

ECT Mentor Profile

Great mentors demonstrate a blend of professional expertise, coaching skill, and personal qualities that enable ECTs to thrive.

"The role has helped my ECT refine the routines that make good teaching consistent." (ECT Mentor, 2026)



WHAT GREAT MENTORING LOOKS LIKE

An ECT Mentor is an expert practitioner who plays a pivotal role in developing the next generation of teachers. They provide high-quality, evidence-informed support throughout the two-year induction and are recognised by the DfE as a crucial lever for teacher development and retention.

WHY MENTORS MATTER

High-quality mentoring is the single biggest determinant of ECT success. Strong mentoring:

- Ensures the ECT programme is implemented with fidelity
- Strengthens the school's professional culture
- Builds a sustainable leadership pipeline
- Improves teacher retention and early-career confidence

"Poor mentoring can be worse than no mentoring..." (Sutton Trust, 2013)

WHAT GREAT MENTORS DO

- Deliver the ECT programme with fidelity, ensuring full entitlement to support
- Consistently model evidence-informed practice as described in the ITTECF
- Use informal drop-ins to identify their ECT's implementation of the evidence-informed practice, identifying strengths and development areas.
- Provides structured support to review progress, rehearse techniques, and plan next steps in meetings
- Keep sessions purposeful and aligned with the ITTECF
- Build trusting, professional relationships

QUALITIES OF A MENTOR

WHO THEY ARE

- Approachable and supportive, builds trust
- A clear, confident communicator
- Reliable, organised, and consistent
- Reflective, open to improving practice
- An expert Teacher with strong subject and curriculum knowledge
- A supportive colleague who collaborates with Induction Tutors and SLT
- A committed learner engaged in ongoing professional development and mentor training

WHAT THEY KNOW

- Some of the research used in the ITTECF to describe high quality teaching practice
- The principles of effective coaching
- How to provide structured feedback and model evidence-informed practice

A REWARDING ROLE

- DfE-funded mentor training
- Protected time to carry out the role

- Experience in coaching and people development
- Strengthened teaching practice
- A pathway into future leadership roles