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**Determining and Reducing the Length of the Induction Period**

**Determining the length of the induction period**

2.29 The length of the induction period an ECT is required to serve, whether the teaching post in which they are doing so is part-time or full-time, is the full-time equivalent of two school years. This usually consists of six school terms, divided into two periods each consisting of three school terms.

2.30 The appropriate body makes the final decision about the equivalence to two school years in cases where the ECT serves induction in more than one setting or in non-standard settings such as those in the FE sector.

2.31 In some exceptional circumstances the length of an induction period may be reduced.

**Reducing the induction period**

3.2 Even though some teachers already have significant teaching experience when they enter the maintained sector for the first time, they are still required to serve statutory induction. In such cases, appropriate bodies have discretion to reduce the length of the induction period to a minimum of one term (based on a school year of three terms) to recognise this experience.

3.3 In making such a decision they should take account of advice from the headteacher and must gain the agreement of the teacher concerned. If a teacher wishes to serve the full induction period they must be permitted to do so. The appropriate body may wish to consider what evidence of previous experience and performance they require in reaching their decision including performance management documentation from previous teaching employment. Reductions should only be considered where an ECT has extensive prior experience of teaching whole-classes to the Teachers’ Standards. Examples of when this discretion might be considered appropriate include a teacher who has taught in the independent sector or who has gained QTS via the assessment-only route.

3.4 In such cases, only the final assessment meeting and report will be required with the headteacher’s recommendation on whether the teacher’s performance against the Teachers’ Standards is satisfactory or if an extension would be appropriate. The appropriate body will then follow the induction process in the normal way.

3.5 Separately, ECTs serving induction on a part-time basis may, on completion of a period covering but not equivalent to two full years, be able to have their induction period reduced. It is for the appropriate body to consider whether to grant a reduction and bring forward the final assessment point. When considering whether to reduce a part-time ECT’s induction, the appropriate body is expected to consult the headteacher/principal and must gain the agreement of the teacher concerned. A reduction should only be made on the basis that the ECT has met the Teachers’ Standards.

*(Statutory Guidance March 2021)*

**Examples of where Balcarras Teaching School Hub will consider reducing the induction period**

Significant teaching experience as a teacher in:

* an independent school;
* an academy or free school;
* an FE institution;
* a British School overseas;
* any other institution where induction may be served.

*Continued…*

and/or

Significant teaching experience as:

* a part-time teacher who has completed a period covering but not equivalent to two full years;
* an unqualified teacher;
* a teacher who has gained QTS via the Assessment Only route;
* a teacher in a school where induction cannot normally be served;
* a teacher in a school that did not register them for induction;
* a teacher in an overseas school.