



## Airmyn Park Primary School

### Local School Protocol (LSP) for Early Career Teachers (ECT)

This Local School Protocol (LSP) outlines the school-specific arrangements for supporting Early Career Teachers (ECTs) in accordance with the Edukos Trust's ECT Policy v3.

It complements the trust-wide policy by detailing local responsibilities, support structures, and compliance measures.

### School Context

Our school is committed to cultivating a supportive and inclusive environment where every member of the community is respected, valued, and empowered to succeed. Early Career Teachers are provided with a comprehensive induction programme, ongoing mentoring, and access to high-quality professional development tailored to their individual needs. Additional support includes regular wellbeing check-ins, strategies for managing workload, and protected time for planning and reflection—ensuring a positive and confident start to their teaching journey.

### School-Specific Induction Arrangements

Name of Appropriate Body: Vantage Teaching School Hub

Induction Tutor: Natalie Dodds

### Monitoring and Support Structures

ECTs are supported through a structured programme that includes termly assessments aligned with the Teachers' Standards, regular lesson observations, and constructive feedback. Weekly mentor meetings provide opportunities to reflect on practice, set targets, and receive tailored guidance. Peer support is fostered through collaborative planning and informal learning networks, while CPD is offered both in-house and via external providers. A clear escalation route is in place for raising concerns, beginning with the mentor and progressing to senior leadership, with access to formal grievance procedures if required. These systems are designed to ensure ECTs feel valued, confident, and well-equipped to succeed.

### Roles and Responsibilities

- Named Individual Responsible for Overseeing Induction: Natalie Dodds
- Reporting Progress to the Trust: Natalie Dodds
- Liaison with the Appropriate Body: Natalie Dodds