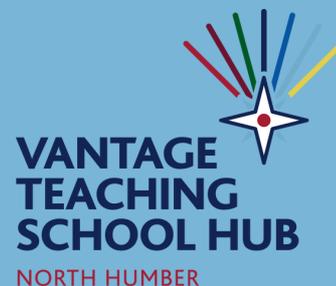


Early Careers Framework

Frequently Asked Questions

Bulletin 1



What changes have been made to the statutory induction of new teachers?

The DfE has published new requirements for the statutory induction of early career teachers (ECTs) from September 2021. ECT is a new term that will replace 'newly qualified teacher' (NQT).

The guidance applies to settings which:

- Are required to offer statutory induction to their ECTs, or
- Choose to offer statutory induction to their ECTs E.G. a post 16 setting
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It comes into force on 1 September 2021, updating and replacing the existing guidance on NQT induction. Whilst many of the statutory components are the same, there are some important changes.

The Early Career Framework (ECF) reforms will create a step change in support for early career teachers, providing a funded entitlement to a structured 2-year package of high-quality professional development.

The reforms are part of the government's teacher recruitment & retention strategy which aims to improve the training and development opportunities available to teachers. The ECF is the evidence base which underpins this new entitlement for early career teachers' professional development.

It sets out what all early career teachers should learn about and learn how to do during the first 2 years of their careers.

It includes sections on:

- behaviour management
- pedagogy
- curriculum
- assessment
- professional behaviours

The framework is presented in 8 sections, to align with the Teachers' Standards. Within each one, there are:

- Key evidence statements (starting with 'Learn that...'), and
- Practice statements (starting with 'Learn how to...')

The standards are:

- Standard 1 - Set high expectations
- Standard 2 - Promote good progress
- Standard 3 - Demonstrate good subject and curriculum knowledge
- Standard 4 - Plan and teach well-structured lessons
- Standard 5 - Adapt teaching
- Standard 6 - Make accurate and productive use of assessment
- Standard 7 - Manage behaviour effectively
- Standard 8 - Fulfil wider professional responsibilities

What is the offer and the key changes?

From September 2021, the government is funding an entitlement for all early career teachers in England to access high-quality professional development at the start of their career. New teachers will now receive development support and training over 2 years instead of one, underpinned by the ECF.

The offer for early career teachers includes:

- 2 years of new, funded, high-quality training
- freely available high-quality development materials based on the ECF
- funding for 5% time away from the classroom for teachers in their second year (there is still a 10% reduction in the first year, as now)
- a dedicated induction mentor role has been created and support for these mentors including access to funded high-quality training. This is a distinct role from the induction tutor.
- funding to cover mentors' time with the mentee in the second year of teaching

If you are a state-funded school, you'll get additional funding to help cover the costs of the ECF's 5% timetable reduction and time spent with their mentor in the second year.

No state funded school in England should pay a fee for participating in the ECF.

There is additional funding for schools to backfill Mentor time spent undertaking the 36 hours of Mentor training on the Full Induction Programme. This is in addition to the funding for Mentors to spend time with the Early Career Teacher in their 2nd year of induction.

Next year schools will be able to choose from three approaches to deliver an ECF-based induction to their early career teachers:

Full induction programme (FIP)

A funded provider-led programme offering high-quality training for early career teachers and their mentors alongside the professional development materials.

Core induction programme (CIP)

Schools can draw on the content of the high-quality core induction programmes to deliver their own early career teacher and mentor training.

School-based programme

Schools design and deliver their own ECF-based induction programme.