



## Support for Early Career Teachers (ECTs)

**We will fully support you with your transition to Bournside. Our superb ECT Programme is overseen by our Assistant Headteacher.**

Lucy Hemsley will be your induction mentor during your first year. You will also be assigned a personal mentor based in your subject area to support you in understanding and coping with your new role.

### Your mentor

Your mentor – probably your line manager – will meet with you regularly for review meetings. They will also help oversee the holistic view of your progress as an ECT which includes looking at teaching, planning, your role as a tutor, progress, contributions to extra curriculum provision, and marking.

This should be a collaborative approach throughout the year as part of the process of action planning focusing on areas/activities for development. Your mentor will ensure you have access to a Bournside Staff Handbook, and support throughout your ECT years.

As your induction tutor, Lucy Hemsley will meet with you to complete the 2 formal assessments that form part of your ECT year. These consist of a lesson observation prior to end-of-term assessment, and a formal assessment meeting. As an ECT, you will have a reduced timetable for the first academic year and will have allocated time to complete your UCL ECT training modules with support from your mentor.

We use an online tracker aligned with the Teacher Standards which you can use with your mentor for recording evidence and tracking areas/activities for development throughout the year.



### What our ECTs say:

*“As a well-supported ECT in a vibrant and forward-thinking school, I have been given fantastic opportunities to develop schemes of work and provide whole school initiatives to further improve teaching and learning.”*

*“I’ve been given the opportunity to develop schemes within my department, also take responsibility of how the department budget is spent and opportunities to contribute to extracurricular school life in a stimulating and supportive environment.”*

*“I always knew my ECT year would be hard work, which is why I am so happy that I got the post at Bournside. The level of support has been exemplary. In addition, the students here are fantastic and being a large school means you gain a range of experience.”*