



Guidance

Information about the Early Career Framework roll out

Updated 15 March 2019

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Early roll out

Early roll out will start from September 2020 in:

- the North East
- Greater Manchester
- Bradford
- Doncaster

This will help us understand how to support schools operating in a range of diverse circumstances to deliver the ECF.

This will inform national roll out, which will start from September 2021.

Early roll out will not be mandatory. We encourage all eligible schools to participate so that they can start benefitting from this additional support offer.

Who can opt in

All schools in early roll out areas, with an early career teacher starting induction in September 2020, will be eligible to opt in. This will give them access to funding and training to support the development of early career teachers and their mentors.

We'll work closely with these areas over the coming months, as we:

- finalise the details for early roll out
- provide guidance for those participating

We're committed to giving schools, and other relevant parties, sufficient lead-in time ahead of roll out.

Statutory induction in early roll out areas

Statutory changes to induction will not be introduced until the reforms are rolled out nationally.

The ECF support package will last 2 years in early roll out areas, while statutory induction will continue to take one year.

After one year, early career teachers will be assessed against the Teachers' Standards to determine whether they have passed induction. There is no change to present arrangements.

National roll out

National roll out of the ECF will affect early career teachers starting their induction in September 2021.

Schools will receive additional funding to account for:

- second-year teachers' 5% time off timetable
- additional calls on mentors' time

Updates to statutory guidance

We'll publish updated statutory guidance ahead of national roll out, making sure sufficient lead time is given to allow the sector to fully understand the implications.

Supporting the ECF

For the ECF to have a positive impact on early career teachers, it must be firmly and exclusively about an entitlement to additional support and training.

We've committed to:

- creating high quality, freely available ECF curricula and training materials
- establishing full training programmes to support schools

Delivering induction

We'll include details of how the ECF will support induction in the updated statutory guidance.

Once the new statutory guidance takes effect, and the ECF is fully rolled out, it will underpin an entitlement to a 2 year programme of structured training and development.

We do not expect schools to use the framework before this statutory guidance is in place.

Qualified teacher status (QTS)

There will be no change to the award of QTS.

Statutory induction after national roll out

After national rollout early career teachers will undertake a statutory induction of 2 years. After 2 years they will be assessed against the Teachers' Standards to determine if they have passed induction.

The only change will be the extended induction period of 1 to 2 years.

QTS will continue to be awarded:

- at the end of initial teacher training (ITT)
- before the start of statutory induction (minus exemptions from assessment only routes)

Funding

We're committed to funding the Early Career Framework (ECF) reforms in full.

This includes funding for:

- a 5% timetable reduction for teachers in their second year of teaching
- ECF training programmes
- time for mentors and mentor training

This additional funding will ensure that the ECF won't put additional pressure on schools.

We'll confirm precise funding details as part of the 2019 Spending Review.

Role of the appropriate body

During early roll out the reforms will not be statutory. The induction changes will be statutory from Sept 2021 when the Early Career Framework is rolled out nationally.

The statutory role of appropriate bodies will not change in the early roll out areas. In preparation for national roll out we'll work with appropriate bodies in:

- the North East
- Greater Manchester
- Bradford
- Doncaster

We'll produce guidance for all relevant parties in due course.

A new accreditation process

We have committed to strengthening the role of appropriate bodies. A new accreditation process will improve consistency of support.

Further details will be available in due course.

We'll update the statutory guidance to support the roll out of these reforms nationally.

Assessment

The ECF is not, and should not be, used as an assessment framework.

Early career teachers will continue to be assessed against the Teachers' Standards only.

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