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# Policy paper

## Early career framework reforms: overview

Updated 4 November 2020

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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. 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 support 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.

## Changes to statutory induction for national roll-out

Subject to parliamentary approval, from September 2021 we will make changes to the statutory induction arrangements. This will ensure that all early career teachers undergoing induction are entitled to a 2-year training and support programme based on the early career framework. Key changes will include:

- the extension of the induction period to 2 school years
- early career teachers will be entitled to a programme of training based on the early career framework, as well as the support of a dedicated mentor
- additional funding for 5% time away from the classroom for teachers in their second year
- appropriate bodies will have a role in ensuring that a suitable early career framework-based programme of support is in place

There is no action for schools or their early career teachers to take at this stage. See [Changes to statutory induction during national roll-out](#) for more details.

The [high quality development materials](#) that will be used as part of the national roll-out are now freely available to all early career teachers and their schools.

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

## Role of support package providers

On 14 September we launched the invitation to tender (ITT) to begin the process of selecting lead providers for the national roll-out of the programme. Lead providers will be developing high quality induction programmes, underpinned by the ECF.

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

## 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.

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

## 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 have made additional support based on the early career framework reforms available to them.

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.

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