



## 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 Tutor and, unlike some schools, your Mentor will always be an expert colleague in your specific subject area.

### Training Partner

We are partnered with our local Teaching School Hub who use UCL as their main delivery partner. Through our partnership with our Teaching School Hub, you will attend face-to-face cluster meetings with other ECTs in the region and grow your network of other new teachers in your area of subject expertise.

### Mentor and Tutor Support

In your first year, your mentor will meet with you each week to support you as you progress through the ECF and UCL training modules. In your second year, you will meet with your mentor each fortnight as you continue your development.

As your Induction Tutor, Lucy Hemsley will meet with you to complete the formal assessments that form part of your ECT years. At Cheltenham Bournside, our Induction Tutor will also meet with you fortnightly to offer further training and support in teaching in our school context.

We use Doug Lemov's *Teach Like a Champion* as a core text as part of this training and, consequently, provide a free copy to all ECTs. We also pay for membership to the Chartered College of Teaching for all ECTs.

### Supporting workload

As an ECT, you will have a reduced timetable. We use an online tracker aligned with the Teacher Standards which allows you to quickly track activities and areas for development throughout the two-year programme.



### What our ECTs say:

*"My tutor and mentor could not have done more for me, I am so grateful for everything they have done to make time for me and support me in a really personalised and transformational way."*

ECT Year 1

*"I am so happy with the decision I made to get a job at Cheltenham Bournside. Both my mentor and induction tutor have been so supportive - nothing is too much trouble and they have always had time in order to support me and assist me."*

ECT Year 1