

ECF Mentoring Principles and Scenarios

There are multiple different mentor scenarios which create complexity for delivery of the ECF programme to mentors, as well as a lack of clarity relating to funding for mentors.

This guide intends to provide some principles which will underpin the Teach First approach to mentoring. We would recommend all colleagues leading the approach to mentor training are also familiar with the DfE guidance **Funding and Eligibility for ECF based training** (new) <https://www.gov.uk/guidance/funding-and-eligibility-for-ecf-based-training>

The DfE will provide guidance directly to schools in relation to mentor funding they are entitled to, please direct any school queries to the DfE.

Principles underpinning managing mentors

1. Mentors are entitled to 2 years of funding to support an ECT
2. Where a mentor joins midway through an ECTs programme they are classed as a replacement mentor and **not** a new mentor.
3. Replacement Mentors are still entitled to two years of funding but, in reality they are unlikely to receive this unless they continue to mentor a new ECT as when the current ECT completes the programme they would have no one to mentor – in this scenario, mentors *can* opt to continue their training without an ECT and funding would be made available
4. A mentor can mentor multiple ECTs at a time but will only receive funding once
5. Once a mentor has completed their 2 years training, they are no longer eligible for funding
6. If a mentor does not complete their 2-year training programme they remain eligible for funding for the time they have not mentored (e.g. if they mentor for 1 year, then stop mentoring but return at a later date, they will be eligible for their final year of funding)
7. A mentor that is not funded does not need to show engagement with the programme
8. Mentors will follow different sequences of engagement based on when they start mentoring. For each reporting milestone mentors need to have evidenced engagement in online content OR event attendance.
9. Mentors who have completed training as part of the ERO will not be funded from September 2022. These mentors will have access to a handbook (completed by Teach First) and will have access to Brightspace to track and monitor ECT progress.
10. Part time mentors should have a programme adjustment agreement in place if they are not engaging in the programme full time

Programme Scenarios for Replacement Mentors

While funding will follow the principles above, we recommend the below approaches are followed for mentors joining the programme mid-way through as a replacement mentor.

Replacement Mentor Joins mid-way through Year 1

1. Mentors will have access to all previous modules on Brightspace
2. Mentors **MUST** complete the mentor assessment
3. Mentors **MUST** complete mentor Induction content and watch the recording of mentor induction or attend a live session (e.g. for January or April starts, they can be invited to this)
4. Mentors **CAN** engage with previous mentor content on Brightspace or catch up on seminars via recordings and watch weekly videos for any areas pertinent to their development
5. Mentors **MUST** engage with the seminars with the rest of the mentor cohort relevant to the positioning of their ECT – e.g. if the mentor joins in February and is supporting an ECT who started in September, they should attend module 4 Seminar with the September mentor starts
6. Delivery Partners should ensure replacement mentors are directed to the relevant content for their programme

Replacement Mentor Joins at the start of Year 2

1. Mentors will have access to all previous modules on Brightspace from year 1
2. Mentors **CAN** complete the mentor assessment from year 1
3. Mentors **CAN** complete the mentor induction from year 1 including watching the recording
4. Mentors **CAN** engage with previous mentor content on Brightspace or catch up on seminars via recordings and watch weekly videos for any areas pertinent to their development
5. Mentors **MUST** attend year 2 Induction and all engage in all subsequent year 2 modules
6. Delivery Partners should ensure replacement mentors are directed to the relevant content for their programme

Replacement Mentor Joins mid-way through Year 2

1. Mentors will have access to all previous modules on Brightspace from year 1 and year 2
2. Mentors **must** complete year 2 mentor Induction
3. Mentors **CAN** engage with previous mentor content on Brightspace or catch up on seminars via recordings and watch weekly videos for any areas pertinent to their development
4. Mentors **MUST** engage with the seminars with the rest of the mentor cohort relevant to the positioning of their ECT
5. Delivery Partners should ensure replacement mentors are directed to the relevant content for their programme