



Early Career Framework reforms: what's changing?

From September 2021, statutory induction arrangements are changing. These new arrangements will **replace** current induction requirements.

	Current Arrangement	From September 2021
Length of support	One year	Two years
Timetable reduction	10% reduced timetable for one year	10% reduced timetable in year one 5% reduced timetable in year two
Content	No defined content	Schools are expected to deliver an induction period that is underpinned by the ECF.
Role of the Mentor/Induction Tutor	Provision of day-to-day monitoring, support and coordination of assessment.	Mentor – key role in supporting the ECT during induction Induction Tutor – regularly reviews progress, sets targets and completes assessments. <i>(further detail on these roles below)</i>
Assessment	Assessed against the Teacher Standards termly.	<ul style="list-style-type: none"> Assessed against the Teacher Standards Regular progress reviews (recommended termly) Two formal assessments – one midway through induction, and one at the end of induction.
Funding	Included in the School delegated sum	Additional funding to deliver ECF training
Role of the Appropriate Body	Checking new teachers receive statutory entitlement and are fairly and consistently assessed	<ul style="list-style-type: none"> Checking new teachers receive statutory entitlement and are fairly and consistently assessed Checking ECTs receive a programme of support and training based on the ECF



Changes to Roles & Responsibilities;

The mentor and the induction tutor are two discrete roles with different responsibilities and should be held by different individuals

<p>Induction Tutor The induction tutor is a separate role to that of mentor. In some circumstances this role may be carried out by the headteacher/principal.</p>	<p>Mentor Key role in supporting the ECT during induction. This role is a supportive coaching role and should not be involved with judgements or assessment of the ECT against the Teacher Standards</p>
<ul style="list-style-type: none"> • Provides regular monitoring and support • Carry out formal assessments of the ECT's progress against Teacher's Standards • Makes rigorous and fair judgement of progress in relation to the Teacher's Standards • Recognise when action is needed for an ECT experiencing difficulties 	<ul style="list-style-type: none"> • Regularly meets with ECT for structured mentor sessions • Attends regular mentoring sessions • Attends mentor training where appropriate • Provides targeted feedback • Ensures ECT receives a high-quality ECF-based training programme • Provides or brokers effective support • Acts promptly where ECT is having difficulties
<p>Both the mentor and the induction tutor should hold QTS Both the mentor and the induction tutor are expected to be given adequate time to carry out their roles.</p>	

Briefing event for all Norfolk schools

The ECF & the role of the Appropriate Body – Wednesday 21st April 2021

The following link will allow you to view this briefing;

https://zoom.us/rec/share/k6Ft2CP0M0J-ctWlGql6cRqiMw5NcVUWTt9Ayxx0ri6YSSyJ6qyhnIM5NqqbuJT7.WPDzz7N4FKqlg_nE



Next Steps if recruiting an Early Career Teacher

- Review staffing in accordance with the [statutory requirements](#) for Induction Tutors and Mentors
 - Register with an Appropriate Body
 - Choose one of the three approaches to the ECF training to engage with;
 - Funded provider led programme
 - Schools deliver own training using DfE accredited materials and resources
 - Schools design and deliver their own two-year induction programme
- (2.40 of the statutory guidance)

Key contacts and documents

Norfolk Appropriate Body - denise.beckett@norfolk.gov.uk

Teaching School Hubs (have a significant role in the delivery of the Early Career Framework, NPQs, ITT and AB services)

- **Inspiration TSH** - inspirationteachinghub@inspirationtrust.org
- **Julian TSH** - julian-tsh@ndhs.org.uk

UEA : Local Partners for delivery of the Early Career Framework (via Capita with lead academic partner the University of Birmingham, using ECF materials from the Ambition Institute).

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Appropriate bodies guidance: induction and the early career framework

<https://www.gov.uk/government/publications/appropriate-bodies-guidance-induction-and-the-early-career-framework>

Induction for early career teachers - <https://www.gov.uk/government/publications/induction-for-early-career-teachers-england>