



Welcome to the sixth Early Career Framework (ECF) Bulletin of the academic year 2022/23 from Vantage Teaching School Hub. The ECF Bulletins are created 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.

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.

This particular Bulletin has a focus on providing you with relevant information to prepare for your ECF programme during 2023/2024.

You will find essential information regarding:

- Maximising your funding for the ECF full induction programme
- Reducing the demands for ITT Mentor training from 20234
- Updating your Induction Tutor details with the DFE \*URGENT\*
- When and how to register new ECTs, Mentors and any mentor changes for 2023/2024

- Induction Tutor Webinars
- Summary Findings of the Ofsted review into teacher development published in May 2023.
- The outcome of our recent consultation on the ECF delivery model.
- Plans for delivering live ECF training in 2023/2024.

## **Maximising your funding for the ECF Full Induction Programme**

Schools will receive £1713.86 for every new mentor that they register on the DfE portal and who completes the ECF mentor training. Registering a new ECF mentor benefits the school in the following ways:

- Receive £1713.86 for each mentor
- Access free training underpinned by the best available evidence on teacher development
- Developing a cadre of teachers who are skilled in 'instructional coaching'
- Build capacity to support teacher development across your school
- Provide a succession plan if an existing mentor leaves or takes on a new role
- Build common language and practice for teacher development across your school
- Reduce the demands of the quality requirements for ITT mentors to complete 20 hours of mentor training from 2024 (see below)

Worked example:

If you have existing ECF trained mentors in your school that you wish to deploy to deliver the mentoring to your ECTs in 2023/24, below is an example of how you would manage this but still access ECF mentor funding and all of the benefits for new mentors:

- You appoint a new Y1 or a Y2 ECT (who has been transferred from another school)
- You register the new ECT and the new mentor on the DfE manage training for early career teachers portal <https://manage-training-for-early-career-teachers.education.gov.uk/>
- Your new mentor engages in the mentor training
- Your existing mentor who has already engaged in the training carries out the weekly (in Y1) and fortnightly (in Y2) mentoring duties with the ECT
- This approach ensures you build mentor capacity and also access additional £1713.86 funding.

## **Reducing the demands for ITT mentor training from 2024**

Did you know that from September 2024, the new ITT quality requirements mean that anybody mentoring an ITT trainee will need to undergo 20 hours of general mentor training? The good news is that the DfE have made clear that there is no expectation for mentors to repeat training they have already completed. This is another good reason to ensure you provide your staff with access to the ECF mentor training. The instructional coaching element of this training is a good example of the type of training that would not need to be repeated.

Vantage TSH have made requests to both the DfE and our ECF lead provider to share a summary of mentor training data so that we can work with accredited providers of ITT to ensure this is recognised, thus reducing the demands of 20 hours further training.

## **Urgent - Updating Induction Tutor details**

The DfE has recently sent communication to all schools via the known admin email address, to ensure that you have an Induction Tutor registered for your school. If your school provides ECF-based training, which is part of statutory induction, the email is to remind schools that you need an induction tutor registered to set up and manage Early Career Teachers (ECTs) training.

The Induction Tutor can set up a programme of study and add ECTs and mentors for the current academic year, but cannot register anyone for the next academic year just yet.

The DfE are contacting you to make sure you have an induction tutor registered on the Department for Education's service ready for when induction begins for the next academic year. The email will give the name of the induction tutor that their records show, if one is already registered. If the name shown on the email is correct, you do not need to do anything else. If this is not correct, you can nominate someone by clicking on the link provided in the DfE email. The DfE will then send them a link to sign in to the service and guide them through each step.

As you can see from the information above, the guidance is that schools should not register any new ECTs who are due to start in September 2023, on the DfE portal until requested by the DfE.

## **Important - Are you anticipating recruiting any new Year 1 ECTS from September 2023 onwards?**

We would be grateful if Induction Tutors could let us know if you are anticipating any new ECTS from September so we can plan ahead accordingly.

The September cohort can be on boarded onto the full induction programme with Vantage TSH and Teach First from 5th June 2023 until 25th September 2023.

Schools who recruit any new ECTS within this time frame and who wish to on board with us, are invited to register on our website: [www.vantagegetsh.org](http://www.vantagegetsh.org)

Our website has been updated to support schools with a step by step process to onboarding Y1 or Y2 ECTS onto our programmes.

Induction Tutors need to also register the new ECT and Mentor on the DfE portal under the year, 2023/24 when the DfE portal opens: <https://manage-training-for-early-career-teachers.education.gov.uk/>

Please note that new ECTS will need to be registered with an Appropriate Body as well.

Guidance on how to register with Vantage TSH Appropriate Body Service can be found on our website: [www.vantagegetsh.org](http://www.vantagegetsh.org)

The September starters will be invited to attend a face-to-face induction into Year 1 of the programme together in September 2023. Mentors will also be invited to a separate induction event. The dates for these events are:

Mentor Induction into Y1 of the Full Induction Programme (for new Mentors)

Tuesday 25th September 2023, 9am to 3pm at Lazaat, Cottingham

OR

Thursday 27th September 2023, 9am to 3pm at Hull KR, Preston Road, Hull

ECT Induction into Y1 of the Full Induction Programme

(for new ECTS including April 2023 starters)

Monday 2nd October, 9am to 3pm at Lazaat, Cottingham

OR

Wednesday 4th October, 9am to 3pm at Hull KR, Preston Road, Hull

Please book a place at ONE of the events offered for Mentors and ECTs via our website: [www.vantagetsh.org](http://www.vantagetsh.org)

If you need any help with the portal or any of the other information covered above, then please let us know.

## **Year 2 Inductions**

Updates have been put in the Year 1 September cohort Bulletin section regarding the upcoming inductions into Year 2 of the programme. Please book any Year 1 ECTs and Mentors onto their Y2 induction via our website: [www.vantagetsh.org](http://www.vantagetsh.org)

## **Induction Tutor Webinars**

Marc Cooper and I will continue to offer termly webinars for Induction Tutors. This term we are offering a series of webinars as explained below to support Induction Tutors with managing the Early Career Framework and the statutory entitlements in their schools.

The first webinar was for Induction Tutors who have ECTs moving into Year 2 of the ECF programme with us for the first time. The webinar explained the structure, organisation and expectations for Mentors, ECTs and their schools during Year 2 of statutory induction. The meeting took place on: Thursday 25th May, 4pm via Zoom. Any Induction Tutors who were unable to attend and wish to receive the information, please email: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)

The second webinar is a briefing for any new Induction Tutors to support them in onboarding with us onto the ECF Full Induction Programme. This is for schools who are new to our programme and will take place on: Thursday 8th June, 4pm via Zoom. This will be advertised on our website but please do pass this information on and our email address if you have any colleagues who have not worked with us before: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)

The third webinar is our Summer Term webinar as previously advertised and is open to all Induction Tutors. We will give our normal updates and there will be opportunity for your feedback as well. This will take place on: Thursday 15th June, 4pm via Zoom.

An email will be sent to all Induction Tutors with a link to attend this webinar.

## Summary findings of the Ofsted review into teacher development published in May 2023

The government has recently introduced several reforms as part of its teacher recruitment and retention strategy. In 2019, the early career framework (ECF) was published, and in September 2021, changes were made to statutory induction across England. The ECF reforms entitle early career teachers (ECTs) to 2 years of professional development after their initial teacher education (ITE). This is designed to help enhance their practice, knowledge and working habits. In addition, a reformed and updated suite of national professional qualifications (NPQs) has been available since November 2021. These qualifications enable teachers, middle leaders and senior leaders to develop their expertise in specialist areas of teaching or leadership.

The Department for Education (DfE) has commissioned Ofsted to carry out an independent review of teachers' professional development. This review focuses on teachers' and leaders' experiences of the training and development they have engaged in since April 2021.

A summary of the report's findings is below:

Teachers' professional development is important for pupil outcomes, and most schools know this - teachers and leaders want more time dedicated to professional development, including follow-up, but workload pressures often prevent this.

The ECF Full Induction Programme and NPQ programmes run by Vantage TSH, ensure that programme members have dedicated professional development time with delivery models which provide flexibility and reduce the call on programme members' time out of school.

- ECTs said that the protected time they were given as part of their induction ensured that development opportunities were prioritised sufficiently in their timetable

Schools with ECTs are encouraged to ensure that ECT time is protected, especially the weekly Mentor interactions in Y1 and fortnightly in Y2. Additionally, Vantage encourages schools to consider the call on ECT/mentor time during the 3 occasions that they travel to training events in 2023/24. For example, an induction tutor might direct the postponement of the usual weekly ECT/mentor meeting during the weeks of live training to give time back. Another example is the Vantage approach to MAT/cluster led NPQ programmes which ensure that a proportion of training is scheduled in directed time (E.G. CPD time) but without placing an additional burden on internal cover.

- The ECF and NPQs represent a significant step forward in professional development, because they are research-informed and designed to include both dedicated time for professional development and follow-up with mentors

All Lead Facilitators who deliver training on both the ECF and NPQ are experienced practitioners. Schools are encouraged to assign appropriate Mentors for each ECT who can support their development as a novice teacher. Programme member feedback from lead provider mid-point and end of year surveys identify that programme members on Vantage TSH CPD are very satisfied with the quality of training they receive.

- One common factor that ECTs said they value, and would like more of, is the opportunity to speak to other ECTs on the programme.

Our delivery model includes both online and face to face delivery. From September 2023, for most cohorts it will be predominantly face to face delivery to allow for greater engagement and networking opportunities. Some reduction in mandatory content for mentor ECF training will afford further opportunities for focused professional conversations between programme members and sharing of best practice.

- The ECF and NPQ programmes are not generic

All Lead Facilitators contextualise the materials for delegates. Mentors are encouraged to contextualise the ECF materials for their ECT to ensure that the programme becomes bespoke for the learner. MAT/cluster led NPQ programmes allow for deep contextualisation of programme content in line with school/Trust improvement priorities.

- There is flexibility in the programmes

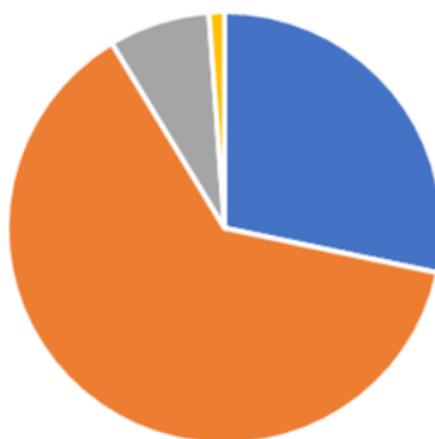
The delivery model of the ECF programme allows ECTs and Mentors to attend different sessions in a delivery window in Y1, if needed. Mentors are able to focus on the highest leverage content within a Module with their ECT. Vantage TSH offers various delivery models for our NPQ programmes.

## **The outcome of our recent consultation on the ECF delivery model**

We circulated a Microsoft form to all programme members and Head teachers of schools in our ECF partnership to consult on our existing delivery models.

The results of the consultation are shown below in the form of a pie chart and explanations of the results as programme members were able to give feedback within the form.

Proposal to move to termly face-to-face delivery for ECTs/mentors for 2023/24 ECF programme



■ Retain existing model ■ Change to proposed model ■ Neither option ■ Other

- The results show that the majority of our stakeholders would prefer us to deliver via a face to face model where possible for the September cohorts.
- The results show that the majority of our stakeholders would prefer us to deliver seminars via a model of combining seminars across ECF Modules where possible.
- The results show that a proportion of programme members would prefer to have the option of Zoom training if possible.
- Stakeholders fed back that it would be beneficial to have flexibility within the training groups so that if there are multiple ECTs and multiple Mentors in a school, they do not attend training on the same day where possible.

## Plans for delivering live ECF Training in 2023/2024

As a result of the consultation on our delivery model we are pleased to outline our plans for the next academic year.

Year 1 ECTs (September 2023 cohort including April 2023 cohort).

ECTs who are in their first year of statutory induction and enrolled on our full induction programme, are entitled to: a face to face induction at the start of the year, two training seminars per. Module (each half term) and an induction into Y2 in July.

The new delivery model for 2023/24 will be:

<b>Year 1 ECTs - 2023/2024</b>	
<b>Autumn 2023</b>	<b>Full Day Induction - face to face 1.5 hour Zoom seminar Half day face to face seminar (2pm start)</b>
<b>Spring 2024</b>	<b>x 2 half day face to face seminars (2pm start)</b>
<b>Summer 2024</b>	<b>x 2 half day face to face seminars (2pm start) Half day Induction - Face to Face</b>

When schools onboard ECTs with us they will be allocated a training group for the seminars. We will ensure that schools with multiple ECTs are spread across the groups to support with cover implications. ECTs can also request to move into a different group if needed for a training seminar as long as we are given prior notice. The timings of the seminars have also been designed to support with cover implications in schools.

Year 1 new Mentors (September 2023 cohort including April 2023 cohort)

Mentors who have not yet completed Y1 Mentor training and are enrolled on our full induction programme, are entitled to: a face to face induction at the start of the year, one training seminar per. Module (each half term) and an induction into Y2 in July 2024. The new delivery model for 2023/24 will be:

<b>Year 1 Mentors - 2023/2024</b>	
<b>Autumn 2023</b>	<b>Full Day Induction - face to face 1 hour Zoom seminar</b>
<b>Spring 2024</b>	<b>2.5 hour face to face seminar</b>
<b>Summer 2024</b>	<b>2.5 hour face to face seminar Half day induction - face to face</b>

When schools onboard new Mentors with us they will be allocated a training group for the seminars. We will ensure that schools with multiple Mentors are spread across the groups to support with cover implications. Mentors can also request to move into a different group if needed for a training seminar as long as we are given prior notice.

The timings of the seminars have also been designed to support with cover implications in schools.

### Year 1 ECTs and Mentors (January 2023 cohort).

This cohort will continue to access the seminars following the same delivery model as this academic year:

ECTs who are in their first year of statutory induction and enrolled on our full induction programme, are entitled to: an induction at the start of Y1 (in January 2023), two training seminars per. Module (each half term) and an induction into Y2 in December 2023.

<b>Year 1 ECTS January Cohort 2023 start</b>	
<b>Autumn 2023</b>	<b>x4 Zoom seminars (twilights) half day induction into Y2 via Zoom</b>
<b>Spring 2024</b>	<b>Half day seminar - face to face</b>
<b>Summer 2024</b>	<b>half day seminar face to face</b>
<b>Autumn 2024</b>	<b>Half day seminar face to face</b>

Mentors who have not yet completed Y1 Mentor training and are enrolled on our full induction programme, are entitled to: an induction at the start of Y1 in January 2023), one training seminar per. Module (each half term) and an induction into Y2 in December 2023.

<b>Year 1 Mentors January Cohort 2023 start</b>	
<b>Autumn 2023</b>	<b>x4 Zoom seminars (twilights) half day induction into Y2 via Zoom</b>
<b>Spring 2024</b>	<b>1.5 face to face seminar</b>
<b>Summer 2024</b>	<b>1.5 face to face seminar</b>
<b>Autumn 2024</b>	<b>1 hour zoom seminar</b>

Our January cohort of ECTs and Mentors are a smaller cohort of programme members. We allocate a Lead Facilitator for the ECTs and a Lead Facilitator for the Mentors who deliver the seminars via Zoom. In January 2024, these programme members will join the Y2 programme and access face to face seminars.

Year 1 ECTs and Mentors (January 2024 cohort)

This cohort will continue to access the seminars following the same delivery model as this academic year:

ECTs who are in their first year of statutory induction and enrolled on our full induction programme, are entitled to: an induction at the start of Y1 (in January 2024), two training seminars per. Module (each half term) and an induction into Y2 in December 2024.

<b>Year 1 ECTS January Cohort 2024 start</b>	
<b>Spring 2024</b>	<b>Half day induction into Y1 via Zoom x 4 Zoom seminars (twilights)</b>
<b>Summer 2024</b>	<b>x 4 Zoom seminars (twilights)</b>
<b>Autumn 2024</b>	<b>x 4 Zoom seminars (twilights) Half day induction into Y2 via zoom</b>

Mentors who have not yet completed Y1 Mentor training and are enrolled on our full induction programme, are entitled to: an induction at the start of Y1 in January 2024), one training seminar per. Module (each half term) and an induction into Y2 in December 2024.

## **Year 1 Mentors January Cohort 2024 start**

<b>Spring 2024</b>	<b>Half day induction into Y1 via Zoom x2 Zoom seminars (twilights)</b>
<b>Summer 2024</b>	<b>x2 1 hour Zoom seminar</b>
<b>Autumn 2024</b>	<b>x 2 - 1hr Zoom seminar Half day induction into Y2 via Zoom</b>

Our January cohort of ECTs and Mentors are a smaller cohort of programme members. We allocate a Lead Facilitator for the ECTS and a Lead Facilitator for the Mentors who deliver the seminars via Zoom.

In January 2025, these programmes members will join the Y2 programme and access face to face seminars.

Year 2 ECTs (September 2022 cohort including April 2022 cohort).

ECTs who are in their second year of statutory induction and enrolled on our full induction programme, are entitled to: an induction into Y2 at the end of Y1 (in July 2023), one training seminar per. Development Cycle (each half term).

<b>Year 2 ECTs 2023/2024</b>	
<b>Summer 2023</b>	<b>Half day induction - face to face</b>
<b>Autumn 2023</b>	<b>Half day seminar - face to face</b>
<b>Spring 2024</b>	<b>Half day seminar - face to face</b>
<b>Summer 2024</b>	<b>Half day seminar - face to face</b>

Year 2 Mentors (September 2022 cohort including April 2022 cohort).

Mentors who have not yet completed Y2 Mentor training and are enrolled on our full induction programme, are entitled to: a face to face induction for Y2 at the end of Y1 (in July 2023) and one training seminar per term.

<b>Year 2 Mentors 2023/2024</b>	
<b>Summer 2023</b>	<b>Half day induction - face to face</b>
<b>Autumn 2023</b>	<b>1 hour Zoom Seminar</b>
<b>Spring 2024</b>	<b>1.5 hour face to face seminar (3pm start)</b>
<b>Summer 2024</b>	<b>1.5 hour face to face seminar (3pm start)</b>

## 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 are pleased to announce that Teach First have appointed a new team: The Delivery Partner Success Team. We have a Data Manager who is part of this team and is assigned to support Vantage TSH with any Brightspace or data issues.

If you do have any issues with accessing Brightspace or functionality on the platform, our advice is to check all details are correct on the DfE portal in the first instance. Induction Tutors will need to click on this link to access the portal: <https://manage-training-for-early-career-teachers.education.gov.uk/>

Once this has been done, please take a screenshot of the problem on Brightspace and email along with a short explanation to: [contactcentre@teachfirst.org.uk](mailto:contactcentre@teachfirst.org.uk)

If any issues have not been resolved in a timely manner, then do let us know by emailing: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org) and we will aim to support with the resolution of the query through our Data Manager.

We have included a link here to a very useful document to support schools with access issues: ([click here](#))

## 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 ECF2021 (Year 2 ECTs) Click on ECF2022 (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

## 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 2022/23

(Including those who started their induction in April 2022).

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 2021/22

(including January cohort 2022

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 Cohort 2023

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)**

**Tel: 01482 851136**

Best Wishes

Andrea Tonks

ECF Lead



**e: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)**