



Special Partnership Trust

SPECIAL PARTNERSHIP TRUST

EARLY CAREER TEACHER INDUCTION SUMMARY

Early career induction (ECI) period is statutory

Updated statutory guidance on induction for early career teachers (ECTs) came into force in September 2021. This guidance and the term 'ECT' replaces old guidance and wording on 'NQTs'.

The ECI period is a 2-year induction programme, underpinned by the Early Career Framework (ECF) (See the section below).

To teach in maintained schools

- All teachers must have completed or (be working towards) an ECI period

To teach in academies or independent schools

- An ECI period is not required, but these settings may still choose to offer ECTs a statutory induction period

During induction, ECTs have timetable reductions from the rest of the teaching staff. These are:

- 10% in the first year (or 3 terms)
- 5% in the second year

Maintained and special schools are eligible for funding to cover these timetable reductions. Find more details in the [DfE's guidance on funding and eligibility for ECF-based training](#).

Choose from 3 different types of induction programme

There are 3 approaches you can choose from to deliver ECF-based training:

- **Funding, provider-led programme** – the DfE has accredited external providers to design and deliver training for ECTs and their mentors. This will be funded by the DfE. You can now apply for this provision via the [DfE's online service](#)
- **DfE-based, school delivered programme** – you can use freely available [DfE-accredited materials](#) for new teachers and mentors to deliver your own ECT and mentor support. You must register to access these materials via the [DfE's online service](#)
- **School-designed and delivered programme** – you can design your own induction programme, based on the ECF

Base your induction programme on the Early Career Framework (ECF)

Headteachers are expected to make sure ECTs receive a programme of training that helps them understand and apply the [Early Career Framework \(ECF\)](#)'s evidence and practice statements. ECF-based training should be a **central aspect of induction**, and not an additional training programme.

What is the ECF?

The ECF builds on initial teaching training and sets out what ECTs should learn about and learn how to do. It's designed to support development in 5 core areas:

- Behaviour management
- Pedagogy
- Curriculum
- Assessment
- Professional behaviours

The framework is presented in 8 sections, to align with the Teachers' Standards. Within each one, there are:

- Key evidence statements (starting with 'Learn that...'), and
- Practice statements (starting with 'Learn how to..')

You can see the evidence and practice statements for each standard on pages 8 to 25 of the ECF. The standards are:

- Standard 1 – Set high expectations
- Standard 2 – Promote good progress
- Standard 3 – Demonstrate good subject and curriculum knowledge
- Standard 4 – Plan and teach well-structured lessons
- Standard 5 – Adapt teaching
- Standard 6 – Make accurate and productive use of assessment
- Standard 7 – Manage behaviour effectively
- Standard 8 – Fulfil wider professional responsibilities

Appoint both an induction tutor and an induction mentor

Headteachers should identify 2 separate staff members to act as the ECT's tutor and mentor. Both should hold qualified teacher status (QTS). The roles have distinct functions.

The **tutor** is expected to:

- Assess the ECT's progress against the Teachers' Standards through regular progress reviews, making rigorous and fair judgements
- Recognise when early action needs to be taken when an ECT is having difficulties
- Provide or co-ordinate guidance for the ECT's professional development
- Undertake 2 formal assessment meetings during the induction period
- Make sure the ECT's teaching is observed, and that feedback is provided
- Make sure the ECT knows how to raise concerns about their induction programme or personal progress, both internally and externally
- Make sure record keeping and monitoring is done in the least burdensome way

It's possible for the headteacher to take on the role of induction tutor themselves.

The **mentor** is expected to:

- Regularly meet with the ECT for structured mentoring sessions to provide targeted feedback
- Work with the ECT and colleagues to make sure the ECT receives a high-quality ECF-based induction programme
- Provide, or broker, effective support, including subject- or phase-specific coaching
- Take prompt action if the ECT is having difficulties

In exceptional circumstances, you may need to ask 1 person to carry out both roles, but in these cases it's important that the individual understands the distinction between their role as tutor and their role as mentor.

Read our guidance on [choosing and supporting ECT induction mentors](#).

ECTs will have 2 formal assessments

Headteachers or induction tutors should formally assess ECTs. Mentors should not be part of this process.

Assessment should:

- Take place in the final term of the first year and the final term of the second year. The exact assessment dates can be agreed between your school and the ECT
- Be informed by evidence gathered during progress reviews, including existing documents and working documents

ECTs shouldn't:

- Be asked to create anything new for assessment. They should be kept up to date on their progress before assessment
- Be assessed against the Teachers' Standards. The ECF is **not** an assessment tool

There's more detail about progress reviews and formal assessments on pages 21 to 22 of the [statutory guidance](#).

Get further support on formal and informal assessment in our article on [ECT performance management and pay](#).

Transition arrangements from NQTs

ECTs who have started – but not completed – their induction before 1 September 2021 have until **1 September 2023** to complete induction within 3 terms. They will be known as the ‘pre-September 2021 cohort’, and should continue to refer to the existing NQT guidance.

Where possible, this group should have an ECF-based induction, complete with a mentor, for the rest of their 3-term induction period.

After 1 September 2023, when the transition period ends, all ECTs will be required to complete a 2-year induction period.

