



Mentor Essentials

Understanding the role of the mentor in Early Career Framework Training

The role of the mentor is foundational to the ECF training programme: it is what will drive the greatest improvements in the knowledge, skills, and confidence of our ECTs throughout their induction.

The mentor will provide support and challenge and be the ECT’s chief guide through their first two years in the profession.

Since mentors lie at the heart of the ECF initiative, it is crucial they benefit equally, and that this becomes part of their own professional development.

We will support mentors to develop a constructive developmental relationship with the ECT they are supporting, using the principles of Instructional Coaching and harnessing their own experience and expertise.

Mentors will receive a full package of training from us, which includes face-to-face events, online resources, and webinars to ensure they are fully supported to undertake the role.

The support provided will be as flexible as we can make it, to fit around in-school commitments and busy workload.

Mentors will also be allocated a ‘buddy’, who will be another mentor from your own school, from another school or linked by subject/specialism.

Mentors will be encouraged to have regular contact with their ‘buddy’ to discuss progress, challenges and ideas, and there is time set aside in training schedules for these peer-to-peer sessions.

[ECF Training Schedule for Early Career Teachers \(ECTs\):](#)

		Year 1			Year 2			
		TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	HOURS
ECT	Regional Training		5 HRS		6 HRS			11 HRS
	Local group sessions 3 HRS EACH							12 HRS
	Webinars 1 HR EACH	x2						7 HRS
	Self study	26 HRS			6 HRS			31 HRS
		Weekly mentor sessions			Fortnightly mentor sessions			

Termly breakdown*:

Year 1	Term 1	Small scale local training event	3 hours	Face to Face
		Webinar x 2 (1 hour each)	2 hours	Online
		Peer-to-peer session x 2	2 hours	
	Term 2	Large scale regional training event	5 hours	Face to Face
		Webinar x 2 (1 hour each)	2 hours	Online
		Peer-to-peer session x 2	2 hours	
	Term 3			
		Webinar	1 hour	Online
		Peer-to-peer session	1 hour	
Year 2	Term 1			
		Webinar x 2 (1 hour each)	2 hours	Online
		Peer-to-peer session x 2	2 hours	
	Term 2			
		Webinar x 2 (1 hour each)	2 hours	Online
		Peer-to-peer session x 2	2 hours	
	Term 3	Small scale local training event	3 hours	Face to Face
		Webinar	1 hour	Online
		Peer-to-peer session	1 hour	

* The mentor will have a weekly ECT / Mentor meeting in school either timetabled or after school

Mentors, along with facilitators, ECTs and school leaders will have access to EDTs online platform which contains the self-study materials, webinars, details of training sessions and guidance for preparation for weekly mentor sessions. [Click here](#) to view a short video of the online platform.

Detailed information about the role of the mentor and of the induction tutor as well as further information about induction can be found [here](#) or the FAQ's on our website.

Funding:

When accessing the full induction programme through Redhill Teaching Hub, funding will cover:

- **£1200** to fund 5% off timetable in Year 2 of induction for all ECTs to undertake induction activities including training and mentoring
- **£900** to fund 20 hours of mentoring across Year 2 of ECT training
- additional funding of **£1576.10** for mentor backfill for time off timetable for training

Total funding: **£3676.10 per ECT in our region accessing the full induction programme**

