

# Early Career Framework

# FAQs

## Bulletin 1 (of 3)

### Audience – School/MAT Leaders

#### 1. What is the Early Career Framework (ECF)?

The ECF is an evidence based professional development curriculum which Early Careers Teachers (ECT) are entitled to from September 2021. It underpins reforms to the statutory induction for new teachers (England).

The ECF sets out clearly what ECT should know and be able to do over the first 2 years of their careers. The ECT should receive regular support throughout this period from a trained mentor.

The DfE expects mentors to use *instructional coaching* and has committed to provide further details around the expectations of the mentor role shortly.<sup>1</sup>

#### 2. Do schools receive additional funding to deliver the ECF?

Yes, but the amount of funding will depend on how you decide to deliver the ECF.

All schools will continue to receive funding for 10% time off timetable for ECT as they currently do through the National Funding Formula.

All schools will receive additional funding to guarantee 5% time off timetable for the ECT and the mentoring hours in the second year of the ECF.

Schools participating in a provider led ECF programme (known as the Full Induction Programme) will receive additional funding to cover the training that mentors will require to meet the DfE expectations for *instructional coaching*.

The Vantage Teaching School Hub can offer the ECF Full Induction Programme fully funded to ensure schools meet their statutory duties from September 2021.

#### 3. What is new in the updated guidance on the statutory induction for teachers in England?

- The term Early Career Teacher (ECT) replaces Newly Qualified Teacher (NQT)
- From September 2021, the induction period for ECT is 2 years rather than 1 year
- ECT will receive an additional 5% time off timetable in year 2 of their induction
- Schools are expected to deliver an induction period underpinned by the ECF

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<sup>1</sup> DfE Summary of Questions from ECF Lead Provider Networking Event 4/5<sup>th</sup> March 2021. Document available on request

- The role of the mentor has been introduced and is separate from the role of the induction tutor
- There will be two formal assessments points, midway and at the end of the induction period, additionally progress reviews will be scheduled each term
- The induction period can be reduced for part time ECT who demonstrate they have met the teachers' standards
- The number of ad-hoc absences permitted has been extended in line with the extended length of induction

#### **4. What options do schools have to deliver the ECF?**

Next year schools will be able to choose from three approaches to deliver an ECF-based induction to their early career teachers:

Full induction programme:

A fully funded provider-led programme such as the one offered by the Vantage Teaching School Hub. This offers high-quality training and professional development resources / materials for ECT and their mentors to use.

Core induction programme:

Schools can draw on the content of the high-quality core induction programmes to deliver their own early career teacher and mentor training. Additional funding to cover mentor training is not available on this route.

School-based programme:

Schools design and deliver their own ECF-based induction programme. Additional funding to cover mentor training is not available on this route.

#### **5. Is the ECF used to assess the ECT progress during their 2-year induction?**

No. The ECT is assessed at the midway and end point of the induction period against the Teachers' Standards. The ECF is not an assessment framework. It is an evidence based professional development curriculum which is carefully sequenced to help ECT understand what they should know and be able to do. It is designed to support their progress against the Teachers' Standards.

#### **6. What is the difference between an induction tutor and a mentor?**

The mentor and the induction tutor are two discreet roles with differing responsibilities, and it is expected that these roles should be held by different individuals unless in exceptional circumstances.

Headteachers should appoint an induction tutor who holds QTS and has the skills and knowledge to make rigorous and fair judgements on the ECT progress against the Teachers' Standards.



The mentor should hold QTS and be given adequate time to support the ECT as they engage with the core content of the ECF, apply this to their teaching and reflect on their professional progress.

**7. Which ECF full induction programme are the Vantage Teaching School Hub offering?**

From September 2021 we will be offering the *Teach First* full induction programme. 25 % of all teaching school hubs across the country are also providing the Teach First programme highlighting its popularity nationally.

A series of identical briefing events are scheduled to take place from Tuesday 20<sup>th</sup> April to Thursday 21<sup>st</sup> April daily at 4pm on MS Teams where we will give further details on our full induction programme.

**References**

[Early career framework reforms: overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Early Career Framework \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

[Statutory Induction Guidance 2018 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

[Early Career Framework – Core Induction Programme \(education.gov.uk\)](https://education.gov.uk)

**Future ECF FAQ bulletins:**

-FAQs for leaders involved in delivering statutory induction

-FAQs regarding the Teach First ECF full induction programme