

The DfE Guidance for Early Career Teachers on Maternity Leave

Maternity leave **must not** be logged as an absence on Progress Reviews & Assessments according to the DfE Guidance for Early Career Teachers on page 39:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1184915/Statutory_Induction_for_early_career_teachers_england_.pdf

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.

Extension of the induction period prior to completion due to statutory maternity, paternity, adoption, shared parental, parental bereavement or carer's leave

3.7. ECTs who take statutory maternity leave, statutory paternity leave, statutory adoption leave, shared parental leave, parental bereavement leave or carer's leave¹¹ while serving their induction period or serving an extension to their induction period may decide whether their induction period should be extended (or further extended) to reflect the number of days absent for this purpose. Any outstanding assessments should not be made until the ECT returns to work and has had the opportunity to decide whether to extend (or further extend) their induction period, and any such request must be granted. If an ECT chooses not to extend (or further extend) their induction period, their performance will still be assessed against the Teachers' Standards. It is, therefore, recommended that an ECT in this situation seeks advice before making such a decision.

This means that upon return from maternity leave an ECT can decide to:

- **Continue their ECT induction and not request an extension.**
For example, a teacher who left at the end of term 2 and returned 2 terms later could start their 5th term of ECT induction. 6 terms or the equivalent in total must be served.
The ECT must bear in mind that they will be treated like a Year 2 ECT, have a 5% reduced timetable, and will be assessed at the end of term 5 on the Teachers' Standards. An ECT at the end of term 5 would be expected to be secure in the Teachers' Standards as they are nearing completion of their induction.
Likewise, an ECT who should have had their Final Assessment whilst on maternity leave can choose to have their Final Assessment upon their return to school.
- **Continue their ECT induction and request an extension.**
For example, an ECT who left at the end of term 2 and returned 2 terms later could pick up from where they left off and start their 3rd term of ECT induction.
Their ECT induction is extended by the amount of time they were absent on maternity leave before being assessed in their Final Assessment.

The ECT is advised to seek advice before deciding which option it is best to take. Whether the ECT is secure in the Teachers' Standards could be a guiding factor.