Academies Trust	Dacorum, Hertsmere, St Albans, Three Rivers, Watford, Welwyn Hatfield
EE8	Denbigh High School	Chiltern Teaching School Hub	Chiltern Learning Trust	Broxbourne, East Hertfordshire, Luton, North Hertfordshire, Stevenage
EE9	Denbigh High School	Chiltern Teaching School Hub	Chiltern Learning Trust	Bedford, Central Bedfordshire, Milton Keynes
EE10	Hethersett Academy	Inspiration Teaching Hub	Inspiration Trust	Breckland, Great Yarmouth, South Norfolk, East Suffolk North



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### **FAQs from ECTs**

- Some common questions..  
...and some answers!

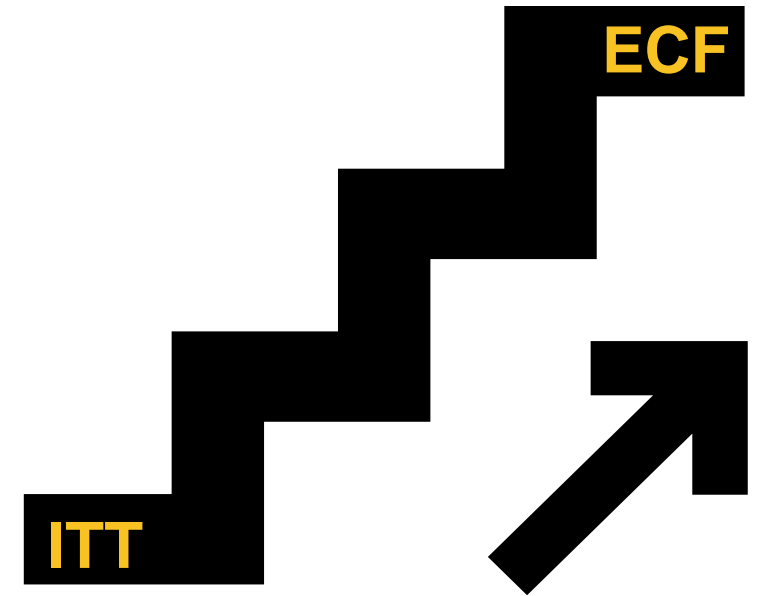
## FAQs from Early Career Teachers

- How does the training differ from ITT?
- What are the Early Career Training entitlements?
- Who is my ECT mentor?
- What is an Induction Tutor?



## How does training for ECTs differ from ITT?

- Training and induction is two years in length, rather than one.
- The training you receive may consist of face to face and online events as well as self-study materials.
- Your focus will be on the ITTECF which shares many characteristics of the training you received during your ITT year.
- The curriculum is designed and sequenced to building on your learning as a trainee teacher.
- A 'stepped' approach is encouraged, so you make progress from foundational learning to mastery in a manageable and incremental way.





## What are the Early Career Training entitlements?

- A 10% reduction in teaching time during the first year of induction.
- A 5% reduction in teaching time during the second year of induction.
- A well-structured and supportive Early Career Training Programme (ECTP)
- You will be provided with a mentor and a named induction tutor.
- You will be assessed against the Teacher Standards.
- You will have two formal assessments over the course of your two years of induction (end of term 3 and term 6 if you are full time; if you are part time, your final assessments will be arranged to fit your induction period).

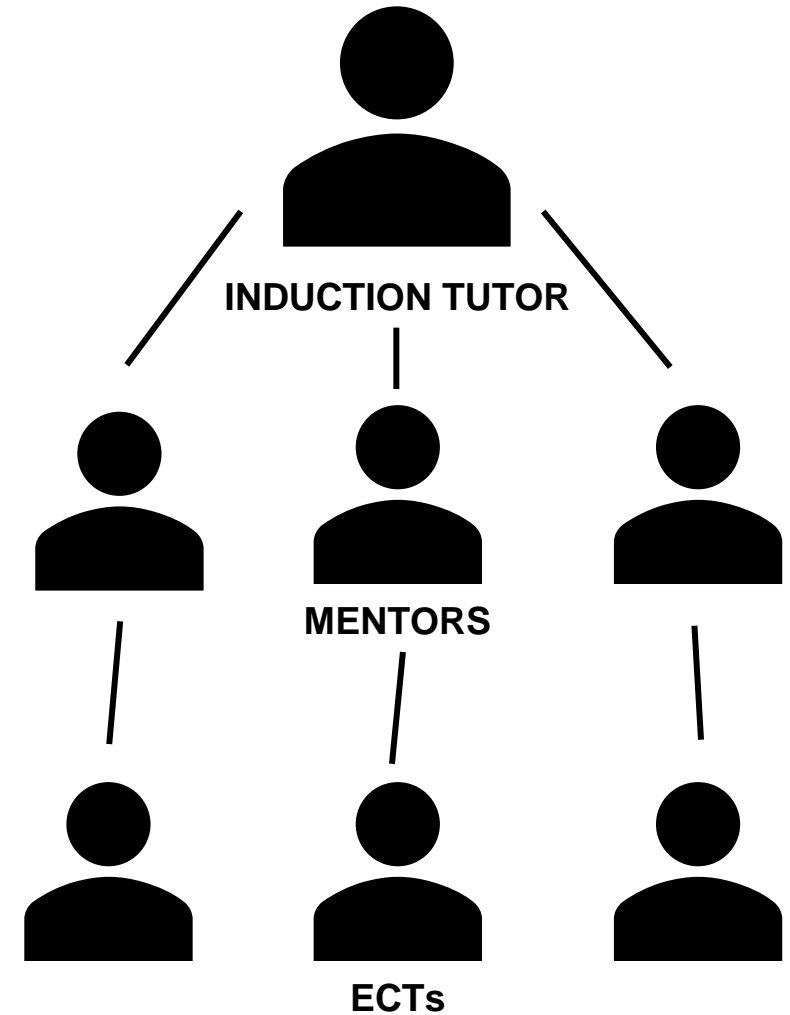
# What is the role of the mentor?

- The mentor is responsible for supporting your progress in the classroom and meeting you regularly to provide observation feedback, coaching and support.
- Your mentor will collaborate with other colleagues in your department to ensure you receive a high- quality induction programme.
- Your mentor is there to coach and support your progress and wellbeing. They are not responsible for assessing you.



# What is the role of the Induction Tutor?

- Usually a member of Senior Leadership Team, the Induction Tutor supports all mentors and ECTs in the school.
- Responsible for organising assessment, such as formal lesson observations, progress reviews and assessments.
- Organises in-school CPD for ECTs.
- Regularly tracks and communicates ECT's progress against the Teachers' Standards.
- Puts support plans in place for any ECTs who are at risk of not meeting the Teachers' Standards.
- Ensures ECTs know how to raise concerns about their induction.





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**The Appropriate Body**

# What is an Appropriate Body?

## How am I monitored, supported and assessed as an ECT?

- What is the Appropriate Body (AB)?
- Onboarding ECTs
- Checking statutory entitlements
- Role of Induction Tutor and Mentor
- Progress Reviews and assessments
- Absence and part-time ECTs
- Appropriate Body support



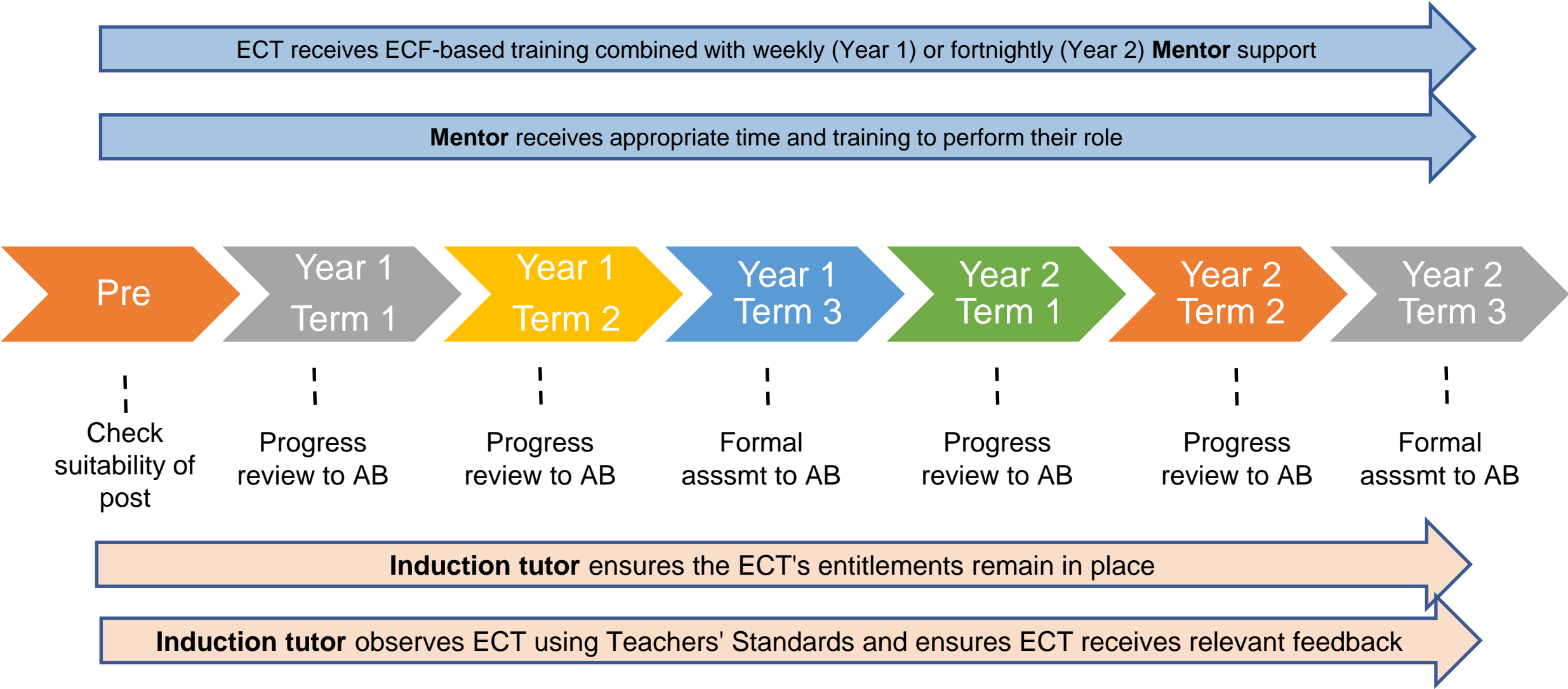
### Induction for early career teachers (England)

Statutory guidance for appropriate bodies, headteachers, school staff and governing bodies

April 2025

This guidance can be found on gov.uk [Induction for early career teachers \(England\)](https://www.gov.uk/government/guidance/induction-for-early-career-teachers-england) - GOV.UK ([www.gov.uk](https://www.gov.uk))

# A standard 2-year induction timeline



**Teacher only gets one shot: no surprises.**



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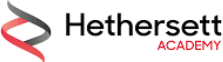

## 'ITT into ECT' Conference

### **ECTs: sharing their experiences**

- Hear from current ECTs

# Hear from current ECTs

- Please choose a breakout room to attend from the options below!
- The ECTs will speak about their experiences, and you'll get the chance to ask some questions
- Breakout rooms will be open for 12 minutes!

Room 1 Maisie	Room 2 Joshua	Room 3 Emma	Room 4 Hannah	Room 5 James
Classroom routines and structures	Getting ready for September	Turning theory into practice	Building relationships: with pupils and parents	Inclusive practice: supporting children with SEND
Foulsham Primary 	St Mary's Junior 	Elm Tree Primary 	Hethersett Academy 	The Thetford Academy 

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### Smart working

- Get off to a good start!



## Preparing for your new role

- Visit your new school
- Subject knowledge
- Strong knowledge of behaviour system
- Words/phrases for culture
- Scripts for routines

What areas of subject knowledge do you know you need to develop?

How will you ensure you are consistent with behaviour management?

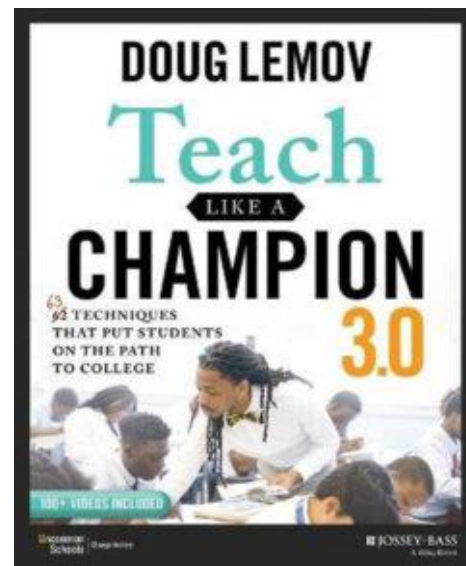
What words and phrases do you want to use to embed a strong class culture?

# Setting routines

- Transitions
- Distributing books and resources
- Gaining attention
- Talk partners
- Answering questions

Which are your strengths/areas for development?

What good practice have you seen?



Tip:  
check out **Teach Like a Champion** videos online

## Get tuned in!

It is worth watching videos like this one from Doug Lemov about getting 100% of the class attention.

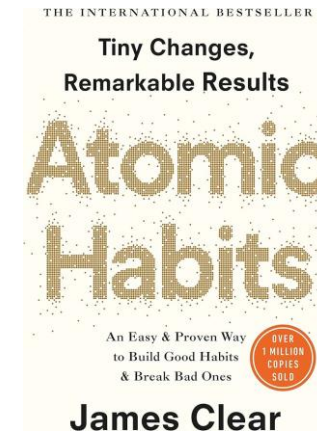


## First half-term

- Classroom culture / social norms
- Plan shorter lessons
- Learn names (pupils and staff)
- Positive praise to parents
- Build strong habits

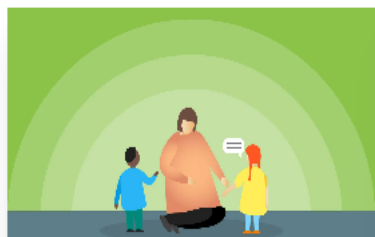
**Keep smiling - you're making a difference!**

What do you want your classroom culture to **look, sound and feel** like?



Recommended read:  
**Atomic Habits**  
by James Clear

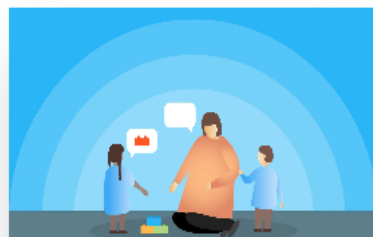
# Staying Research Informed: Education Endowment Foundation (EEF) and Chartered College of Teaching



Evidence and resources

## Early years

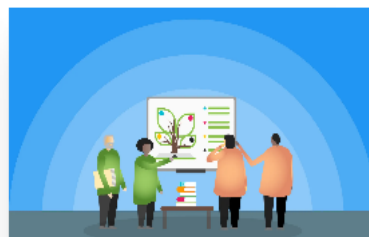
Support great learning and development opportunities for two-to-five-year-olds.



Evidence and resources

## Primary

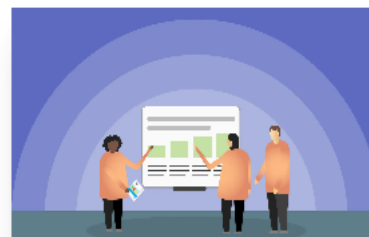
Support great teaching and learning for five- to 11-year-olds.



Evidence and resources

## Secondary

Support great teaching and learning for 11- to 16-year-olds.



Evidence and resources

## Post-16

Support great teaching and learning opportunities for five-to-16-year-olds.



## Standard 1: High Expectations

### Latest content



Getting started with challenging 'more able' learners



Creating a culture of high expectations in a secondary classroom



Motivation in a Secondary Classroom

The Chartered College membership is £2 per month as an ECT:

<https://chartered.college/join/>



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**Wellbeing for ECTs**

## The importance of looking after your wellbeing

- Wellbeing means different things for different people – there is no right or wrong way!
- It is important to be mindful of your wellbeing and workload

Let's take a look at some current ECTs say:

**‘Make sure you are strict with yourself when it comes to switching off.’**

ECT, Charles Darwin Primary

**‘Take some time at lunch for a wellbeing activity.’**

ECT, Cromer Academy

**‘Say no.’**

ECT, Watton Junior



*'A must-read for educators seeking not only to survive but to thrive in their careers.'*

NICK ORTNER, *New York Times* bestselling author of  
*The Tapping Solution*

MICHELLE AUTON

# What Happy Teachers Do

The **Three-Step Self-Care System**  
to Support You Inside and  
Outside the Classroom

# [www.michelleauton.com](http://www.michelleauton.com)

For free tapping sessions, meditation, resources  
and weekly wellbeing advice



Michelle Auton



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**Let's review your questions  
in our Padlet...**



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## Evaluation

Thank you for joining us at this event – we hope you found it useful.

We would really appreciate your feedback to help us plan for future events.

Please complete the short feedback survey.

<https://forms.office.com/e/yvF6suT5sY>



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