



Welcome to the second Early Career Framework (ECF) Bulletin of the academic year 2023/2024 from Vantage Teaching School Hub. The purpose of this Bulletin is to share relevant information regarding the Early Career Framework Full Induction Programme with Induction Tutors, Mentors and Early Career Teachers (ECTs). We will circulate these Bulletins at the start of each new module in the Full Induction Programme Calendar.



We hope that all new Year 1 ECTs have had a successful half term and that everyone has had a well-deserved rest over the half term holiday.



The ECF Bulletins will begin with an introduction that is relevant to all cohorts and programme members. You will then be signposted to links that will take you to the sections of the Bulletin that are specific to the cohort to which you are a member of.

Thank you to all Induction Tutors, Mentors and ECTs who have attended our Induction Sessions. We appreciate that the new framework is a huge set of reforms for the sector and we know that schools have worked really hard to set up the roles and practices needed in your settings to ensure that ECTs get the support to which they are entitled.

## | In this Bulletin:-

- Letter from Nick Gibb on ECF reforms
- Recruitment of new ECTs and Mentors from January 2024
- Inductions for new Y1 ECTs and Mentors in January 2024
- Autumn Term Induction Tutor webinar
- Link to the Y1 cohort Bulletin
- Link to the Y2 cohort Bulletin
- Link to the Y1 January 2023 cohort Bulletin
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### **Letter from Nick Gibb, Minister for Schools on the Early Career Framework reforms**

You may have seen the recent letter to schools from Nick Gibb regarding the ECF reforms. A link to the letter is [here](#).

Within the letter the Minister discusses the first cohort of ECTs who have successfully completed their statutory induction and important feedback that we have received from ECTs, Mentors and School Leaders. The letter invites schools to ask their Delivery Partner or Teaching School Hub about the following:

In response to feedback, we are working with Lead Providers to streamline mentor content by continuing to add more flexibility to the ECF programme.

New mentors coming into the programme will see additional flexibilities from this autumn:

- Greater flexibility in the number of training hours mentors are required to attend.

(With our new delivery model – Mentors attend only 3 training seminars – one per. term on top of the induction into Y1 and Y2 of the programme.)

- Ensuring mentors complete training about how to be a mentor and the underpinning evidence of the ECF curriculum by the end of year one. This will better support mentors if there is a change in their circumstances, as well as allow greater portability to mentoring on the Initial Teacher Training programme. (All new Mentors to the programme now start at the beginning of the Mentor training programme regardless of the stage that their ECT is at.)

## **Important - Are you anticipating recruiting any new Year 1 ECTs from January 2024?**

We would be grateful if you could let us know if you will be recruiting any new Year 1 ECTs from January 2024 by completing the form attached: [click on here](#)

The form will also be available on our website: [www.vantagegetsh.org](http://www.vantagegetsh.org).

## **ECT and Mentor Inductions for new January cohort Year 1 2024**

The Inductions for all new January 2024 cohort members starting Year 1 of the ECF will take place in January 2024 in order to ensure that both ECTs and Mentors are fully prepared to start the first year of the programme.

ECTs and Mentors will be able to book onto one of the dates offered which will be a half day, Zoom seminar:

- [Y1 Mentor Induction for new Mentors \(including Seminar 1\)](#).

Wednesday 17th January 2024

9.00am to 12 noon

Via Zoom

Delivered in partnership with One Cumbria

- [Y1 ECT Induction for new ECTs \(including Seminar 1\)](#).

Wednesday 17th January 2024

1pm to 4pm

Via Zoom

Delivered in partnership with One Cumbria

A link to the above seminars will be sent 1 week prior to this session.

## Induction Tutor Webinars

Marc Cooper and I will continue to offer termly webinars for Induction Tutors. These are an opportunity to ask questions and give feedback; also for us to share any new national or regional information with school leaders. We see this as a really crucial part of our approach to Quality Assurance, hearing the detail of how the programme is impacting in schools and what further steps we can all take to provide the highest quality support for ECTs and their Mentors.

A further update for this academic year and beyond - Nicola Tennison, AB lead for Vantage TSH, who will join the Induction Tutor webinars to provide training and support for Induction Tutors who use our AB service.

The next webinar will take place on Wednesday 15th November 2023 at 4pm, via zoom. The link to attend this session will be sent to all Induction Tutors a week before the meeting date.

## **My Teach First and Brightspace**

My Teach First is the home page that you log on to access the ECF Programme. The platform Brightspace is where all of the curriculum materials are housed and this is accessed once you log onto My Teach First.

We appreciate that there are a small number of programme members who have experienced issues in obtaining their log on details for My Teach First. Many of these issues have been caused by the incorrect inputting or transference of information from the DfE portal. If you are experiencing any issues, then our advice is for Induction Tutors to check that all information is correct on the DfE portal in the first instance. If any mistakes are found, once they have been rectified, this takes 10-14 working days to feed through to Teach First.

Please do let us know via email: [TeachingSchoolHub@smchull.org](mailto:TeachingSchoolHub@smchull.org)

if any issues persist beyond 14 days and we can support with escalating the query.

## **How Mentors can check on the progress of their ECTs:**

A reminder to Mentors about how to check on the progress of your ECT within a Module on Brightspace. The pathway to do so is as follows:

Login to My TeachFirst > Click on ECF2022 (Year 2 ECTs) Click on ECF2023 (Year 1 ECTs)  
> Click on the chosen Module for ECTs (Do not click on the Module for Mentors) > Click on Audit Users > Select the ECT

You will then be able to see an overview of their engagement in the content of the Module

## Need to know

The following advice is put together using our discussions with Teach First, the Teaching Hub Council, other TSHs and ECTs/Mentors from within our region who are continuing to report the positive impact that the ECF is having on their workload through more efficient and effective teacher development. This is reflected in the increased retention rates we are seeking across the region.

### Workload Reduction:

- Mentors and ECTs should only make very short and concise written notes in the programme guide during meetings and on Brightspace during short self-directed study tasks.

- Use the DfE funded ECF allocated curriculum time each week to focus explicitly on teacher development using instructional coaching. Credible evidence demonstrates that this is the most effective way to reduce workload through efficient and effective quality first teaching.

- ECTs/Mentors are telling us that they are increasingly aware of how they use their time and are abandoning activities that increase workload and take their attention away from improving their practice. A good example from one mentor involved spending 30 mins per week focussing on the ECF rather than replying to emails.

Induction Tutors can help with workload reduction by reducing the amount of 'other CPD' that ECTs are expected to engage in, over and above the ECF. The ECF is underpinned by evidence on practice that should underpin career long professional development. The national ECF evaluation found that on average, ECTs engaged in an additional 29 hours of 'other CPD' during the last year, adding to their workload. Schools should prioritise the ECF in addition to supporting ECTs to understand school specific policies and practice so that they have clarity on school specific expectations but remain focused and engaged with the ECF programme which underpins statutory induction.



## **Time commitments**

-ECTs and mentors should engage with ECF study within DfE funded allocated curriculum time.

-ECTs and mentors should apply a 'little and often' approach self-directed study and resist the temptation to focus activities that do not support teacher development.

## **ECF Flexibility**

-Induction Tutors need to be certain that mentors and ECTs are covering ECF content for which they are funded. However, during the weeks of face to face training that involves travelling they may permit the ECT to use some of their allocated time to catch up on planning, preparation and assessment activities.

-ECTs and mentors must ensure that they cover a minimum of 80% engagement in the self-directed study. Therefore, 20% of the time can be used to address the immediate priorities of an ECT and support their well-being. An example of this might involve a mentor using their mentoring session from time to time to provide support for a matter that is causing the ECT some worry.

-SEND focus – from September 2023, there are optional SEND specific modules for ECTs and Mentors to access via Brightspace. These can be found under, 'All courses'.

## Brightspace

-Like any new web-based platform, developing familiarity with the functions and layout will enable ECTs and Mentors to get the best use out of it and reduce workload. This will require participants to log in weekly, little and often.

-Brightspace tracks content covered, clicks, time spent engaged with self-directed study which form the basis of the engagement reports to the DfE per participant.

-The glitches and issues we saw in September 2022 have been resolved but from time to time we know that participants sometimes encounter problems. When this occurs, please use the link below

[https://click.noreply-teachfirst.org.uk/?](https://click.noreply-teachfirst.org.uk/?qs=7184b3e81887fdb7b7c1535cabae4ab1ff23750e94a66564207d366b4c26f9a6602496e785b3eb6d1f015d6e99482ab9442896dac6f882e7)

[qs=7184b3e81887fdb7b7c1535cabae4ab1ff23750e94a66564207d366b4c26f9a6602496e785b3eb6d1f015d6e99482ab9442896dac6f882e7](https://click.noreply-teachfirst.org.uk/?qs=7184b3e81887fdb7b7c1535cabae4ab1ff23750e94a66564207d366b4c26f9a6602496e785b3eb6d1f015d6e99482ab9442896dac6f882e7)

## ECF Mythbuster

The DfE has published new guidance regarding the ECF. This guidance covers the most common questions regarding ECF, and we hope will be a valuable resource for hubs. Please find the links below and please do share these within your networks:

- [ECF induction and training: additional information for early career teachers - Manage training for early career teachers \(education.gov.uk\)](#)
- [ECF induction and training: additional information for school leaders - Manage training for early career teachers \(education.gov.uk\)](#)
- [ECF induction and training: additional information for mentors - Manage training for early career teachers \(education.gov.uk\)](#)



## Year 1 ECTs/ Mentors and Induction Tutors

(Including those who started their induction in April 2023).

Please follow the link here to open the section of the Bulletin that is specific to your cohort: [\(click here\)](#).

## Year 2 ECTs/ Mentors and Induction Tutors

Please follow the link here to open the section of the Bulletin that is specific to your cohort [\(click here\)](#).

## Year 1 ECTs/Mentors and Induction Tutors January 2023 Cohort

Please follow the link here to open the section of the Bulletin that is specific to your cohort: [\(click here\)](#).

Email: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)

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Best Wishes

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