



Primary Early Career Teachers Induction Offer 2021-2023

Teachers deserve high quality support throughout their careers, and particularly so in the first years when the learning curve is steepest. During induction, it is essential that early career teachers are able to develop knowledge, practices and working habits that set them up for a fulfilling and successful career in teaching.

With this in mind, THE Partnership will be working in collaboration with East London Teaching School Hub (ELTSH) to offer an enhanced Full Induction Programme Package for early career teachers beginning in September 2021.

The Full Induction Programme (FIP)

ELTSH intends to partner with UCL IOE as the lead provider for the ECF FIP offer. This consists of a sequenced two year programme based on the Early Careers Framework, including:

- Time off timetable funded for early career teachers and mentors in their second year of induction.
- Self-directed study materials for early career teachers.
- Materials to support discussion between the ECT and their in-school mentor.
- Additional funding to backfill mentor time spent undertaking training.

THE Partnership will support facilitation of further parts of this programme including:

- Delivering the funded training elements of the FIP offer directly to early career teachers.
- Delivering the funded training elements of the FIP offer to mentors to support them in their roles.
- Facilitating school visits during the early career teacher's second year.

THE Partnership Enhanced Offer

Our offer will also add value to the Full Induction Programme through an enhanced programme of training and support based on our knowledge and experience of what works well for early career teachers in Tower Hamlets.

This includes:

- Access to a learning community working alongside each other to support and develop together.
- Additional primary phase specific training sessions delivered by the Primary Team and Lead Practitioners focused on specific elements of teaching, learning and assessment that go beyond the UCL IOE materials. For example:
 - How to plan a unit of work in English or mathematics;

- Effective strategies for growing and developing vocabulary in the classroom and developing academic language;
- Teaching physical development in the Early Years setting.
- A named point of contact for all ECTs and mentors enrolled on our induction programme to provide face to face and/or telephone support and assistance, and be the first port of call for participating schools.
- Free access to the Primary Team's resources and materials to support planning and delivery and assessment in the classroom.
- Access to an ECT Conference, delivered in partnership with LETTA.
- Free moderation sessions to support knowledge around end of year expectations and next steps for pupils.
- In the second year, the opportunity to embed learning through further training based and facilitated peer project work.
- An integrated Appropriate Body Service, able to support early intervention if there are any causes for concern.

Delivery Model

THE Partnership recognises the importance of early career teachers and mentors meeting together as a community of learners and building networks across our member schools. Sessions will be delivered either face to face or remotely, depending upon programme content.

All training sessions will take place on a Wednesday either at 1.30pm – 3.30pm or 4.15pm – 5.45pm (approx. 5 enhanced sessions per term).

Look out for detailed programme of training and events coming out later this term.

Cost

Two year Primary Enhance Induction Offer, including registration and support from an Appropriate Body: £995

Embedded Full Induction Programme: Fully funded*

**Funding arrangement to be confirmed by the DFE/ELTSH end of June 2021*

Registration

Please contact Alison Gawthrope to register your early career teachers and mentors for THE Partnership Enhanced Induction Offer.

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