



NELT
Teaching School
Hub

CHOOSE EARLY CAREER FRAMEWORK (ECF) TRAINING FOR YOUR SCHOOL

with NELT Hub

A two year programme of professional learning, development and support for Early Career Teachers and their mentors delivered by expert classroom practitioners with experience through the early roll out of the ECF in the North East.

In partnership with



WHAT IS THE ECF?

The ECF is a two year fully funded support entitlement for Early Career Teachers (ECTs) and their in school mentors. From September 2021 all ECTs, no matter how they initially trained, will be expected to complete it.

The programme will replace the current one year induction, giving extended support to teachers at this critical time in their career. The training starts in the first year as an ECT and continues the following year.

The ECF is designed to make sure ECTs focus on learning the things that make the most difference in the classroom and their professional practice.

New teachers will receive development support and training underpinned by the ECF. The offer for early career teachers includes:

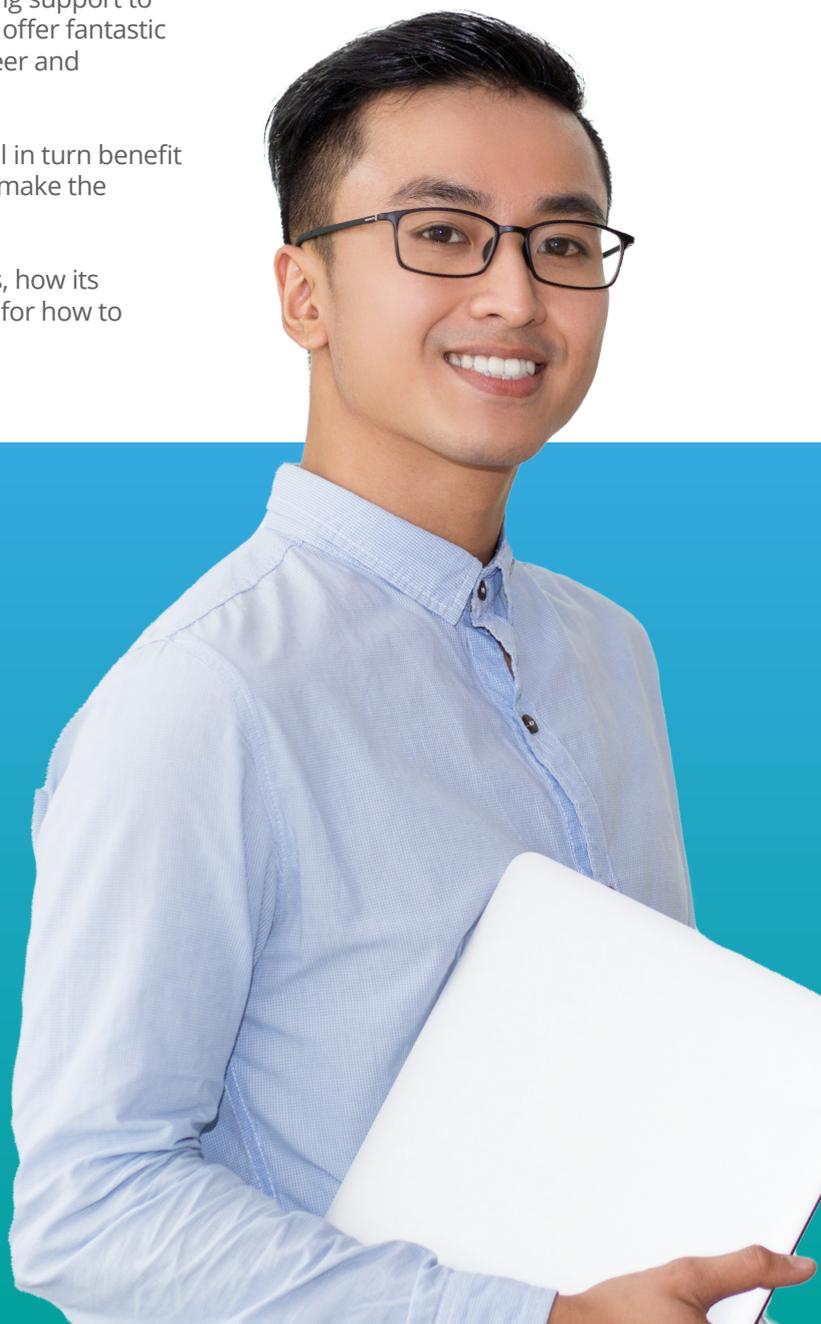
- 2 years of new, funded, high-quality training
- freely available high-quality development materials based on the ECF
- funding for 5% time away from the classroom for teachers in their second year (funding goes to the school)
- a dedicated mentor and support for these mentors including access to funded high-quality training
- funding to cover mentors' time with the mentee in the second year of teaching

Who are we?

We are the NELT Teaching School Hub, and we are offering support to schools with ECTs as a new framework is introduced. We offer fantastic training, development and support for aspiring early career and experienced teachers.

Our aim is to support great teacher development that will in turn benefit pupils. By listening to schools, we want to add value and make the education system better.

This brochure details what the Early Career Framework is, how its implementation will affect your school, and your options for how to provide the framework to your staff.



OUR APPROACH

Expertise - cutting-edge, carefully sequenced content research-led training, supported by experts in education.

Flexibility - with Teach First's online learning platform and resources that fit around teacher workloads.

Subject-specific and phase-specific support designed with the Prince's Teaching Institute and our subject matter experts.

Mentor support - designed with Deans for Impact.

A school-led approach- developed with schools, for schools the Teach First programme was created by our expert teacher educators working with schools and trusts.

Free membership to Chartered College of Teachers for ECTs and mentors.

Changes to the current system

	Current arrangements - NQTs	From September 2021 - ECTs
Length of support	One year	Two years
Timetable reduction	10% reduction for one year	10% reduction in Y1; 5% reduction in Y2
Content	No defined content	Based on the Early Career Framework
Role of mentor	Not defined as separate from the induction tutor	Designated mentor separate from the induction tutor
Assessment	Judged against Teacher Standards Three formal assessment points	Judged against Teacher Standards Two formal assessments – supported by regular reviews
Funding	Part of the core school budget	Additional funding for the second year
ECT pay	After first year, teachers can progress up the pay scale	Can progress up the pay scale during and after induction
Role of the Appropriate Body	Checking teachers receive statutory entitlements and are fairly assessed	Also checking teachers receive a programme of support based on the Early Career Framework

Delivery options

It is compulsory for schools to offer ECTs these opportunities, but there are several ways you can choose to deliver it.

Full Induction Package Use a training provider to support meeting the new statutory induction requirements	Core Induction Package Deliver your induction programme in your own school using published resources	DIY Package Design your own two year induction programme based on the Early Career Framework
Funded time off timetable for ECTs and mentors in the second year	Funded time off timetable for ECTs and mentors in the second year	Funded time off timetable for ECTs and mentors in the second year
A sequenced two-year programme based on the Early Career Framework	A sequenced two-year programme based on the Early Career Framework	Content defined in the Early Career Framework
Self-directed study materials for ECTs	Self-directed study materials for ECTs	
Materials to support mentor sessions and reduce mentor workload	Materials to support mentor sessions and reduce mentor workload	
Funded training delivered directly to early career teachers by an external provider	Adaptable materials to deliver training	
Funded training delivered directly to mentors by an external provider		
Additional funding to backfill mentor time spent undertaking training		

We recommend the full induction package and think it provides the best possible support for ECTs. It reduces the burden on schools (including Ofsted compliance), provides networking opportunities with other schools and includes additional support for mentors. Selecting the full induction package means you have nothing to pay as it will be funded directly by the government. You will also receive additional benefits including £1,576 for mentors to engage with two years of training.

If you select the core induction or DIY package, you will receive backpay towards the cost of releasing your ECTs and mentors, but no additional funding.

Interested?

Fill in an expression of interest form [here](#) and we'll be in touch to discuss your school's ECF training needs.

Programme structure

Year 1

6 modules (1 per half-term):

1. How can you create an effective learning environment?
2. How do pupils learn?
3. What makes classroom practice effective?
4. How can you use assessment and feedback to greatest effect?
5. How can you support all pupils to succeed?
6. How can you design a coherent curriculum?

Optional:

- Stretch content
- Wellbeing module

Time commitment for ECTs:

Induction

6 hours
In-person

Self-directed study

4.5 hours
per half-term

Seminars

2 x 80-minute seminar
per half-term

Mentoring

Weekly sessions

Time commitment for mentors:

Induction

6 hours
In-person

Overview videos

1 hour
per half-term

Self-directed study

30 minutes
per half-term

Seminars

1 x 60-minute
seminar per half-term

Mentoring

Weekly sessions

Year 2

6 development cycles (1 per half-term):

1. Developing pupils' intrinsic motivation
2. Supporting pupils to develop subject-specific skills
3. Using meaningful & memorable explanations
4. Anticipating & addressing common misconceptions
5. Using structured talk to develop pupils' literacy
6. Developing a coherent curriculum

Optional:

- Becoming a careers leader
- Implementing research in the classroom
- An introduction to mentoring
- An introduction to middle leadership

Time commitment for ECTs:

Induction

6 hours
In-person

Self-directed study

45 minutes
per half-term

Seminars

1 x 90-minute group
session per half-term

Expert practice

1 x 60-minute expert practice
observation per half-term

Mentoring

Fortnightly
sessions

Time commitment for mentors:

Induction

6 hours
In-person

Self-directed study

30 minutes
per half-term

Seminars

1 x 60-minute seminar
per half-term

Mentoring

Fortnightly sessions

Interested?

Fill in an expression of interest form [here](#) and we'll be in touch to discuss your school's ECF training needs.

Frequently Asked Questions

Funding

How is the ECF programme funded?

For all three packages, the first year is included in the National Funding Formula, and the second year will equate to £1,200 per ECT and £900 per mentor.

o DIY Package - you will receive funding for time away from the classroom for your ECTs and mentors, but not for anything else.

o Core Induction Package - you will receive funding for time away from the classroom for your ECTs and mentors, but not for anything else. With this model, you will use one of the 6 National Providers' training materials. These are provided online free, and you can adapt them for your school.

o Full induction package- NELT or another organisation will organise the programme for you, and your school will receive an additional £1,576 for mentors to engage with two years of training.

Will it affect ECTs pay?

A 2-year induction will have no adverse impact on ECTs pay or career progression opportunities. ECTs will still be able to progress on the pay scale as current arrangements allow, both during and after induction.

How is the funding paid?

The funding is paid in arrears as a single grant at the end of the programme, based on the school workforce census.

Can we get any of the costs covered upfront?

No, all funding is paid in arrears.

Timings

How much time away from the classroom do our ECTs get in total?

ECTs are guaranteed 5% off-timetable in the second year of teaching, and will continue to have a 10% timetable reduction in their first year of induction.

When do we need to sort this out?

Ideally as soon as possible, but you must have decided on delivery of your programme before you register your ECTs and their induction begins. Before the end of the summer term is a good idea, so your induction tutors can be supported over the summer term.

What happens if an ECT joins us midway through the year?

If you choose the full induction package, we will handle the induction and training for any ECTs or mentors who are recruited during the school year. If you are using either the core induction package or DIY package then you will need to establish protocols for how to deal with this situation within your school.

How does this work for part time ECTs?

The ECF lays out the number of hours ECTs and mentors should be engaging with training. We will work closely with any school whose ECT works part time to ensure they can fully access the programme.

Practical considerations

How do I register for the portal?

Schools have been sent an email from the DfE with a link to the portal. If you have not received that link, contact the DfE.

If we want to do the full induction package with the NELT Teaching School Hub, do we also have to use the Teach First training materials?

Yes, if you choose us to deliver your induction package. However, if you choose another provider or to deliver the ECF yourself, you can select any of the other five training material providers.

Will the Teacher's Standards be the same as previous years?

Yes, the standards are the same. However, the ECF explores the standards in more depth. The framework is made up of a series of 'learn that...' and 'learn how to...' statements which are based on the Teacher's Standards, which describe the key things that every teacher should understand and be able to do.

Aren't we basically doing the ECF already?

Probably something similar, yes, but the ECF provides you with specified tools for learning and is also extended for two years to provide additional support to ECTs. The ECF is a compulsory programme for all ECTs.

Do I have to do this framework if I have ECTs?

Yes, you are expected to do this for any ECTs you take on. However, you can choose the method of delivery within the framework.

How is the programme delivered?

The programme encompasses flexible online learning and face-to-face training modules. ECTs and Mentors are given time off their timetable to have mentoring sessions and complete the relevant training.

Appropriate Body

What is an 'Appropriate Body'?

The Appropriate Body is responsible for an ECTs professional development, support, guidance and supervision during induction. The **Appropriate Body** decides whether an ECT has met the Teachers' Standards, based on the headteacher's recommendation.

The NELT Teaching School Hub also acts as an Appropriate Body for a number of local schools. If you are interested in this service, please contact us using the details above.

How will ECTs be assessed and what is the involvement of the Appropriate Body?

The ECF is not an assessment tool and does not replace a school's chosen Appropriate Body assessment process. The ECF does not involve any more assessment than would have taken place in the previous 1 year system. The ECT will now be assessed once at the end of their first year and again at the end of their second year, passing after the second year.

Can we use you for our ECF and Appropriate Body provision?

Yes, in most circumstances we can supply both services. In a limited number of situations, we can only provide one, but we can discuss this with you if the situation arises. If you go with another ECF provider, you can also contract us just to supply Appropriate Body services, or to supply your ECF services along with a separate Appropriate Body provider.

Staffing

What is an 'Induction Coordinator'?

The Induction Coordinator is another name for the Induction Tutor that the DfE refers to in statutory guidance. This person is tasked with arranging the induction for the ECT. The DfE's statutory induction guidance (page 36) gives a high level overview of the role and responsibilities.

Can the Mentor be the same as the Induction Tutor?

No, the ECF specifies that the Induction Tutor and the Mentor roles must be done by two different members of staff. The Induction Tutor will receive access to all the materials and any updates on the programme in order to support their ECTs and mentors within their school.

Are the Mentors drawn from our own staff, or are they external mentors?

You will select Mentors from your existing staff, and this programme includes a development pathway for them. They will become the primary source of professional growth and support for the ECTs in their school.

GET IN TOUCH

TO DISCUSS YOUR SCHOOL'S ECF TRAINING NEEDS



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