



## The Early Career Framework (ECF): A brief overview for schools

The Early Career Framework (ECF) comes into force in September 2021. It has been designed to make sure that Early Career Teachers (ECTs) receive a consistent approach to their induction, regardless of where they are starting their career.

### Key changes for school leaders to note are:

- induction will be 2 years rather than the current 1 year
- there is a change in expectations in relation to mentors in terms of training, standards and the role- school leaders will need to carefully consider their choice of mentor(s)
- there will be more time required for both ECTs and mentors over the 2 years to carry out the ECF- this may have implications for school planning etc. (the required additional non-contact time will be 10% in the first year and 5% in the second year).
- there is now specific self-study for ECTs which they must undertake independently

There are **6 national providers for the delivery of the ECF** and each will deliver a programme of face-to-face and online training to early career teachers and their mentors

- Ambition Institute
- Education Development
- Teach First
- UCL Early Career Teacher Consortium
- Best Practice Network
- Capita with lead academic partners the University of Birmingham

**The ECF programme covers 5 key areas** over the two years

- Behaviour management
- Pedagogy
- Curriculum
- Assessment
- Professional behaviours

Schools with ECTs from September will have **3 programme options** from which to choose:

1. **The full induction programme:** A funded (i.e. free) provider-led programme offering training for early career teachers and their mentors alongside professional development materials.
2. **The core induction programme:** Schools can draw on the free content from the core induction programmes to deliver their own early career teacher and mentor training. These materials have been accredited by the DfE and quality assured by the Education Endowment Foundation
3. **A school-based programme:** Schools can design and deliver their own ECF-based induction programme.

In reality, if you choose the full induction programme, a national provider will be working with your local teaching school hub and / or MATs, who will be acting as the national provider delivery partner(s). We know that some individual LA's are also becoming delivery partners.

It is up to school leaders to choose the approach that best suits the needs of their ECTs and mentors. However, as the full induction programme is free, and will also be quality assured, we suggest this is your best option.

## Funding

The ECF is funded by the DfE. The six national providers will be paid directly. This means that schools will not have to deal with additional administrative workload.

All state funded schools offering statutory induction will receive additional funding to deliver the ECF. The funding will cover:

- 5% off timetable in the second year of induction for all ECT's to enable them to fully participate in induction activities (e.g. training and time with mentor)
- Funding for mentors to support EC teachers in the second year of induction

Funding to schools for the second year of the ECF will be approximately £2.5K (variation of approx. £100 between inner and outer London). For schools choosing the free full induction programme there will be additional funding to cover the time that mentors will spend on training. This will be 36 hours over two years per mentor.

## The role of the mentor

The role of the mentor has been rightly recognised as of key importance in developing and supporting those who are new to the profession. In addition to providing more consistent and regular 1:1 ECT support, ECT Mentor training, provided by the national providers, will also be a great CPD opportunity for teachers to improve their own practice. The choice of mentor will need a lot of consideration due to the time needed for training and mentoring under the ECF and the fact that it is a 2-year programme.

## The Grow Education Partners NQT Programme

We are very proud of our current high quality NQT programme and wish to continue to work with Early Career Teachers (ECT's). Unfortunately, we are not large enough to go it alone. In fact, some LA's are also stopping their NQT programmes. We are, however, excited to be currently talking to the Paddington Teaching Hub about working with them. The majority of our NQTs come from schools in the five LA's supported by this Hub and so this means we might be able to continue to work with many of our schools' ECT's.

We will definitely be providing a complementary ECT programme to the ECF so that ECTs across our schools can continue to meet, share experiences and learn together, not only about the key aspects of the ECF but also about some aspects which, from our vast experience of working with NQTs, we feel are important for them to learn about. We will continue to provide practical first-hand CPD opportunities from outstanding practitioners and experts in specific fields, but will be mindful of ECT time and cover costs. Our advisers will also continue to be available to support teachers individually with well-being and practical concerns. There will be a small cost implication for this, but we hope that, given that the national programme is free, schools will wish to support their NQTs in understanding the distinctiveness of Grow/ LDBS schools and will appreciate the value of our support network.

We will be in touch with you once we can provide more information. In the meantime, please acquaint yourselves with the various options available to your school so that when the time comes you will have had the time to consider which one is best for your new teachers and mentors.

We suggest that you take full advantage of the free induction programme provided to you via your local teaching hub, MAT or LA. As always, please do not hesitate to contact us with any queries you may have at [grow@london.anglican.org](mailto:grow@london.anglican.org)

Best wishes



Helen Ridding

Please see below the National Provider links and other helpful information.

### Useful website links

#### The 6 national providers:

Ambition institute: <https://www.early-career-framework.education.gov.uk/ambition/>

Best Practice Network: <https://bestpracticenet.co.uk/early-career-framework>

Capita: <https://www.capita.com/expertise/supporting-teachers-in-early-career>

Education Development Trust: <https://www.educationdevelopmenttrust.com/our-expertise/uk/professional-development-for-early-career-teachers>

Teach First: <https://www.teachfirst.org.uk/early-career-framework>

UCL: <https://www.ucl.ac.uk/ioe/departments-and-centres/departments/learning-and-leadership/early-career-framework>

#### **Resources and detailed overviews:**

ECF Handbook <https://us.sagepub.com/en-us/nam/the-early-career-framework-handbook/book270769>

DfE overview paper [https://www.gov.uk/government/publications/early-career-framework-reforms-overview/early-career-framework-reforms-overview?utm\\_source=GeneralQA&utm\\_medium=email&utm\\_campaign=LP\\_announcement](https://www.gov.uk/government/publications/early-career-framework-reforms-overview/early-career-framework-reforms-overview?utm_source=GeneralQA&utm_medium=email&utm_campaign=LP_announcement)

<https://my.chartered.college/2020/02/the-early-career-framework-useful-links/>