



Early Career Framework (ECF)

Frequently Asked Questions

The Early Career Framework is a statutory requirement for all new Early Career Teachers (ECTs) from September 2021. The aim of the programme is to increase the support and guidance that newly qualified teachers receive in their first two years of teaching, so that they become the best practitioners possible and are confident in their teaching skills. It has been developed by the DfE, the Education Endowment Foundation (EEF) and the Chartered College of Teaching, in consultation with headteachers, teachers and academics. It closely follows on from the ITT Framework, but also links into the new NPQ qualifications.

Key differences between the NQT programme and ECF

	Current arrangements for NQTs	From September 2021
Length of support	One year	Two years
Content	No defined content	Content based on the Early Career Framework
Assessment	Marked against Teachers Standards Three, termly, formal assessments	Marked Against Teacher Standards Two formal assessments (one at the end of each year) supported by regular progress reviews each term The Early Career Framework is not an assessment tool
Timetable reduction	10% reduction in Year 1 (5% reduction in timetable recommended for RQTs in 2021 – 2022)	10% reduction in Year 1 5% reduction in Year 2
Funding	Schools currently receive funding for NQTs as part of the National Funding Formula	Additional funding is provided for the <u>second year</u> of induction: - 5% reduction in the ECT's timetable and training events (£1200 per ECT) - funding for mentors to meet with the ECTs during the second year (£900 per ECT) - If your school opts for a Fully Funded Programme, with The Redhill Teaching Hub, there will be additional funding for the mentor training. (£1576.10 per ECT) It is expected that schools will receive a single payment in the summer of the second year of induction. (Total of £3767.10 per ECT, if you are following a fully funded programme.)
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 receive a programme of support and training based on the ECF.

Key information about the ECF and the role of Redhill Teaching Hub in delivering the framework:

Headteachers:

<p>What are the different ways to deliver the ECF?</p>	<p>1. School Based Induction – As a school you can design your own programme for your ECTs, based on the content of the ECF. This will be scrutinised by the Appropriate Body to check that ECTs are receiving the statutory requirements and that the programme covers the statements in the ECF.</p> <p>2. Core Induction Programme – A school may decide to access the resources provided by the DfE to deliver a two year programme. Again, there will be an extra level of scrutiny from the Appropriate Body to ensure the ECTs are receiving the statutory requirement.</p> <p>3. Fully Funded Induction Programme – This is the programme that the DfE expects most schools will opt for. The Lead Providers have produced resources to ensure that all the content of the ECF is covered and the Delivery Partners will work with schools to provide any training, led by expert facilitators. This programme doesn't require additional checks from The Appropriate Body and is fully funded. There is also additional funding for schools who opt for this programme to cover time for mentor training over the two years.</p>
<p>Who is the Lead Provider?</p>	<p>There are six National Lead Providers. The Redhill Teaching Hub has partnered with the Education Development Trust (EDT). This is because they align well with our current approach to training and we felt their programme contained the correct balance of online and face to face sessions. They also have a regard for teacher workload and have planned their programme accordingly. The EDT have produced excellent resources, that are all accessed via their website, to support the ECT to learn the theory, put it into practice and then reflect on their personal and professional development.</p>
<p>Who is the Delivery Partner?</p>	<p>The Redhill Teaching Hub is the Delivery Partner. We will provide training and support for induction tutors, mentors and ECTs. It will be delivered by experienced facilitators.</p>
<p>What do headteachers need to do now to be prepared for September?</p>	<p>1. Register with the Redhill Teaching Hub. This will ensure that you receive the most up to date information and invitations to future events. Click here to register with The Redhill Teaching Hub</p> <p>2. To register for the Fully Funded Induction Programme you need to register with the Education Development Trust and select The Redhill Teaching Hub as the delivery partner. Click here to register with the EDT</p> <p>3. If you have ECTs starting their induction in your school in September you must notify the DfE of your intent to deliver the ECF. If you have registered with The Redhill Teaching Hub, please select 'use an approved training provider'. Click here to register via the DfE portal</p> <p>If you are having difficulties registering with the DfE, you can email them directly. continuing-professional-development@digital.education.gov.uk</p> <p>4. Complete the Redhill Teaching Hub ECT registration form to let us know your ECT numbers and receive further ECF news. Click here to register your ECTs</p>

Induction Tutors and Mentors

<p>What is the role of the induction tutor?</p>	<p>The induction tutor will provide regular monitoring and support for the ECTs and they will coordinate the assessments (both at the end of each year and progress reviews each term). Therefore, they should have a good understanding of the Teachers' Standards and be able to assess the ECT's progress against the standards, whilst making rigorous and fair judgements. They will also observe the ECTs and give constructive feedback. If an ECT is not making expected progress towards the Teachers' Standards the induction</p>
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	tutor will outline a plan to help the ECT get back on track. The induction tutor will also be the main person in regular contact with The Appropriate Body. The Education Development Trust have produced a webinar to summarise the programme and the responsibilities of the induction tutor.
Who should be the induction tutor?	The induction tutor may be a member of SLT, or another experienced member of staff. In some cases it may be appropriate for the headteacher to be the induction tutor. However, the induction tutor must have the time to carry out the role effectively and meet the needs of the ECTs. The induction tutor should be a separate role to that of the mentor and they must hold QTS.
What is the role of the mentor?	The mentor has an extremely important role in supporting and challenging the thinking of the ECT, through instructional coaching. This is a more significant role than the current NQT mentors. During year one they will have weekly meetings with the ECT to discuss the weekly focus, linked to the ECF. This will become fortnightly meetings during the second year of induction. The mentor must hold QTS. The Education Development Trust have produced a webinar to summarise the programme and the role of the mentor.
Who could be a mentor?	Firstly, it should be a member of staff who wants to do it and has the time to complete the role effectively. If at all possible, it would be someone who has time allocated on their timetable to complete the role. You could decide to choose a member of staff who has been a successful mentor before, so they can draw on the expertise they already have. There is also an opportunity for a slightly less experienced, but highly effective, member of staff to develop key skills that will help them in their future careers, particularly if they are thinking of applying for Lead Practitioner, teaching and learning roles, etc, in the future. The mentor may also want to look at the new NPQ qualification, Leading Teacher Development. The mentor is expected to hold QTS.
What training will the mentors receive?	The mentors have an excellent opportunity to participate in high quality professional development, to develop their mentoring and coaching skills. This will be via a combination of regional training, local group sessions, peer to peer coaching, webinars and reading. Even if you are an experienced NQT mentor you will need to complete the specific mentor training linked to the ECF.
What can the induction tutor and mentors do to prepare for September?	1. If you haven't done so already download the ECF, to familiarise yourself with the content. Early Career Framework 2. Register with The Redhill Teaching Hub, so you receive information about dates of training events and the latest information. Click here to register with The Redhill Teaching Hub 3. Download the ECF Programme Brochure and Programme Sequence from the Education Development Trust website. These documents will give you an overview of how the EDT have structured their programme.

Early Career Teachers

How is the training delivered?	All ECTs will receive a variety of CPD through regional training events, local group sessions, webinars and self-study. The most important relationship will be with the mentor, who will have weekly meetings with the ECT, to support and provide effective, targeted feedback.
How are part time ECTs impacted?	Part time ECTs will still be required to follow the ECF. Their induction will be the full time equivalent to two years. For example, an ECT on a 0.5 timetable will serve a four-year induction period.
Do NQTs who have not completed their NQT induction by September 2021 need to move to the ECF?	If possible, NQTs should have an ECF based induction, for the rest of their one-year induction period. They will still be assessed on the old framework and they have until 1st September 2023 to complete their induction.

Section 5 (pages 34 – 40) of the DfE document, "[Induction for early career teachers \(England\)](#)" outlines the roles of the ECT, headteachers, induction tutors, mentors and appropriate bodies in more detail.

If you have any other questions, please email Redhill Teaching Hub office on enquiries@redhillhub.org.uk

