



Policy paper

Early career framework reforms: overview

Updated 1 March 2021

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The early career framework 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.

It includes sections on:

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

The offer

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 early career framework. The offer for early career teachers includes:

- 2 years of new, funded, high quality training
- freely available [high quality development materials](#) based on the early career framework
- funding for 5% time away from the classroom for teachers in their second year
- 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

Changes to statutory induction for national roll-out

Subject to parliamentary approval, from September 2021 we will make changes to the statutory induction arrangements to support the ECF reforms. This will replace current induction requirements. Key changes will include:

- the extension of the induction period to 2 school years
- appropriate bodies will have a role in checking that early career teachers are receiving a programme of support and training based on the early career framework. This will be alongside their current role ensuring that new teachers receive their statutory entitlements and are fairly and consistently assessed

See [Changes to statutory induction during national roll-out](#) for more details.

We plan to provide further information and guidance to help schools prepare for national roll-out in spring 2021.

Funding for national roll-out

All state funded schools offering statutory induction will receive additional funding to deliver the early career framework 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
- funding for mentors to spend with 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	£1,100	£900
Total	£2,100	£2,600	£2,500	£2,200

The funding amount is calculated by taking the average salary of mentors and early career teachers, split by region.

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.

How to prepare for these changes

There are 3 approaches schools can choose from to enable the delivery of an early career framework-based induction. It is up to school leaders to choose the approach that best suits the needs of their early career teachers and mentors.

The 3 approaches are:

A funded provider led programme

Schools can choose to work with one of 6 providers accredited by the Department for Education who will design and deliver a programme of face-to-face and online training to early career teachers and their mentors:

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

This programme is funded by the Department for Education (DfE). Providers will be paid directly so schools will not face any payment burdens. There will be additional funding for schools using a provider-led programme for the time mentors of early career teachers will spend on the provider-led mentor training. This will consist of 36 hours of backfill time over two years per mentor.

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

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

Schools use freely available [DfE-accredited materials](#), which includes ready to use materials and resources for new teachers and mentors, to deliver their own early career teacher and mentor support.

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

Schools design and deliver their own early career framework-based induction

Schools can design and deliver their own 2-year induction programme for early career teachers based on the [early career framework](#).

Early roll-out

We launched the early roll-out of the early career framework reforms for eligible schools in the North East, Greater Manchester, Bradford and Doncaster in autumn 2020. Schools who signed up have access to a funded 2-year package of structured support for their early career teachers, alongside funded time off timetable in the second year of teaching, and support for mentors.

Eligible schools who opted-in to the early roll-out will be able to give feedback to ensure the early career framework 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 receive a one-year package of additional support based on the early career framework.

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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