

Absence Guidance from the Statutory Guidance for the Induction of early career teachers

The guidance is clear that once an ECT reaches **30 days of absence in a year**, if teaching full time, their induction must be extended by the total number of days absence they have had. Absences due to statutory maternity leave, statutory paternity leave, shared parental leave, statutory adoption leave, or parental bereavement leave should not be included. Other absences not mentioned in para 3.6 including jury service, suspension, strike action and spousal bereavement count as absences.

Once the total number of absences over each year are submitted on ECT Manager, a new date for the assessment deadline will be generated by ECT manager.

If 30 days are exceeded in Year 1 then the induction period for Year 2 will not start until the 30+ days are completed. If the absences are in Year 2, induction does not end until the days are served.

The extracts from the September 2024 revised Statutory Guidance for Early Career Teachers can be found at: https://assets.publishing.service.gov.uk/media/6629237f3b0122a378a7e6ef/Induction_for_early_career_teachers_England_statutory_guidance_.pdf

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Extending the induction period prior to completion to account for ad hoc absences

- 3.6. The induction period is automatically extended prior to completion when an ECT's absences per year of induction (or equivalent for part-time teachers) total 30 days or more (with the exception of statutory maternity leave, statutory paternity leave, shared parental leave, statutory adoption leave, parental bereavement leave, or carer's leave (see para 3.7). In these circumstances the relevant year of induction must be extended by the aggregate total of days absent. If the ECT is unable to serve the extension in the same school/institution, the minimum period of employment of one term or equivalent must be served in a new school/institution.

Progress Reviews and the Appropriate Body policy on absences during the term

If an ECT is absent for all or part of the term, then a progress review or assessment **must still be completed** with the number of absent days specified. Total absences of 30 days or more within an academic year will lead to an automatic extension at the end of the year.

Induction tutors should use their professional judgement to decide whether to mark the ECT as being on track/making satisfactory progress against the Teachers' Standards.

If the ECT's previous Progress Review/first assessment was on track/making satisfactory progress, and their absence has not had a demonstrable effect on their progress, we would recommend that the ECT **should be assessed as on track**.

If there were previous concerns regarding the ECT's progress against the Teachers' Standards, they should be **assessed as not on track** if they have not been in school sufficiently to demonstrate that they have made the required progress.

Absences and other reasons for extensions

Page 39 – 40 of the DfE Guidance provides reasons when an extension to the ECT induction period can be given by the Appropriate Body.

Extensions cannot be given until the ECT reaches the Final Assessment point.

Extension of the induction period after induction has concluded

- 3.8. The appropriate body has the option, when making its decision at the end of the induction period (see paras 2.66–2.70), to extend the period where this can be justified. It determines the length of the extension, the procedure for assessments during it, and the recommendation at its end. The appropriate body may decide to extend where there is insufficient evidence on which a decision can be based or where it would be unreasonable to expect the ECT to have demonstrated satisfactory performance against the Teachers' Standards for other reasons. These might include:
- personal crises;
 - illness;
 - disability;
 - issues around the support during induction; or
 - where there is insufficient evidence within induction documentation for a decision to be made about whether the ECT's performance against the Teachers' Standards is satisfactory.
- 3.9. An ECT may be unable to, or choose not to, serve an extension in the same school/institution in which they completed their original induction period. They will then need to find another post in which to complete the extension to their induction period. In these circumstances the minimum period of employment, of one term, must still be served as the ECT will be working in a new institution.
- 3.10. If an ECT leaves an institution having started but before completing their extension, the headteacher/principal should complete an interim assessment report and notify the appropriate body.