



Department for Education

Policy paper

Early career framework reforms: overview

Updated 19 April 2021

- Contents
- The offer
- Updated statutory induction guidance
- Early career teacher pay progression
- The role of the appropriate body



Print this page

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.

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 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
- 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

Before September 2021, schools should:

- read the [updated statutory induction guidance](#)
- learn more about the delivery options available to meet statutory requirements

From the end of April, DfE will launch an online service for schools who want to use a DfE appointed provider or DfE accredited materials to deliver statutory induction. More information, including the next steps for schools here, will be released shortly.

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. Changes include:

- the extension of the induction period to 2 school years
- early career teachers undergoing induction are 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.

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

Early career 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.

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.

Schools who choose to deliver their own induction programmes, whether using Department for Education (DfE) accredited materials or the ECF itself, will need to provide information to their appropriate body to demonstrate that their programme fulfils statutory requirements. Schools should contact their appropriate body for further details of what will be required in the summer term ^{[\[footnote 1\]](#)}. This will not be required of schools who use a provider-led programme.

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

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
- 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 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

Schools can choose to work with one of 6 providers accredited by the DfE 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 \(home of Outstanding Leaders Partnership\)](#)
- [Capita with lead academic partner the University of Birmingham](#)
- [Education Development Trust](#)
- [Teach First](#)
- [UCL Institute of Education](#)

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

This programme is funded by 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.

This includes:

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

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

Schools design and deliver their own ECF-based induction

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

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 who 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 receive 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.

1. The teaching schools programme comes to a close at the end of August 2021 and teaching schools can no longer operate as appropriate bodies. Where a school currently accesses appropriate body services through a teaching school, they should contact the appropriate body they have chosen for providing services from September 2021. Schools should refer to the revised statutory guidance for details on which organisations can act as appropriate bodies from 1 September 2021. [↔](#)

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