

Early Career Framework and Teachers

Introduction

The Early Career Framework (ECF) reforms set out a new requirement for a two-year programme of support and development for new teachers after they complete initial teacher training.

The ECF was released in January 2019 and became available to new teachers in early roll-out regions and to a select number of other schools from September 2020. It will be compulsory for all schools to provide a two-year, ECF-based programme of support for their newly qualified teachers (NQTs) from September 2021, either by engaging with government-funded training or through one of two approaches to delivering the ECF themselves

This guide contains links to everything you need to know about the ECF, including information and resources around it.

Key changes

The changes to statutory induction include the extension of the induction period to two years and the requirement for schools to provide a package of training and support covering the ECF. The term Early Career Teacher (ECT) replaces newly qualified teacher (NQT). The role of the Appropriate Body will be extended to also include checking the provision offered by schools to ensure that Early Career Teachers (ECTs) are receiving support based on the ECF.

	Current Arrangement	From September 2021
Length of support	One year	Two years
Timetable reduction	10% reduced timetable for year one	10% reduced timetable in year one 5% reduced timetable in year two
Content	No defined content	Induction should be based upon the ECF
Role of the mentor	No designated mentor	Access to two years of support from the designated mentor
Assessment	Marked against the Teacher Standards	Marked against the Teacher Standards
	Three formal assessment points	Two formal assessments – supported by regular reviews
		ECF is not an assessment tool
Funding		Schools will receive additional funding to deliver the ECF based induction
ECT Pay	Following the first year, teachers can progress up the pay scale	Still be able to progress up the pay scale as current arrangements allow, both during and after induction
Role of the Appropriate Body	Checking new teachers receive statutory entitlements and are fairly and consistently assessed	Checking new teachers receive statutory entitlements and are fairly and consistently assessed, and received a programme of support and training based upon the ECF

Early Career Framework (ECF)



The ECF sets out what ECTs are entitled to **learn about** and learn **how to do** during the first 2 years of their careers. There are five core areas (linked to the Teachers' Standards) which the ECF is focused on. 'Learn that' statements cover knowledge and evidence and 'Learn how to' statements relate to classroom practice. These are different and both elements are important.

The ECF is not an assessment framework and should not be used as such.

Schools will be expected to deliver an induction programme that's underpinned by the Early Career Framework (ECF) and will have three options for how they deliver ECF support and training to ECTs. They can choose to:

- Take up a DfE-funded programme, known as the 'Full Induction Programme', from one of 6 accredited providers, which includes training for both ECTs and their mentors. Our regional hub, Teach West London, has selected UCL. Other hubs are offering different providers.
- Deliver their own training for ECTs and mentors, but using free, DfE-accredited materials and resources known as the 'Core Induction Programme'.
- Design and deliver their own two-year programme based on the ECF.

The first option is likely to be most appealing for most schools, as the training is fully funded by the DfE, and schools taking up this option also receive some additional funding for mentor time spent on the training that is not available to schools who choose to deliver their own ECF programme.

The key features and components of each approach are illustrated in the table below.

Programme	Key features
<p>FULL INDUCTION PROGRAMME</p> <p><i>Use a training provider to support meeting the new statutory induction requirements</i></p>	<ul style="list-style-type: none"> • Time off timetable funded for early career teachers and mentors in the second year of induction • A sequenced two-year programme based on the Early Career Framework • Self-directed study materials for early career teachers including materials to support mentor sessions designed to reduce mentor workload • Funded training delivered directly to early career teachers by an external provider • Funded training delivered directly to mentors by an external provider • Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable
<p>CORE INDUCTION PROGRAMME</p> <p><i>Deliver my induction programme in my own school using high quality materials and resources, accredited by the DfE</i></p>	<ul style="list-style-type: none"> • Time off timetable funded for early career teachers and mentors in the second year of induction • A sequenced two-year programme based on the Early Career Framework • Self-directed study materials for early career teachers including <ul style="list-style-type: none"> ○ Materials to support mentor sessions designed to reduce mentor workload ○ Materials to adapt to deliver further training for early career teachers
<p>SCHOOL-LED INDUCTION PROGRAMME</p> <p><i>Design my own two-year induction programme based on the Early Career Framework</i></p>	<ul style="list-style-type: none"> • Time off timetable funded for early career teachers and mentors in the second year of induction • Content defined in the Early Career Framework

Funding

All state schools offering statutory induction will receive additional funding to deliver the ECF reforms. This includes:

- Funding for 5% off timetable in the second year of induction for all early career teachers (additional to the 10% in the first year)
- Funding for time for mentors to spend with early career teachers in the second year of induction

A single payment will be paid in the summer term of the second year of induction, based on the number of ECTs commenced each term in that academic year. This data will be collected through the school workforce census. If an ECT leaves the school after the first year, the new school gets the funding.

Funding for	Inner London	Outer London	Fringe
ECTs	£1,500	£1,400	£1,300
Mentors	£1,100	£1,000	£900

Additional funding for schools using a provider-led full induction programme for the time mentors of early career teachers will spend on training. This will consist of 36 hours of backfill time over two years per mentor. Funding for this programme will be paid directly to schools.

Mentor's Unit Cost (Years 1&2 - Time off timetable for training)	England (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
36h cost (2 years of training)	£1576.10	£1929.24	£1737.14	£1623.24

For information on funding amounts/ formulas and mechanisms, please visit [Early career framework reforms overview](#). There is no charge to schools irrespective of whether they are designing and delivering their own school-based programme or delivering the Core or Full programme.

Teaching School Hub

Teach West London is the designated Teaching School Hubs that covers Hillingdon, Harrow, Hounslow and Ealing. They are working in partnership with the University College London (UCL) to deliver the full ECF induction programme to ECTs within this region.

Further information has been communicated directly to schools from the teaching school hub. For any schools who wish to register with Teach West London, please email them directly to make them aware. Enquiries should be directed to Mina Vuoto, who is the Teaching School Hub Manager for the ECF, at info@teachwestlondon.org.uk or visit www.teachwestlondon.org.uk.



Teach West London are working with three Hillingdon schools who will lead on the facilitation of the fully funded programme. These schools will enable schools to have a local delivery model to train ECTs and mentors. The local partners for Hillingdon are:

- **Hillingdon Primary School** – Facilitating for Primary Schools in Hillingdon
- **Bishop Ramsey School** – Facilitating for Secondary schools in the north of the Borough
- **Swakeleys School for Girls** – Facilitating for Secondary schools in the south of the Borough

Schools are free to use other Teaching School Hubs if they prefer to be supported through the funded option but wish to use another provider (instead of UCL).

UCL Materials

If you are following the UCL core induction programme (CIP) or the full induction programme (FIP), you can access the core induction materials [here](#). This includes the Early Career Teacher (ECT) self-guided study, mentor sessions and induction materials.

Appropriate Body

Hillingdon Council will continue to deliver our Appropriate Body (AB), providing this service for schools

across the borough. Under the ECF the roles and responsibilities of ABs will be changing but their core function will remain the same, ensuring that schools provide adequate support to teachers at the start of their teaching career by monitoring support and assessment.

Monitoring of support – ABs will:

- Check that early career teachers are receiving their statutory entitlements, and that regard is had to the statutory guidance
- Provide ECF fidelity checks, ensuring schools are supported to provide ECTs with an ECF-based induction

Monitoring of assessment – ABs will make the final decision as to whether the ECT has satisfactorily met the Teachers' Standards, based on the headteacher's recommendation.

Terminology

- **Early Career Framework (ECF)**- information about the two-year framework is available [here](#).
- **Full Induction Programme (FIP)**- the content and activities for ECTs and their Mentors across the two-year period of induction.
- **Early Career Teacher (ECT)**- which replaces the term NQT from September 2021.
- **Statutory Induction Guidance**- the new framework for induction comes into force from September 2021. The full document is available [here](#).
- **Lead Provider**- there are six DfE accredited Lead Providers for ECF, one of which is University College London (UCL) Institute of Education (IOE).
- **Delivery Partner**- all Teaching School Hubs (TSH), some MATs and some LAs are recognised as Delivery Partners for ECF. The Delivery Partner has a single Lead Provider that it has chosen to work with to provide ECF to schools in its region.
- **Facilitators**- facilitators are school leaders and teacher leaders recruited by the Delivery Partner. They are deployed to lead ECT and Mentor ECF professional development sessions. They may also be asked to conduct quality assurance on behalf of the Delivery Partner and Lead Provider. Facilitators are expected to attend the facilitator development sessions and agree to their facilitated sessions to be visited for Quality Assurance purposes, including by the DfE, Ofsted and/or any independent evaluator.

Guidance

The DfE's official documents, resources and guidance can be found in a collection on their website. These include the Early Career Framework itself, an overview of the reforms around the Early Career Framework, and, crucially, details of changes to statutory induction that will apply from September 2021.

- ❖ ECF - www.gov.uk/government/publications/early-career-framework
- ❖ ECF reforms - www.gov.uk/government/collections/early-career-framework-reforms
- ❖ ECF reforms overview - www.gov.uk/government/publications/early-career-framework-reforms-overview
- ❖ Induction for ECTs - www.gov.uk/government/publications/induction-for-early-career-teachers-england