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Guidance

Changes to statutory induction for early career teachers (ECTs)

Information on the 2-year ECT induction and how it replaces the old 1-year newly qualified teacher (NQT) induction, including the early roll out of the reforms.

From: [Department for Education](#)

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Last updated 31 August 2023 — [See all updates](#)

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Applies to England

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Inductions starting on or after 1 September 2021

The Department for Education (DfE) rolled out changes to statutory induction across England in September 2021.

These changes are part of the government's [teacher recruitment and retention strategy](#). This aims to improve the training and development opportunities available to teachers.

The 2-year induction programme

Teachers starting induction on or after 1 September 2021 are known as 'early career teachers' (ECTs).

ECTs now serve an extended induction over 2 school years. During their induction period, they are entitled to:

- a 2-year training programme based on the [early career framework](#)

Related content

[Induction for early career teachers \(England\)](#)

[Guidance for early career teachers \(ECTs\): ECF-based training](#)

[Guidance for mentors: how to support ECF-based training](#)

[Induction, training and support for early career teachers \(ECTs\)](#)

[How the early career framework \(ECF\) supports induction](#)

Collection

[Induction, training and support for early career teachers \(ECTs\)](#)

- support from a dedicated mentor
- time off timetable for induction activities, including training and mentor sessions
- regular progress reviews and 2 formal assessments against the [teachers' standards](#)

The end of an ECT's induction period is still marked by a decision as to whether the teacher's performance meets the teachers' standards.

ECT pay progression

The 2-year induction has no adverse impact on ECTs' pay or career progression opportunities. ECTs are still able to progress on the pay scale both during and after induction.

Guidance on ECT induction

The responsibilities of school leaders, induction tutors, mentors and ECTs are set out in the [statutory guidance on ECT induction](#).

Guidance on training based on the early career framework (ECF)

You can read guidance on:

- [how the ECF supports induction](#)
- [funding and eligibility for ECF-based training](#)

You can also read guidance on ECF-based training for:

- [school leaders and induction tutors](#)
- [ECTs](#)
- [mentors](#)

**Early rollout of ECT induction:
start date autumn 2020**

In autumn 2020, we launched an early rollout of the 2-year ECT induction programme for eligible schools in:

- the north-east of England
- Greater Manchester
- Bradford
- Doncaster

This was so we could gather feedback and further develop the programme before the national rollout in September 2021.

Inductions starting before 1 September 2021

Before the changes, the induction period was one year. Teachers serving this shorter induction used to be called NQTs.

NQTs who started but did not complete their induction by 31 August 2021 are known as 'ECTs' from the pre-September 2021 cohort.

ECTs from the pre-September 2021 cohort had until 1 September 2023 to complete a one-year induction.

From 1 September 2023, all ECTs will need to complete a 2-year induction period.

If an ECT from the pre-September 2021 cohort has not completed their induction by 1 September 2023, they do not need to start induction again. Instead, they must complete what remains of a 2-year induction. The ECT should be given access to ECF-based training, mentor support and other statutory entitlements in this case.

From September 2023, pre-September 2021 cohort ECTs are eligible for [DfE funding](#) for their ECF-based training and mentor support.

Coronavirus (COVID-19) disruption: additional support for affected NQTs

In response to the disruption caused by COVID-19, DfE gave more than 4,600 NQTs a [one-year package of additional support](#) based on the [early career framework](#).

They were eligible for funded time off timetable and access to ECF-based training materials if they either:

- completed their induction in the 2020 to 2021 academic year
- had started but not yet completed their induction by 1 September 2021

We identified these NQTs using school workforce census data collections over the period.

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31 August 2023

Added more information about early career teachers from the pre-September 2021 cohort, including their eligibility for funded training, mentoring and support.

19 April 2022

Added paragraph on 'ECT pay progression' in section 'Inductions starting on or after 1 September 2021'

13 April 2022

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