



# Early Career Framework

## National Roll Out September 2021

### What is the Early Career Framework?

The [Early Career Framework \(ECF\)](#) underpins exciting reforms to Early Career Teachers' (ECTs) induction. It is a fully funded package of high-quality, evidence-driven support for teachers in the critical first years of their career. As part of the government's [teacher recruitment and retention strategy](#), the ECF provides a statutory two year development programme for Early Career Teachers and their Mentors. It will act as the gold standard for [ECT induction](#).

### What is covered in the ECF?

The ECF consolidates best available evidence and research in five key areas: behaviour management; pedagogy; curriculum; assessment and professional behaviours. This is formulated around easy to access "learn that" and "learn how to" statements.

### What are the benefits to ECTs, Mentors and schools?

- ECT induction has been lengthened to two years with increased support and training for ECTs and their Mentors.
- A valuable Mentor role, separate to the role of the Induction Tutor, has been identified with funding to support it.
- Funding for protected time for both ECTs and Mentors, including 20 hours across Year 2 for Mentors (total £2,100).
- ECTs 10% timetable reduction in Year 1 and 5% timetable reduction in Year 2.
- Evidence-based impactful resources and training to support ECT and Mentor development.
- The Full Induction Programme has additional funding and resources for Mentor training.

### What are the choices?

Schools can deliver the ECF Framework through three pathways, although the DfE have clearly stated a preference for schools to engage with the Full Induction Programme.

	Full Induction Programme	Core Induction Programme	School-based Programme
Induction Checks Required (by AB)	Yes	Yes	Yes
ECF Fidelity Checks Required (by AB/Ofsted)	No	3 checks required	3 checks required
Resources/training provided by	Lead Provider	Lead Provider and School	School
Resources/training funded by	DfE fully	DfE and School	School

The [DfE](#) have stated, "To ensure ECTs benefit from the highest quality support and ease the burden and cost for both schools and appropriate bodies, it is recommended that schools choose the Full Induction Programme. The Full Induction Programme also benefits from 36 hours additional funding for Mentor training, paid in Year 2.

### Working in partnership with Ambition Institute

We are delighted to be continuing our Early Roll Out journey into National Roll Out with Ambition Institute. Their Full Induction Programme is free for schools and has Mentor funding above the £2,100. Ambition were part of the Expert Advisory Panel that helped develop the Early Career Framework. They worked on two successful pilot projects with the Education Endowment Foundation and have vast experience formulating and delivering these

induction reforms, ensuring their ECF resources have been tried and tested in schools. Ambition have an engaging and accessible learning platform and are perfectly placed to support schools, ECTs and Mentors to make the most of this valuable and impactful opportunity.



## About our partners



Scarborough Teaching Alliance is a cross-phase alliance led by Scalby Secondary School and Childhaven Community Nursery School. We offer high-quality Continuing Professional and Leadership Development for teaching, pastoral and support staff to ensure the best possible outcomes for our students. Through our school-led ITT, we recruit and train exceptional entrants to our profession through a supportive programme of professional development. Our collaborative, school-to-school support programmes provide incisive, bespoke guidance for colleagues through innovative approaches to school improvement. We work to ensure that the schools across and beyond our alliance are excellent places to learn in and to thrive in.



Our Teaching Alliance emerged from recognition that schools could be stronger, more sustainable, and provide better opportunities for all by working collaboratively. This commitment to collaboration has seen our Teaching Alliance grow from eight schools in 2014 to over 30 partner schools today. We are proud of our unique small school expertise, forming strong and effective relationships with our partner schools and other organisations, delivering Initial Teacher Training, peer review programs, workforce development opportunities and Governance support. Through our well-established collaborations we are able to deliver high-quality, evidence-based training and development that supports colleagues to be outstanding practitioners at all stages of their career.

Feedback from the Pathfinder ECF Early Roll Out, in partnership with Ambition Institute.

*"The support I've received through the ECF has allowed me to feel well supported and prepared for my first term of teaching."*

- Yorkshire Primary ECT

*"The ECF has further enriched my development. Having regular discussions with my mentor about what I am learning through Ambition has enabled me to consolidate my learning and has encouraged me to apply relevant techniques to my own teaching practice."*

- Yorkshire Secondary ECT

## Dates for your diary

MAY	MAY	<b>An Introduction to the Early Career Framework FOR HEADTEACHERS AND SENIOR LEADERS</b>
4	11	These two identical sessions will cover the key information and implications of the ECF for school leaders.
4.30PM	4.30PM	<b>BOOK 4 MAY</b> <b>BOOK 11 MAY</b> <b>VIRTUAL EVENTS</b>
<hr/>		
JUNE		<b>Pathfinder Teaching School Hub Welcome Event</b>
22		Meet the team and find out more about our partners and the offer to colleagues in our region.
		<b>BOOK 22 JUNE</b> <b>VIRTUAL EVENT</b>
<hr/>		
JUNE	JUNE	<b>An Introduction to the Early Career Framework FOR SCHOOL LEADS AND NQT COORDINATORS</b>
23	24	These two identical sessions will provide more information regarding the role of the ECF Lead in your school and how you can champion the programme to support ECTs and Mentors.
4.30PM	4.30PM	<b>BOOK 23 JUNE</b> <b>BOOK 24 JUNE</b> <b>VIRTUAL EVENTS</b>
<hr/>		
JUNE	JULY	<b>An Introduction to the Early Career Framework FOR MENTORS</b>
30	1	These two identical sessions will unpack your role as a Mentor and explain how the programme will be delivered.
4.30PM	4.30PM	<b>BOOK 30 JUNE</b> <b>BOOK 1 JULY</b> <b>VIRTUAL EVENTS</b>

## Pathfinder ECF Lead

We were delighted to work with a network of regional partners to deliver the ECF Early Roll Out to over 160 colleagues in 2020. I look forward to collaborating with you to sustain and build on this success for National Roll Out in September 2021, when the Early Career Framework becomes statutory for Early Career Teachers. We are excited to be working with all schools to support school leaders, their ECTs and Mentors to deliver an enriching ECF-based induction programme.



**Fiona Hopkinson-Kearney**  
Strategy Coordinator and ECF DP Lead