



EDUCATION RECRUITMENT SPECIALISTS

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# Early Career Teacher Induction Support Guide

A practical, supportive and informative guide for ECTs  
beginning their teaching journey in England

PREMIUM EDITION · 2025

## WELCOME

# Your Teaching Journey Starts Here

Starting your career in education can feel exciting, rewarding, challenging and at times overwhelming. At Standby Education, we believe ECTs deserve genuine support, honest guidance and placements that help them build confidence, complete induction successfully and enjoy teaching long term.

*Teaching is one of the most rewarding careers in the world. With the right support and the right school, your induction can be the foundation of a truly fulfilling career.*

## UNDERSTANDING INDUCTION

## The Early Career Framework

The Early Career Framework (ECF) and statutory induction period are designed to support teachers during the first two years after achieving Qualified Teacher Status (QTS). Successful completion is required to continue teaching in maintained schools and many academy settings across England.

**2**

Full academic years of structured induction

**8**

Teachers' Standards assessed throughout

**10%**

Reduced timetable in your first year

### What the ECF Provides

- ✓ Professional development aligned to the Teachers' Standards
- ✓ Dedicated mentoring from an experienced colleague
- ✓ Formal lesson observations with structured feedback
- ✓ Reduced timetable to allow time for planning and reflection
- ✓ A structured programme delivered by an ECF provider
- ✓ Regular progress reviews and ongoing developmental support

YOUR ENTITLEMENTS

# Reduced Timetable Protection

One of the key protections for ECTs is a reduced teaching timetable. This is designed to give you additional time to plan, observe experienced colleagues, attend training and reflect on your development. These are legal rights — not optional extras.

<p><b>Year 1 Entitlement</b></p> <p><b>10%</b></p> <p>Reduced teaching timetable on top of your PPA time</p>	<p><b>Year 2 Entitlement</b></p> <p><b>5%</b></p> <p>Continued reduction throughout your second year</p>	<p><b>Protected Time Must Cover</b></p> <ul style="list-style-type: none"> <li>✓ Mentor meetings</li> <li>✓ Observation time</li> <li>✓ CPD training sessions</li> <li>✓ Reflective practice</li> </ul>
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**⚠ Important: Time Should NOT Be Used For Cover**

Your reduced timetable time is protected by statute. Schools cannot routinely use this time for covering absent colleagues. If this is happening, raise it with your mentor or the appropriate body (AB) overseeing your induction.

SCHOOL ENVIRONMENT

# The Right School Makes All the Difference

Not all schools provide the same level of support for Early Career Teachers. One of the most important factors in a successful induction is being placed in the right environment from the start.

<p><b>Strong Behaviour Systems</b></p> <p>Clear, consistent whole-school behaviour policies with active leadership support</p>	<p><b>Experienced Mentors</b></p> <p>A dedicated mentor with time and training to genuinely support your growth</p>
<p><b>Collaborative Culture</b></p> <p>A welcoming staff environment where sharing and learning together is valued</p>	<p><b>Realistic Workload</b></p> <p>Expectations that are fair and manageable for someone at the start of their career</p>

STANDBY EDUCATION

# Our Approach to ECT Placement

At Standby Education, we do not believe in simply placing ECTs anywhere. We work closely with schools to understand their environment, expectations, support systems and culture before recommending any placement. Our aim is to help you build a career you genuinely love.

## Our Core Promise to Every ECT

- ✓ We identify schools experienced in supporting ECTs specifically
- ✓ We discuss your strengths, personality and preferred environments
- ✓ We help secure long-term placements where induction can be properly supported
- ✓ We provide honest feedback and guidance before placements begin
- ✓ We check in regularly during your placement — not just at the start
- ✓ We support communication between you and schools when needed
- ✓ We offer flexible opportunities so you can build experience at your pace

SUPPLY VS LONG-TERM

# Choosing the Right Type of Work

Many ECTs begin with supply work to gain confidence across different settings. Understanding how each route relates to induction is crucial from the outset.

Factor	Daily Supply Work	Long-Term Placement
Induction Progress	<b>Limited</b> — not usually counted	<b>Strong</b> — can formally count
Mentoring & Development	<b>Minimal</b>	<b>Structured &amp; ongoing</b>
Building Classroom Confidence	<b>Excellent variety</b>	<b>Deep consistency</b>
Curriculum Ownership	<b>Very limited</b>	<b>Full ownership</b>
Professional Relationships	<b>Short-term only</b>	<b>Builds long-term bonds</b>

### **Our Recommendation**

For most ECTs, a long-term placement is the most effective route. Daily supply can be a brilliant confidence builder early on, but securing a placement where induction can be formally supported should always be the priority. Talk to us — we'll help you find the right balance for your situation.

## CLASSROOM MANAGEMENT

## Behaviour Management & Confidence

One of the biggest concerns for new teachers is behaviour management. Confidence develops naturally with consistency, clear routines and experience. Even the most experienced teachers still have challenging lessons — it is completely normal.

- 01 Stay calm, consistent and fair in every interaction
- 02 Follow the school's behaviour systems closely and visibly
- 03 Keep instructions clear and concise — avoid over-explaining
- 04 Use positive reinforcement as your primary strategy
- 05 Build genuine relationships before seeking to control
- 06 Ask for advice from experienced colleagues without hesitation
- 07 Establish your routines from day one and stick to them
- 08 Reflect after difficult lessons — not to criticise, but to learn


### Remember


Schools are not looking for perfection. They are looking for reflective professionals who are growing. Every challenge is a learning opportunity.


## YOUR WELLBEING


## Managing Workload & Looking After Yourself


Teaching can become overwhelming if boundaries are not managed from the outset. ECTs often place enormous pressure on themselves. Your wellbeing matters as much as your professional development.


 Focus on consistency, not perfection


 Don't compare to experienced teachers


 Protect time outside school

 Celebrate small wins daily

 Speak up early if struggling

 Prioritise rest and recovery

 Plan ahead to reduce anxiety

 Connect with other ECTs

### Signs You May Need More Support

- Feeling consistently overwhelmed or anxious about school
- Not receiving regular mentor meetings
- Reduced timetable time being used for cover
- Lack of feedback or developmental support
- Feeling isolated within the staff team

If any of these apply, speak to Standby Education. We are here to help.

BEFORE YOU ACCEPT A ROLE

# Questions Every ECT Should Ask

Asking the right questions before starting a placement can protect you, set clear expectations and help you avoid unnecessary stress further down the line. Never be afraid to ask these — the right school will welcome them.

- Q1** Who will be my dedicated mentor and what is their experience?
- Q2** Which ECF provider does the school use for statutory training?
- Q3** Will I receive my full 10% reduced timetable entitlement?
- Q4** How are lesson observations structured and how often?
- Q5** What whole-school behaviour systems and policies are in place?
- Q6** Has the school successfully supported ECTs through induction before?
- Q7** What CPD and professional development opportunities are available?
- Q8** Who is the Appropriate Body (AB) overseeing my induction?

YOUR PATH THROUGH INDUCTION

## The ECT Journey



### What Happens After Induction?

Once you have successfully completed your statutory induction, you will have full Qualified Teacher Status recognised across England. From here, you can pursue permanent roles, leadership pathways, specialisms, or further qualifications. Standby Education supports teachers at every stage — not just during induction. We build long-term relationships with the teachers on our books and continue to support your progression as your career develops.

WHY ECTS CHOOSE US

# Local, Personal, Honest Education Recruitment

Standby Education is a relationship-led education recruitment specialist supporting schools and candidates across Derby and the surrounding areas. We believe education recruitment should be honest, supportive and genuinely personal — not transactional.



### Local Independent Agency

Deep knowledge of Derby's schools and education community



### Friendly & Approachable

Real people who know your name and genuinely care



### Long-Term Opportunities

Permanent and long-term roles, not just day-to-day cover



### Strong School Relationships

Trusted by local schools who share our values and standards



### ECT-Specific Support

We understand the unique needs of Early Career Teachers



### Honest Guidance

Realistic advice and expectations — no empty promises

*We're not just here to fill a vacancy. We're here to help you build a career you're proud of.*

GETTING STARTED

## How to Register with Standby Education

- 01 Get in touch by phone, email or through our website
- 02 Have a conversation with our team about your experience and goals
- 03 Complete registration including DBS, references and qualifications
- 04 We match you to suitable schools based on your profile
- 05 We stay in touch throughout your placement and beyond

### Documents You'll Need

Enhanced DBS on the Update Service, QTS certificate, degree certificate, two professional references, valid photo ID, proof of National Insurance, and your right to work documentation.

### Areas We Cover

Derby city, Derbyshire, Nottinghamshire and the surrounding East Midlands region. Contact us to confirm coverage in your area.



# Ready to Start Your Teaching Journey?

Get in touch with our friendly team today. We'd love to hear from you and help you find the placement that's right for you.



**CALL US**

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**VISIT OUR WEBSITE**

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