



Early Career Teacher Package

Alban Academies Trust offers an enhanced induction programme for all of their Early Career Teachers (ECTs). This programme normally commences at the beginning of July with our 3-week summer induction programme. Attendance on the induction attracts an attendance payment of £2,000 (£1,000 paid in July and £1,000 paid in August). ECTs are then contracted on the main pay scale from 1st September.

The induction programme is delivered at home schools as well as jointly, enabling all ECTs to meet their peers within the Trust.

All ECTs are provided with a laptop.

Individual support is provided by subject and senior leader mentors and we offer subject specific as well as general training through the Alban Teaching School Alliance (ATSA) and Herts for Learning (HfL) events, for example:

- HfL subject specific training (not the ECT conference)
- ECT networks (secondary and primary)
- New to form tutor training (if appropriate)
- Attendance at Teaching and Learning Conference (date TBC)
- Subject specific enhancement in (Maths, MFL, Physics) – if needed