



Baroness Barran

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4 January 2022

Dear Stephen,

I am writing to you further to your email in follow up to the Lords OPQ on Wednesday 3 November on teacher departures. Thank you for sharing the examples outlining access to placements for Early Career Teachers (ECTs).

I note you have raised concern about the difficulty some ECTs may face in acquiring Qualified Teacher Status (QTS). To clarify, ECTs will already have gained QTS status as part of successfully completing their initial teacher training, so the issue illustrated in the example is primarily about an ECT's opportunity to then complete statutory induction after they have gained QTS.

The Statutory Induction Guidance¹ sets out the circumstances in which an ECT is entitled to access a statutory induction. This is determined by both the type of organisation in which they work and the type and length of placement they are in. For example while Local Authority Maintained schools must offer induction, it is optional for some other institutions (see sections 1.9-1.10 of the guidance), although many voluntarily offer it. Similarly some exemptions can apply to the role, if for example it is not a full teaching role (see section 2.17) or is less than a term in length (see Annex A, Exemptions). It is unclear from the example sent whether any of these exemptions could potentially apply.

Gaining QTS status after initial teacher training does not offer any guarantee of employment. It is a matter for schools and institutions to determine their resource needs and the department does not manage centrally the placement of ECTs into employment.

However, once an ECT is employed by a school in a suitable teaching role, they have statutory entitlements to receive induction. This was the case even before the 2021 reforms to induction were introduced, but officials are continuing work with the sector to ensure the entitlements for ECTs are fully understood.

¹https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/972316/Statutory_Induction_Guidance_2021_final__002____1__1_.pdf

On your concerns around opportunities for ECTs to progress where full time work is not available, the regulations deliberately ensure that part time working and temporary contracts do not pose a barrier to an ECT receiving or completing induction. For example, there is no time limit on the ECT's entitlement to start induction once they are successful in gaining a suitable teaching role. They may also complete induction over a longer period of time if they have pauses in their employment for example due to gaps between shorter temporary contracts.

I hope this answer has been useful and I will place a copy in the House Libraries.

Yours sincerely,

A handwritten signature in cursive script, reading "Diana Barran".

BARONESS BARRAN

PARLIAMENTARY UNDER-SECRETARY OF STATE