

# Are you thinking about recruiting an Early Career Teacher? Are you ECF ready?

The statutory induction for ECTs now lasts for two years. You can learn more about it [here](#) and access FAQs [here](#). This is part of the DfE recruitment and retention strategy and [reforms to teachers' professional development](#) from the ITT Core content Framework, through the ECF to the new suite of specialist NPQs (NPQ Leading Teaching, NPQ Leading teacher Development, NPQ Behaviour and Culture, NPQ Early Years, NPQ Leading Literacy) and to the refreshed leadership NPQs (NPQSL, NPQH, NPQEL).

This means that you will need to ensure that, in order to meet the statutory requirements:

1. You allocate an **Induction Tutor (IT)** (usually a senior leader) who oversees the induction of your ECT in your school, including oversight of the work of the mentor, ensuring that the weekly meetings are taking place, are of high quality and are focused on the Early Career Framework [ECF](#). The IT is also responsible for writing and submitting the progress reports linked to the assessment of the ECT to the Appropriate Body. These are submitted at the end of each long term and are focused on the ECTs performance against the Teachers Standards.
2. You allocate a named **Mentor** for your ECT who is able to meet with them on a weekly basis. The focus of these meetings is on professional development, rather than a weekly 'check in'. It's important to choose the right person for this role. It is important that the mentor has capacity for these meetings to take place and understands the necessary commitment.
3. You ensure that your ECT is able to have their entitlement of 10% non-contact time (ECF time), in addition to their PPA, during which they work on their Early Career programme (usually self-study materials). This non-contact time drops to 5% in their second year of teaching and they have fortnightly mentor-ECT meetings. They continue to work through the Early Career programme (Year 2).
4. You have indicated how you will deliver the ECF through a dedicated ECF Professional Development Programme: schools usually choose a funded **full induction programme (FIP)** through a DfE approved **Lead Provider** (such as the Education Development Trust) and implemented by a **Delivery Partner** (such as Pickwick Learning). Some schools, however, choose to use a **Core Induction Programme (CIP)**. A few schools choose to create their own programme.

| I want to... | Use a training provider to support meeting the new statutory induction requirements (Full Induction Programme)   | Deliver my induction programme in my own school using high quality materials and resources, accredited by the DfE (Core Induction Programme)   | Design my own two year induction programme based on the Early Career Framework  |
|--------------|--|--|---|
|              |  PROVIDER   |  IN SCHOOL  |  IN SCHOOL   |
|              | <ul style="list-style-type: none"> <li>✓ Time off timetable funded for early career teachers and mentors in the second year of induction.</li> <li>✓ A sequenced two-year programme based on the Early Career Framework</li> <li>✓ Self-directed study materials for early career teachers.</li> <li>✓ Materials to support mentor sessions designed to reduce mentor workload.</li> </ul> | <ul style="list-style-type: none"> <li>✓ Time off timetable funded for early career teachers and mentors in the second year of induction</li> <li>✓ <u>A sequenced two-year programme based on the Early Career Framework</u></li> <li>✓ Self-directed study materials for early career teachers including videos and evidence based reading</li> <li>✓ Materials to support mentor sessions designed to reduce mentor workload</li> <li>✓ Materials to adapt to deliver further training for early career teachers</li> </ul> | <ul style="list-style-type: none"> <li>✓ Time off timetable funded for early career teachers and mentors in the second year of induction</li> <li>✓ Content defined in the <u>Early Career Framework</u></li> <li>✓ <u>A sequenced two-year programme based on the Early Career Framework.</u></li> </ul> |
|              | <ul style="list-style-type: none"> <li>✓ Funded training delivered directly to early career teachers by an external provider.</li> <li>✓ Funded training delivered directly to mentors by an external provider.</li> <li>✓ Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable.</li> </ul>                             |  |   |



Find out more about EDT's professional development programme [here](#).



# What does the Full Induction Programme (FIP) look like with Education Development Trust and Pickwick Learning?

The Education Development Trust is one of the DfE approved Lead Providers who have produced a comprehensive programme of development for ECTs and Mentors to ensure full coverage of the statutory framework.

All materials will be available through the ECF Online platform (once registered, encourage your mentors and ECTs to look out for log in details in their inbox) and the programme is delivered through a blended approach. The overview below indicates what this will look like but you may also find these short videos helpful.

NRO Induction Tutor webinar - <https://vimeo.com/559112297/970b2a3409>

NRO Mentor Induction webinar - <https://vimeo.com/559101302/5e53eac121>

Pickwick Learning is a Delivery Partner working with the Swindon and Wiltshire Teaching School Hub (TSH) to deliver the FIP for primary schools across the area using the Education Development Trust's materials. Pickwick have been a key delivery partner in this programme since September 2020, through the early roll-out expansion phase of the ECF. We work closely with the TSH and Appropriate Bodies as well as our Local Authorities and Trusts across our region to ensure all schools, mentors and ECTs are very well supported in accessing this entitlement. Contact Amy Tapscott at [ecf@pickwickacademytrust.co.uk](mailto:ecf@pickwickacademytrust.co.uk) to ask questions or find out more information about what you can do to prepare.

|     |                                    | Year 1                 |        |        | Year 2                      |        |        | HOURS  |
|-----|------------------------------------|------------------------|--------|--------|-----------------------------|--------|--------|--------|
|     |                                    | TERM 1                 | TERM 2 | TERM 3 | TERM 1                      | TERM 2 | TERM 3 |        |
| ECT | Regional Training                  |                        | 5 HRS  |        | 5 HRS                       |        |        | 11 HRS |
|     | Local group sessions<br>3 HRS EACH | 3 HRS                  |        | 3 HRS  |                             | 3 HRS  | 3 HRS  | 12 HRS |
|     | Webinars<br>1 HR EACH              | 2                      | 2      | 2      | 2                           | 2      | 2      | 7 HRS  |
|     | Self study                         | 26 HRS                 |        | 5 HRS  |                             |        |        | 31 HRS |
|     |                                    | Weekly mentor sessions |        |        | Fortnightly mentor sessions |        |        |        |

|        |                                    | Year 1 |        |        | Year 2 |        |        | HOURS  |
|--------|------------------------------------|--------|--------|--------|--------|--------|--------|--------|
|        |                                    | TERM 1 | TERM 2 | TERM 3 | TERM 1 | TERM 2 | TERM 3 |        |
| MENTOR | Regional Training<br>5 HRS EACH    |        | 5 HRS  |        |        |        |        | 5 HRS  |
|        | Local group sessions<br>3 HRS EACH | 3 HRS  |        |        |        |        | 3 HRS  | 6 HRS  |
|        | Peer-to-peer<br>1 HR EACH          | 2      | 2      | 2      | 2      | 2      | 2      | 10 HRS |
|        | Webinars<br>1 HR EACH              | 2      | 2      | 2      | 2      | 2      | 2      | 10 HRS |
|        | Reading and reflection             | 3 HRS  |        | 2 HRS  |        |        |        | 5 HRS  |

  
**Self-directed study materials**

  
**Mentor sessions**

  
**Local training sessions**

  
**Regional sessions**

  
**Webinars**

  
**Peer-to-peer support**



## I've employed an ECT – What do I do now?

Let the DfE know on the DfE portal <https://manage-training-for-early-career-teachers.education.gov.uk/>. You will have a specific log in for your school (linked to your GIAS email address). This is where you will go to make any future changes too e.g. a change in email or mentor. If you need support with this service, contact the DfE's digital team [continuing-professional-development@digital.gov.uk](mailto:continuing-professional-development@digital.gov.uk)



If you have decided to work with us, choose the **Full Induction Programme** option. Your 'Lead provider' is the **Education Development Trust (EDT)**. This option is a fully funded programme. EDT will issue a log in for your induction tutor, mentor and ECT once their eligibility is confirmed by the DfE.

**Pickwick Learning** are delivering the DfE-funded **full induction programme** on behalf of EDT for primary schools across your area. Choose 'Swindon and Wiltshire TSH' as your 'Delivery Partner' (that means that Pickwick Learning will be delivering your programme and on hand to support your school, mentor and ECT). Complete [an expression of interest](#) form for Pickwick Learning [here](#) or use the QR code.



Make sure you have the following information to hand:

- The name of the **Induction Tutor** and their email address
- The name of the **Mentor** and their email address
- The name of the **ECT** and their email address (please do not use the ECT's ITT provider email address e.g. name@bathspa.co.uk etc.)

Mentors and ECTs will be contacted to confirm their TRN and date of birth (please ask them to keep an eye out for this request) to check eligibility.

Do make sure that all information submitted is accurate as this can significantly delay eligibility checks, registration and timely issuing of log in details.



Contact your **Appropriate Body (AB)** to purchase the Induction package. [Wiltshire LA](#) provide this service which you can purchase through Right Choice (email [rightchoice@wiltshire.gov.uk](mailto:rightchoice@wiltshire.gov.uk) if you need support); contact the [Swindon and Wiltshire TSH](#) who also offer AB services. Many Appropriate Bodies use 'ECT Manager' as the software package to organise registration of ECTs and submission of progress reviews and reports. Your Induction tutor and ECT will have a log in to access this platform.

