



# Policy paper

## Early career framework reforms: overview

Updated 8 September 2020

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The early career framework 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 sets out 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 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. 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
- additional funding for 5% time away from the classroom for teachers in their second year
- a dedicated mentor and new training for these mentors
- funding to cover mentors' time with the mentee in the second year of teaching

We are taking a phased approach to introducing these reforms, starting with early roll-out from autumn 2020 in selected areas. We'll use the early roll-out phase with selected schools to develop the programme ahead of national roll-out from September 2021. While the programme will last for 2 years, formal induction will still continue to last for one year for early roll-out.

### Early roll-out

School leaders can check whether their school is eligible and get details on how to [choose a provider for the early roll-out support package](#).

From autumn 2020, eligible schools in the North East, Greater Manchester, Bradford and Doncaster can sign up 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 choose to opt-in to 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.

### Role of appropriate bodies during early roll-out

The role of appropriate bodies will not change during early roll-out. Changes will take place from September 2021. We'll update the statutory induction guidance to support the roll-out of these reforms nationally. The early career framework is not, and should not, be used as an assessment framework. Early career teachers will continue to be assessed against the [teachers' standards](#) only.

### Funding during early roll-out

Participating schools in early roll-out areas will receive £2,200 for each second year early career teacher and mentor pairing via a single automatic payment during the summer 2022 term. There will be minimal administrative burden for schools. The payment will be triggered by information from our providers on the number of second year early career teachers who have started each term in the 2021 to 2022 academic year. The £2,200 includes funded time for mentors to spend with their early career teacher mentee.

### Mentoring

High quality mentoring will be a central part of the offer. Early career teachers will be entitled to a dedicated mentor. Mentors will share their expertise with early career teachers to help them to develop and feel prepared for their future careers. Training and resources will be developed by the providers and based on the early career framework.

Mentors will receive:

- 36 hours' funded training over the 2-year induction period based on the early career framework
- high quality resources to support their mentoring
- funding to cover mentors' time with the mentee in the second year of teaching

Mentor training is a way to develop skills. It is not an accredited qualification. If mentors have more than one early career teacher, providers can offer the remaining places to prospective mentors to build capacity.

## Expanded offer for selected schools in autumn 2020

Almost all early career teachers starting in autumn 2020 have had a disrupted ITT experience as a result of the coronavirus (COVID-19) outbreak. To help early career teachers, we are making additional support based on the early career framework reforms available to them.

### Training for additional early career teachers

Up to 4,000 new teachers outside of early roll-out areas will now benefit from a new one-year funded offer of early career framework-based support - 1,000 more than were announced in June. This in response to the disruption to training due to the coronavirus (COVID-19) outbreak.

Providers involved in the roll-out of the one-year expansion should now have contacted schools in scope, prioritising schools in disadvantaged areas.

## High quality development materials for all early career teachers

High quality development materials called [core induction programmes](#) are now available for free to all early career teachers and their schools. They have been designed by lead training providers and made available a year ahead of schedule.

These materials can be used to support the professional development of early career teachers alongside their induction this autumn. This will allow all early career teachers access to the quality support that the early career framework provides. These materials can be used in whichever way best suits them and their professional development.

## National roll-out

National roll-out of the early career framework reforms will take place from September 2021. This will entitle all early career teachers in England to 2 years of professional development and training.

### Statutory induction during national roll-out

We are planning changes to statutory induction arrangements for national roll-out from September 2021, which will include:

- early career teachers undertaking 2 years of extended support and training that will be supported by the appropriate body and headteacher
- 5% time away from the classroom for early career teachers in their second year

Qualified Teacher Status (QTS) will continue to be awarded:

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

### Statutory guidance

We intend to publish revised statutory guidance, before September 2021, so that schools can fully prepare and understand what they'll need to do. It will include details of how the early career framework will support induction.

### Role of the appropriate body during national roll-out

The statutory role of appropriate bodies will change in September 2021. From September 2021, appropriate bodies will continue to play a key role in induction. This includes compliance checks of early career teachers' statutory induction entitlements and carrying out assessment verification based on headteachers' recommendations. Alongside these existing roles, appropriate bodies will check all early career teachers have access to an early career framework-based induction.

### Strengthening the role of appropriate bodies

We've committed to strengthening the role of appropriate bodies. For national roll-out, as outlined above, we will provide guidance to the sector on their existing and new roles and responsibilities, and standardised templates to ensure stronger consistency in reporting procedures.

We will monitor the effectiveness of these measures, taking further steps beyond national roll-out to ensure appropriate bodies provide high quality, fair and consistent services to schools. Part of this will include considering what accreditation of the market looks like.

### Assessment Verification

As highlighted in statutory guidance, the early career framework is not, and should not be used as, an assessment framework. Early career teachers will continue to be assessed only against the [teachers' standards](#).

### Role of support package providers

We will shortly begin a process to select lead providers for the national roll-out of the programme. Lead providers will be responsible for developing the high quality resources needed for the package of early career professional development, underpinned by the early career framework.

### Prior Information Notice (PIN)

We launched a PIN to notify the market of market engagement events relating to national roll-out of the programme. The Department for Education held 3 market engagement events in July 2020.

Use [Contracts Finder](#) to find out more.

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