



**Cause for Concern Form: local guidelines example**

This form should be completed if an Early Career teacher is identified (through classroom observations or other means) as potentially failing to meet induction standards

<b>School name</b>			
<b>ECT name</b>			
<b>Induction tutor</b>			
<b>Date of appointment</b>			
<b>Reason for cause of concern</b> Please outline which Teacher Standard they are failing to meet and why. Include any examples or areas of development currently identified.			
<b>Action taken to date</b> Please provide details of the actions you have put into place since the ECT was identified as a concern.			
<b>Signed by induction tutor</b>		<b>Date</b>	
<b>Signed by headteacher</b>		<b>Date</b>	

For a copy of this form contact: [NQT@achievingforchildren.org.uk](mailto:NQT@achievingforchildren.org.uk)



If an ECT is experiencing difficulties it is vital that the appropriate procedures are followed to provide help, support and guidance. The flowchart below illustrates the cause of action to be taken.

ECT identified (through classroom observation or other means) as potentially failing to meet Teacher Standards

2. The ECT mentor formally observes a lesson and provides verbal and written feedback, highlighting areas for development

3a. A member of SLT formally observes ECT and provides verbal and written feedback

3b. The ECT addresses areas for development. Concerns ends.

4a. Serious concern remains. School completes the Cause for Concern form and discusses with the ECT

4b. The ECT addresses areas for development. Concern ends

5. The Appropriate Body meets the ECT and ECT mentor to discuss concerns and reviews processes. The ECT is formally told that they are at risk of failing if the concerns aren't addressed.

6. The ECT mentor and the ECT develop an action plan to address the concerns and shares this with the Appropriate Body

7. The Appropriate Body arranges for an external colleague to observe the ECT and provides feedback to the ECT and ECT mentor.

8. The School shares the most up to date Action Plan with the ECT and the Appropriate Body

9a. The ECT cannot be recommended for satisfactory completion of induction.

9b. The ECT has addressed the areas of development in the action plan. Concern ends.