



Department for Education

Policy paper

Changes to statutory induction during national roll-out

Published 4 November 2020

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This page provides further detail on the intended changes to statutory induction to take place from September 2021. These changes will ensure that all early career teachers undergoing induction are entitled to a 2-year training and support programme underpinned by the early career framework.

There is no action for schools to take at this time. Further information and guidance to help schools prepare for national roll-out of the early career framework reforms is planned to be published in spring 2021.

If you are not familiar with the early career framework reforms, read the [early career reforms policy paper](#) for details on how the support package is designed to help early career teachers.

Programme of early career framework-based support and training

Under new arrangements, we expect all early career teachers to access a programme of training based on the early career framework. Every head teacher and appropriate body providing statutory induction will need to ensure they meet these new requirements.

Next year there will be 3 approaches available to enable the delivery of an early career framework-based induction. The approaches are:

- a funded provider-led programme offering high-quality training for early career teachers and their mentors alongside the professional development materials
- schools drawing on the content of the [high-quality professional development materials](#) to deliver their own early career teacher and mentor support
- schools designing and delivering their own early career framework-based induction programme, based on the [early career framework](#)

From September 2021, early career teachers are expected to receive support from a dedicated mentor through regular one to one mentoring sessions. This role should be separate to that of the induction tutor and focus on supporting the early career teacher through the 2-year programme. Support will be available to mentors, and funding will be provided to cover mentors' time with the mentee in the second year of teaching.

We plan to provide further detail of the expectations around mentor roles and responsibilities in spring 2021.

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.

Early career teacher assessment

The end of the induction period will continue to be marked by a decision as to whether the teacher's performance against the [Teachers' Standards](#) is satisfactory. Whilst induction should be supportive and development focused, it is also important to ensure progress against the Standards is monitored.

We will issue guidance for schools outlining that 2 formal assessments points should take place during induction: one midway through induction, and one at the end of the induction period. These should be supported by regular progress reviews to monitor progress, to take place in each term where a formal assessment does not.

We plan to provide further detail of the expectations of appropriate bodies around assessment in spring 2021.

The role of the appropriate body

Appropriate bodies will continue to play a key role in induction. As well as ensuring that early career teachers receive their statutory entitlements and are fairly and consistently assessed, from September 2021 appropriate bodies will also be required to check whether early career teachers are receiving a programme of support and training based on the early career framework.

Length of induction

From September 2021 all early career teachers, including those who work part-time, will be entitled to an induction period of the full-time equivalent (FTE) of 2 school years. This will ensure access to the support and entitlements of an early career framework-based programme.

In some exceptional circumstances, the length of the induction period may vary from the FTE equivalent of 2 school years. To ensure the induction period is only extended or reduced under appropriate circumstances, we intend to:

- extend the number of ad-hoc absences permitted, in line with the extended length of induction
- advise that, in some cases, part-time teachers' induction periods may be reduced. This will be subject to agreement between the appropriate body and early career teacher

The end of the induction period will continue to be marked by a decision on the teacher's satisfactory performance against the [Teachers' Standards](#).

Early career teachers partway through induction when the reforms come into force

All early career teachers who start induction from 1 September 2021 will be required to follow the new 2-year early career framework-based induction arrangements.

There will be some early career teachers who will have started but not completed induction on 1 September 2021. We intend to allow these teachers until September 2023 to complete a one-year induction period. After this point, these teachers will still be able to complete induction, but will need to complete a full, 2-year period.

Further guidance

We plan to provide further guidance in spring 2021 so that schools can fully prepare for national roll-out.

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