



BURY
GRAMMAR SCHOOL

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IS PROUD TO SUPPORT
EARLY CAREER TEACHER
INDUCTION





Bury Grammar School (BGS) works in partnership with the Independent Schools Teacher Induction Panel (ISTIP) to provide support for Early Career Teachers (ECTs) through a well-developed and appropriately sequenced Early Career Framework (ECF). This framework is based loosely on the resources provided by 'Teach First' but adapted to meet the needs of ECTs at BGS.

WHAT YOU'LL LEARN



Building a productive classroom environment.

Supporting learning and development.

Understanding curriculum and assessment.

Being a learning professional.





HOW YOU'LL LEARN & HOW YOU'LL BE SUPPORTED

Weekly self-study.

Weekly instructional coaching sessions in Year 1 reducing to monthly in Year 2. These sessions are designed to support early career teachers to apply insights from the study materials into their classroom practice. Mentors will provide teachers with a specific, bite-sized action step to practice each week that responds to their own classroom context and practice.

Twilight training sessions.

Attendance at regional meetings, two for Year 1 ECTs (Autumn and Summer term) and one for Year 2 ECTs (Spring term).

Observing others teach and being observed and receiving feedback.

10% timetable remission in Year 1 reducing to 5% in Year 2

Half termly progress checks and end of year formal assessments against the Teachers' Standards.





WHAT OUR ECTS AND MENTORS SAY....

‘I have felt extremely well supported as an ECT at Bury Grammar School, due to the huge amount of support and guidance provided by my mentor and the wider staff body. I feel like this support is only there if I want or need it, as I am also given a lot of freedom and autonomy in my practice. This is a fantastic school for professional development.’

- Year 2 ECT English

‘Being an ECT at Bury Grammar School is very rewarding and the ECT induction in place is excellent. All members of staff involved in the delivery of the induction are approachable and highly experienced. My mentor is very supportive and always ensures that things are running smoothly. The induction has made the transition from being a trainee to an ECT, a pleasant one.’

- Year 1 ECT Maths

‘Since joining Bury Grammar School as an ECT I have been overwhelmed with the level of support I have received from my mentor, my department and The School as a whole’

- Year 2 ECT English

‘Undertaking my ECT induction at Bury Grammar School has given me a diverse range of experiences, including having the unique opportunity to teach PE to Reception through to Sixth Form. The School has provided extensive support, training and mentoring to ensure my teaching and development meets the highest standards.’

- ECT Year 1 Physical Education



‘The ECT induction process has been easy to follow for both myself as mentor and the new member of staff. Resources provided are detailed and act as a good guide for progress throughout the year. Weekly meetings are a great way to build confidence and tackle issues that arise for the ECT. The paperwork and assessment procedures are centred around the Teaching Standards which enables users to identify and continuously reinforce good practice’



MARIA WHITLOW (ECT MENTOR & HEAD OF SOCIAL AND COMPUTER SCIENCES)

‘Being involved in the ECT induction programme is very rewarding as a mentor as not only does it give you the opportunity to support and work closely with a teacher at the beginning of their career, it also allows you to reflect on your own practice and incorporate new and innovative strategies into your teaching.’



JEN RUMBOLDT (ECT MENTOR & HEAD OF ACADEMIC ENRICHMENT, HEAD OF RELIGIOUS STUDIES)

‘The provision for ECTs at Bury Grammar School is excellent. The school warmly welcomes new teachers, and all staff are keen to support them. I have enjoyed my time as a mentor, it has been rewarding to work with teachers at the beginning of their career, and Bury Grammar School has an excellent structure of support in place.’



KERRY HUGHES (ECT MENTOR & TEACHER OF MATHEMATICS, KS3 MATHEMATICS COORDINATOR)

