



# Early Career Framework

*Generate Teaching Hub*

*"Connecting & empowering great teachers in Halton, Warrington & Wigan"*

## Introducing the Early Career Framework

How schools manage a new teacher's induction is changing. A 2-year Early Career Framework of training and mentoring support is replacing the existing 1-year Newly Qualified Teacher process. After initiating a pilot roll out of this new system in this academic year, **the Dept. for Education (DfE) now require ALL schools in England to offer this service to new teacher from September 2021.**

*Generate Teaching Hub* is responding to the change by offering a fully-funded package of assistance to schools in Halton, Warrington and Wigan. We are working with the national provider *Teach First* to provide a Full Induction Package of support to schools so you can access the resources your staff need.

## What is changing?

	Current Arrangement	From September 2021
<b>Length</b>	One year.	<b>Two years.</b>
<b>Timetable</b>	10% reduced timetable for one year.	<b>10% reduced timetable in Year One. 5% reduced timetable in Year Two.</b>
<b>Content</b>	No defined content.	<b>Induction should be based on the <a href="#">Early Career Framework</a> .</b>
<b>Mentor</b>	Not defined as separate from the Induction Tutor.	<b>Is separate from the Induction Tutor.</b>
<b>Assessment</b>	Marked against Teacher Standards – 3 formal assessment points.	<b>Marked against Teacher Standards – 2 formal assessments supported by regular progress reviews. The ECF is <u>not</u> an assessment tool.</b>
<b>Funding</b>	Funding for induction included as part of core school budget.	<b>Additional funding paid in the second year.</b>
<b>ECT Pay</b>	After year 1 teachers can progress up the pay scale.	<b>Progress on the pay scale as current arrangements; both during and after induction.</b>
<b>Appropriate Body Role</b>	Checking new teachers receive statutory entitlements and are fairly and consistently assessed.	<b>Checking new teachers receive statutory entitlements, are fairly and consistently assessed, and receive a programme of support and training based on the ECF</b>

**Register your interest in ECF services to schools [by entering your details HERE](#)**

## Register interest in the ECF with Generate Teaching Hub to...

- ✓ Receive up to date information on the process.
- ✓ Access training for your Early Career Teachers and school based Mentors.
- ✓ Express your preferences for the local training options.
- ✓ Minimise additional Appropriate Body costs.
- ✓ Access the extra mentor support grant in year 2.

## ACTIONS FOR HEADTEACHERS & MAT LEADERS

1

Inform [hub@wpat.uk](mailto:hub@wpat.uk) that your school will access the Full Induction Programme for your ECTs.

2

DfE is sending schools access to a portal to register ECTs, mentors & induction coordinators this term.

### What must an Early Career Teacher Receive?

- A 2-year framework to build on the Initial Teacher Training Core Content Framework.
- A focus on the ECF developing skills and knowledge in *behaviour management, pedagogy, curriculum, assessment, and, professional behaviours*.
- Bespoke training from local experts and a national provider.
- Weekly support from a school based mentor.
- 10% off timetable in year 1 and 5% in year 2 to complete the training.
- ...Plus, the school receives a grant in year-2 to cover the cost of staff participation.

### \*\*\* Learn More: ECF Webinars in May and June \*\*\*

We have planned a series of engagement events to explain the ECF process and share learning from the early-roll out pilots.

19<sup>th</sup> May 12-1pm

24<sup>th</sup> May 4-5pm

9<sup>th</sup> June 10-11am

30<sup>th</sup> June 2-3pm

[Click here to book a webinar](#)

### What are the Options for Schools & MATs?

The DfE have commissioned three levels of support from which each school can choose its preferred level of support and resources when it registers an ECT. We are able to delivery option one:

#### **Full Induction Programme:** *A school accesses the whole fully-funded programme*

- Up to £2,100 grant in year 2 to cover staff time PLUS an additional £1,576 to cover mentor time.
- A tried and tested, sequenced 2-year programme based on the ECF.
- Self-directed study materials for the ECT.
- Planned, flexible materials to assist mentors with workload and content.
- Fully funded training over 2 years for the ECT.
- Fully funded training over 2 years for the mentors.
- Bespoke online management system with resources and materials for the ECT and mentor.
- Minimal Appropriate Body fidelity checks.

The other two options involve schools creating and delivering the ECF independently with only a stated year 2 grant, plus increased fidelity checks by the Appropriate Body. More [details on these options are here](#).

## Why we are partnering with Teach First?

[Teach First](#) have been involved in the delivery of the early roll out of the ECF in Wigan and are continually developing their materials and resources to:

- Ensure the mentors can adapt and adjust content to the relevant context and level of ECTs.
- Update their dedicated online portal containing a huge library of evidence based resources.
- Carefully manage the required time commitment of the ECTs and their mentors.
- Support teachers working within schools based in the most disadvantaged areas.
- ECTs gain free membership of the Chartered College of Teaching.



*Generate Teaching Hub* will be working with Teach First to provide expert local facilitators for the training of ECTs and mentors. Using our understanding of our area and schools, we will also be coordinating peer networks of ECTs and mentors by location, phases and specialism to maximise opportunities for teacher-led support.

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## What does the FIP involve?

	Early Career Teacher		Mentor	
	Year 1	Year 2	Year 1	Year 2
<b>Mentoring</b>	Each Week	<i>Each Fortnight</i>	Each week	<i>Each fortnight</i>
<b>Induction</b>	6 hours face to face	<i>6 hours face to face</i>	6 hours face to face	<i>6 hours face to face</i>
<b>Self-Directed Learning</b>	4.5 hours per half term	<i>1 hour per half term</i>	1 hour per half term	<i>1 hour per half term</i>
<b>Seminars</b>	12 x 80 min seminars	<i>6 x 90 min seminars 6 opportunities to observe experts</i>	6 x 80 min seminars	<i>6 x 80 min seminars</i>
<b>Optional</b>	Stretch content in each module; Teacher wellbeing course; Career progression modules			

## Main Topics in the FIP Programme

Year 1	Year 2
<ul style="list-style-type: none"> <li>• Creating powerful learning environments</li> <li>• How pupils learn.</li> <li>• How to plan and teach lessons.</li> <li>• Supporting every pupil to succeed.</li> <li>• Assessment and feedback.</li> <li>• Planning a coherent curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Engage in subject/phase-specific learning and development.</li> <li>• Develop their autonomy of learning.</li> <li>• Choose from a range of career development modules including:               <ul style="list-style-type: none"> <li>○ Implementing research in the classroom;</li> <li>○ Understanding the role of a career leader;</li> <li>○ Understanding the role of a mentor;</li> <li>○ Understanding the role of a middle leader.</li> </ul> </li> </ul>
<i>Weekly instructional coaching from the mentor</i>	<i>Fortnightly instructional coaching from the mentor</i>

## Appropriate Body Service

From September 2021, *Generate Teaching Hub* will again be offering an Appropriate Body service; as only Local Authorities' and Teaching School Hubs can now provide this service to schools. Schools can choose an Appropriate Body provider from inside their local area or from outside.

For schools that choose the Full Induction Programme, we will be providing a core assurance service at minimal cost. **For schools that choose the other routes (the Core-Led or School-Led Induction Programme) there will be an additional charge for the extra assurance required.**

Our fees for the three routes and provision will be announced shortly.

**Register your interest in Appropriate Body services [by entering your details HERE](#)**

## National Context

The ECF offer is part of a country-wide plan to reform teacher recruitment, retention and development from the DfE. The new Teaching School Hubs are a key part of this change and tasked with supporting local schools to engage in all the benefits that reforms offer their staff.

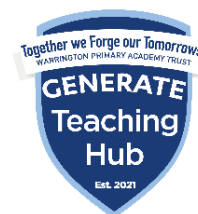


The golden thread to the reforms is that there are *no great schools without great teachers*, and the evidence based frameworks underpinning change will continue the drive to maintain improvement in standards across the country.

## Introducing *Generate Teaching Hub*

Warrington Primary Academy Trust has been commissioned by the DfE to support the professional development of teachers and leaders across Halton, Warrington and Wigan. From September 2021, will be one of 87 Teaching School Hubs across England. This new structure will give every school in England access to a local centre of professional development excellence providing:

- The new Early Career Framework;
- The reformed National Professional Qualifications;
- Support for high quality Initial Teacher Training;
- Appropriate Body services for Early Career Teachers;
- Identifying and enabling expert Continuous Professional Development;



*Generate Teaching Hub* is led by professionals who are passionate about ensuring the right training and support is in place to assist colleagues. We are responsible for focusing high quality services to all teachers, from point of entry into the profession through to senior leadership roles. **As well as a core team we are working in partnership with three local lead schools to maintain strong contacts with our school community:**

**Halton**  
Wade Deacon Trust

**Warrington**  
The Challenge Academy Trust

**Wigan**  
Golborne High School