



Guidance

Early career framework reforms: overview

Updated 28 May 2021

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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 and retention strategy](#), which aims to improve the training and development opportunities available to teachers.

The [early career framework](#) 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.

Before September 2021, schools should:

- read the updated statutory guidance
- choose a delivery approach in order to meet the new requirements
- set up their programme through [DfE's online service](#) if they want to use an approved funded provider, or deliver the accredited materials themselves

Updated statutory induction guidance

From September 2021, statutory induction for new teachers will change as part of the ECF reforms. Subject to parliamentary procedure, all early career teachers in England undergoing statutory induction will be entitled to 2 years of high-quality professional development support based on the ECF.

If your school offers statutory induction, you will need to replace your current induction process. There is a [range of support available](#) to ensure you can meet this requirement, including a new funded programme of training and support.

Statutory induction guidance sets out the responsibilities of school leaders, induction tutors, and mentors, to support early career teachers undertaking statutory induction.

Changes include:

- the extension of the induction period to 2 school years
- early career teachers undergoing induction are now entitled to a 2-year training and support programme based on the [ECF](#)

See the [statutory induction guidance for early career teachers](#)

The end of an early career teacher's induction period will continue to be marked by a decision as to whether the teacher's performance against the Teachers' Standards is satisfactory. Following a programme based on the ECF should make it easier for teachers to demonstrate that they have met those standards at the end of induction.

Teachers who have started, but not completed, induction by 1 September 2021, should continue to refer to the statutory [induction guidance for newly qualified teachers 2018](#).

Early career teacher pay progression

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

Funding for national roll-out

All state-funded schools offering statutory induction will receive additional funding to deliver the ECF reforms.

The funding will cover:

- 5% off timetable in the second year of induction for all early career teachers to undertake induction activities including training and mentoring
- mentors for early career teachers in the second year of induction - this is based on 20 hours of mentoring across the academic year

Funding (year 2)	England (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Rounded cost per Early Career Teacher	£1,200	£1,500	£1,400	£1,300
Rounded cost per mentor	£900	£1,100	£1,000	£900
Total	£2,100	£2,600	£2,400	£2,200

(This table previously incorrectly stated the 'rounded cost per mentor' for schools located in the Outer London Area was £1,100. This has now been updated to reflect actual figures.)

Funding is calculated by taking the average salary of mentors and early career teachers, split by region, and uses the hourly rate to calculate a total funding figure.

This data will be collected through the school workforce census to ensure there is minimal administrative burden for schools. State schools undertaking statutory induction will receive a single payment for their early career teachers and mentors in the summer of the second year of induction.

Schools using a DfE-funded, provider-led programme will also receive additional funding for mentor backfill, as follows:

Mentor's unit cost (years 1 and 2 time off timetable for training)	England (excluding the London area)	Inner London area	Outer London area	Fringe area
36h cost (2 years of training)	£1576.10	£1929.24	£1737.14	£1623.24

How to prepare for these changes

There are 3 approaches to enable the delivery of an ECF-based induction. Schools can choose:

- a funded provider-led programme
- to deliver their own training using DfE-accredited materials and resources
- to design and deliver their own ECF-based induction

It is up to school leaders to choose the approach that best suits the needs of their early career teachers and mentors.

Schools can use the information below to understand the differences between each available delivery approach.

A funded provider-led programme

State-funded schools can choose to work with one of 6 providers accredited by DfE. The provider will design and deliver a programme of face-to-face and online professional development support which will cover all aspects of the ECF to early career teachers and their mentors. This is sometimes referred to as a 'full induction programme'.

Providers include:

- [Ambition Institute](#)
- [Best Practice Network \(home of Outstanding Leaders Partnership\)](#)
- [Capita with lead academic partner the University of Birmingham](#)
- [Education Development Trust](#)
- [Teach First](#)
- [UCL Institute of Education](#)

DfE have chosen these providers by a fair and open procurement process. They will be subject to a quality assurance mechanism through Ofsted inspection to ensure the best support for schools and teachers.

Schools using a DfE-funded provider will not need to provide additional information to an appropriate body to demonstrate they have an ECF-based induction in place. However, they will still require an appropriate body for their early career teachers to ensure other aspects of induction meet statutory requirements.

Funding for this programme is in addition to the funding related to time off timetable for early career teachers and their mentors.

Funding

Provider-led programmes, available to state-funded schools only, are funded by DfE so there are no costs for schools.

Funding will cover:

- time off timetable for early career teachers and mentors in the second year of induction paid directly to schools
- training delivered directly to early career teachers by an external provider - providers will be paid directly so schools will not face any payment burdens
- training delivered directly to mentors by an external provider - providers will be paid directly so schools will not face any payment burdens
- additional funding to backfill mentor time spent undertaking training paid directly to schools

Next steps:

- the easiest way to find out more information about these programmes is to contact your local [teaching school hub](#) - schools can also contact lead providers directly, or other known local delivery partners, which will be able to provide information on how to access this support for your early career teachers and mentors
- if your school has decided to use a DfE-funded provider, you will need to set up your programme using [DfE's online service](#)

Local coverage of the provider-led programmes is still to be fully determined. DfE will provide further details on this after half term. We would advise school leaders to continue to speak to [teaching school hubs](#) and providers in the meantime.

Schools delivering their own training using DfE-accredited materials and resources

Schools may choose to develop their own induction programme using freely available [DfE-accredited materials](#), sometimes referred to as a 'core induction programme'.

This includes:

- self-directed study materials
- mentor session guidelines
- training session outlines

These materials have been accredited by DfE and quality assured by the Education Endowment Foundation.

Funding

Funding will cover time off timetable for early career teachers and mentors, in the second year of induction, paid directly to schools.

Next steps:

- review the published materials and choose a core induction programme that suits the needs of your school
- schools which choose to deliver their own induction programmes, using DfE-accredited materials, will need to provide information to their appropriate body to demonstrate that their programme is ECF-based and meets statutory requirements: schools should contact their appropriate body for further details of what evidence will be required in the summer term
- if your school has decided to use a core induction programme, you will need to use [DfE's online service](#) to set up and access your induction programme training

Schools designing and delivering their own ECF-based induction

Schools may choose to design and deliver their own 2-year induction programme, including materials and training, for early career teachers and their mentors based on the [ECF](#).

Funding

Funding will cover time off timetable for early career teachers and mentors, in the second year of induction, paid directly to schools.

Next steps:

- schools design a 2-year programme of support and training that covers every 'learn that' and 'learn how to' statement in the ECF
- schools which choose to deliver their own induction programmes, using the ECF, will need to provide information to their appropriate body to demonstrate their programme is ECF-based and meets statutory requirements: schools should contact their appropriate body for further details of what evidence will be required in the summer term
- schools which choose this route will not need to use the DfE's online service to manage their induction

The role of the appropriate body

Appropriate bodies will have a role in checking that early career teachers are receiving a programme of support and training based on the ECF. This will be alongside their current role ensuring that new teachers receive their statutory entitlements and are fairly and consistently assessed.

Find out more in the [guidance for appropriate bodies](#).

This guidance includes:

- information on the role of appropriate bodies
- ways in which appropriate bodies can prepare for the changes to statutory induction
- example forms to help appropriate bodies ensure early career teachers are receiving their statutory entitlements

Early roll-out

We launched the early roll-out of the ECF reforms for eligible schools in the North East, Greater Manchester, Bradford and Doncaster in autumn 2020.

Eligible schools which opted in to the early roll-out will be able to give feedback to ensure the ECF reforms meet the needs of teachers and schools working in a range of contexts. This will be used to develop the programme ahead of national roll-out from September 2021.

In response to the coronavirus pandemic, over 4,600 new teachers outside of early roll-out areas were given a one-year package of additional support based on the ECF.

Sign-up for early roll-out has now closed, and providers will not currently be accepting new participants onto their programmes.

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