



Welcome to the fifth Career Framework (ECF) Bulletin of the academic year 2024/2025 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.



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.

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Important - Are you anticipating recruiting any new Year 1 ECTs from April 2025 onwards?

We would be grateful if Induction Tutors could let us know if you have appointed any new ECTs from Easter so we can plan ahead accordingly. The April cohort can be boarded onto the full Induction programme with Vantage TSH and Teach First from April 1st 2025 until July 2025. Schools who recruit any new ECTs within this time frame and who wish to on board with us are invited to register with us by emailing the hub at teachingschoolhub@smchull.org.

Induction Tutors need to also register the new ECT and Mentor on the DFE portal under the year 2024/2025 - <https://manage-training-for-early-career-teachers.education.gov.uk/>

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

Joining our programme as part of the April cohort 2025 means that the format differs slightly compared to those joining in September and January. ECTs will begin with some aspects of the induction and then move to start Module 1 in the Summer term.

New ECTs and Mentors joining the April cohort will be invited to a special induction meeting held via zoom on Thursday 1st May 2025 at 4pm to 5pm. This meeting will explain all aspects of provision and how the programme works for ECTs and Mentors: a short summary of which is below:

Rather than completing all of Module 1 in the first half-term, the Induction and Module 1 will be spread out over the summer term and the first half-term of the 2025 academic year. In September, they will join the September intake for live seminars along with continuing the self-directed study of Module 1. After the Autumn half-term, this intake will align with those starting ECT in September and run until the end of the Summer term 2027.

The Easter starters will also be invited to attend a face-to-face Induction into Year 1 of the programme together with the new September 2025 starters in October 2025. Mentors will also be invited to a separate live Induction event. The dates for these events will be circulated shortly.

If you need any help with the portal or any of the other information covered above, 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.vantagegetsh.org

Induction Tutor webinars - Summer Term 2025

Nicola Tennison 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. Some of the webinars would also be useful for new Mentors who are joining our programme as detailed below:

- The first webinar is a briefing for any new Induction Tutors and also any new Mentors who have onboarded with us in the Summer Term and who are mentoring a Y1 ECT to support them in onboarding with us onto the ECF Full Induction Programme and understanding how the programme works. This is for schools who are new to our programme and will take place on **Thursday 5th June 2025 at 4pm via Zoom**. An email will be sent to all induction Tutors with a link to attend this webinar. However, 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
- The second webinar is for Induction Tutors who will have ECTs moving into Year 2 of the ECF programme with us for the first time. This webinar would also be useful for any new Mentors who have onboarded with us in the Summer term and who are mentoring a Y2 ECT. The webinar will explain the structure, organisation and expectations for Mentors, ECTs and their schools during Year 2 of statutory induction. This meeting will take place on **Thursday 12th June 2025 at 4pm via Zoom**. An email will be sent to all Induction Tutors with a link to attend this webinar however some Induction Tutors may not need to attend as they have already had Year 2 ECTs.
- The third webinar is our Summer Term webinar as previously advertised and is open to all Induction Tutors. Nicola Tennison and I will give our normal updates and there will be an opportunity for your feedback as well. This will take place on **Thursday 19th June 2025 at 4pm, via Zoom**. An email will be sent to all Induction Tutors with a link to this webinar.

ECF Funding Update

As we are coming to the end of another cycle of ECTs who will be completing their Statutory Induction at the end of this term, we wanted to give reminders regarding the funding that schools are entitled to.

Please note that we will aim to alert schools via email where Mentor engagement falls below the minimum engagement expectation which can impact on the school receiving the funding as detailed below as we near the end of a programme; however it is the responsibility of Induction Tutor to ensure that both Mentors and ECTs are engaged fully.

As an addition to this information, the principles underpinning mentoring and scenerios are:

- Mentors are entitled to 2 years funding to support an ECT.
- Where a Mentor joins midway through an ECT's programme they are classed as a new mentor.
- A mentor can mentor multiple ECTs at a time but will only receive funding once.
- Once a mentor has completed their 2 years training, they are no longer eligible for funding.
- 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).
- Part time mentors should have a programme adjustment agreement in place if they are not engaging in the programme full time.

Below is a summary from the DFE

DFE funding for ECF-based training

We support schools with additional funding for ECF based training. This is paid directly to schools and covers:

- 5% off timetable for early career teachers (ECTs) in Year 2 of Induction, for induction activities including ECF-based training and Mentor sessions.
- a dedicated mentor for each ECT, based on 20 hours of mentoring in Year 2 of induction.

If a school uses a training provider, we also fund:

- training delivered to ECTs by the lead provider or delivery partner, paid directly to lead providers
- training delivered to mentors by the lead provider or delivery partner, paid directly to lead providers
- 36 hours of mentor time off timetable for training over 2 years, paid directly to schools

Year 1 funding for ECF based training

Schools receive their core funding through the dedicated schools grant (DSG). We calculate this using the national funding formula (NFF). This funding is primarily based on pupil numbers and characteristics and is allocated by the local authority.

Funding is not 'earmarked' for statutory induction. It is up to Headteachers to manage the funding they receive. Headteachers should use core funding to cover the cost of 10% off timetable for ECTs in year 1 induction.

Year 2 funding for ECF-based training

We pay this funding directly to schools in the summer of Year 2. It covers the cost of giving each ECT:

- 5% off timetable in year 2 of induction
- 20 hours of mentor support in year 2 of induction

We calculate funding using the average hourly rate for mentors and early career teachers, split by region.

Year 2 funding	England (excluding the London area)
Rounded cost per ECT	£1,200
Rounded cost per Mentor	£900
Total	£2,100

We collect data on ECTs and Mentors through the school workforce census to minimize the administrative burden on schools.

2. Proportionate funding

Funding for eligible mentors working part-time, or for those who commence DFE-funded mentor training slightly later in the academic year, for example January, will be paid in full over 2 payments during the summer of year 1 and the summer of year 2. Funding may be used to support these eligible mentors beyond the 2 academic years. It is for the school to decide how this funding is managed.

Funding for eligible mentors who start their training late in the academic year and are not registered and validated on the DFE's [manage training for early career teachers](#) service by 31 May, they will receive their payment the following summer.

6. Funding

Eligible institutions will receive 2 payments to enable mentors to have time-off timetable to complete the 36 hours of ECF-based mentor training. This will be paid over 2 payments in arrears.

The first payment will be in the summer of Year 1. This payment will be based on evidence lead providers share with DfE that the mentor has commenced training. It will fund 18 hours of mentor time off timetable for training.

The second payment for the remaining 18 hours of mentor time off-timetable (36 hours in total) for mentor training will be made in the summer of year 2. This payment will be based on evidence that lead providers share with DfE that there has been sustained engagement with the mentor training.

DfE makes backfill payments directly to institutions or to local authorities to pay maintained schools.

The funding amount is calculated using the average hourly rate for mentors and will differ by region.

Mentor time off timetable for training	England (excluding the London area)
Payment 1 - 18 hours (1 year of training)	£856.93
Payment 2-18 hours (1 year of training)	£856.93
Total (36 hours)	£1,713.86

We collect data on Mentors through DfE's [manage training for early career teachers](#) service to minimize the administrative burden on schools.

7. Payments

The two payments will be made in arrears in the summer of year 1, and the summer of year 2. These payments are based on evidence that lead providers share with DfE and eligible mentors recorded through DfE's [manage training for early career service](#), therefore it is essential that your school submits accurate and up to date information about early career teachers (ECTs) to the service to ensure payments are received.

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 Teach First.

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

If any issues have not been resolved in a timely manner, then do let us know by emailing: 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](#)

Year 1 ECTs/ Mentors and Induction Tutors 2024/2025

(Including those who started their induction in April 2024).

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 (including January 2024 Cohort)

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 2025 Cohort

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

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Best Wishes

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