



Tudor Grange
Teaching School Hub

*Serving Solihull, Redditch,
Bromsgrove and Stratford-on-Avon*

Briefing for School Leads

- ▶ Appropriate Body
- ▶ Early Career Framework

Agenda

Induction vs. ECF

Registration Information

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AB costs

Induction Essentials

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Acronyms

ECF	Early Career Framework
ECT	Early Career Teacher
AB	Appropriate Body
TSH	Teaching School Hub
EDT	Education Development Trust (lead provider for ECF)

Induction vs Early Career Framework

Early Career Teacher (Two years)

Induction

- Equivalent to two years (6 terms)
- Termly assessment points
 - Progress reviews (1,2,4,5)
 - Formal Assessments (3,6)
- Teachers' Standards
- ECTs must pass induction
- One attempt only
- Overseen by the Appropriate Body
 - AB makes final decision based on evidence from ECT assessments

Early Career Framework

- Two-year training programme for ECTs and mentors
- Access is a statutory entitlement for ECTs
- No assessment
- School chooses how they will make this programme available for their ECTs
 - School-based
 - Core
 - Full



Registration for ECTs

There are 2 points of registration:

- ▶ AB Registration

- ▶ Register with us on ECT Manager

- ▶ ECF Registration

- ▶ Expression of Interest with EDT (if new school on full induction)
 - ▶ Register on the DfE Online Service

Specific instructions and links can be found [here](#)



Statutory Entitlements

The school is responsible for providing the ECT with the following:

- ▶ A suitable post for induction
- ▶ A reduced timetable (90% in year 1, 95% in year 2)
- ▶ Registration with an appropriate body
- ▶ A designated induction tutor
- ▶ A designated mentor
- ▶ Observations of ECT's teaching with written feedback
- ▶ ECT's observation of experienced teachers
- ▶ A programme of training that supports the ECT to apply the ECF

Read the full guidance document [here](#)



Induction for early career teachers (England)

Statutory guidance for appropriate
bodies, headteachers, school staff and
governing bodies

Revised April 2023

To come into force on 1 September 2023

Appropriate Body Costs

Full Induction

- £175 per ECT per year

Core Induction

- £175 per ECT per year
- £350 school fee per year

School-based Induction

- £175 per ECT per year
- £700 school fee per year

- ▶ Additional charges may be incurred if further fidelity checks are required
- ▶ Refunds/reduced fees where ECTs move schools will be considered on a case-by-case basis



Induction Essentials

Is the length of the induction period flexible?

- The DfE requires a 2-year induction
- Extended inductions are available in exceptional circumstances
- Reduced inductions are available in exceptional circumstances
- Please notify us as soon as possible if there are considerations
- All other details are available on the [statutory guidance](#)

Monitoring if an ECT is on track over the 2 years:

- The teacher standards and descriptions remain the same
- The expectation for an ECT after 2 years is the same as it used to be after 1 year
- ECTs can be 'on track' when still developing
- Any concerns about progress need to be flagged as early as possible on progress reviews/assessments
- There should be no surprises

Assessment windows

Autumn Term

4th September
2023-22nd
December 2023

Window opens
7th November
2023

Assessments due
24th November
2023

Spring Term

8th January
2024-22nd March
2024

Window opens
6th February
2024

Assessments due
23rd February
2024

Summer Term

8th April 2024-
19th July 2024

Window opens
4th June 2024

Assessments due
21st June 2024

SLA details

Every school must sign a service level agreement to work with us for appropriate body services. This covers the following areas:

- ECT eligibility
- Responsibilities of Tudor Grange Teaching School Hub
- Responsibilities of school
- Termination/Complaints procedures
- Fees and Payment Schedule

















ECF programme

ECTs

- ▶ Cohorts start in September, January and April (alongside the standard induction start points).
- ▶ Full 2-year CPD course working with EDT (DfE accredited lead provider of ECF).
- ▶ ECTs must complete online learning as well as attend events to meet the DfE engagement criteria for their ECF.
- ▶ Events are always face-to-face for September cohorts and currently follow a hybrid model for January and April cohorts.
- ▶ ECTs can defer their course (like induction).
- ▶ ECTs can have an 'extended' or 'reduced' course to match their induction.
- ▶ Each term follows two 'blocks' of learning based on the ECF. The second year looks to deepen the understanding of the content covered in the first year.



ECT

		YEAR 1			YEAR 2			
		TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	HOURS
Regional training			 5 HRS		 6 HRS			11 HRS
Local group sessions 3 HRS EACH								12 HRS
Webinars 1 HR EACH	 x2							7 HRS
Self-study								31 HRS
		Weekly mentor sessions			Fortnightly mentor sessions			

ECF programme





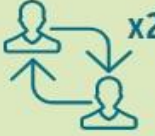
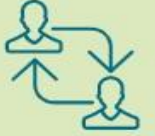











Mentors

- ▶ Mentors are completing their own full 2-year course alongside their ECTs.
- ▶ The mentor cohort is chosen depending on their start-time NOT depending on their ECT start-time.
- ▶ If a mentor is a temporary 'replacement' this can be added by induction tutor and the cohort will be adjusted accordingly.
- ▶ Mentors must complete online learning as well as attend events to meet the DfE engagement criteria.
- ▶ Events are always face-to-face for September cohorts and currently follow a hybrid model for January and April cohorts.
- ▶ Mentors can defer their course.
- ▶ Mentors can be withdrawn for their course.
- ▶ Mentors can always view the entire ECT course so can support ECTs at any point.
- ▶ Mentors can mentor multiple ECTs at multiple stages.
















22-23 Mentors

MENTOR

	YEAR 1			YEAR 2			
	TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	HOURS
Regional training 5 HRS EACH							5 HRS
Local group sessions 3 HRS EACH							6 HRS
Peer-to-peer 1 HR EACH							10 HRS
Webinars 1 HR EACH							10 HRS
Reading and reflection							5 HRS

23-24 Mentors

Mentor

	Year 1			Year 2			
	TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	HOURS
	Weekly mentor sessions			Fortnightly mentor sessions			
Reading and Reflection							5 Hours
		3 HRS			2 HRS		
Webinars	 x2	 x2		 x2	 x2		Max 6 Hours
Online Induction							
Training Events		 6 HRS		 3 HRS			10 HRS

ECTs	Mentors	Induction Tutors	Headteachers
Complete online learning for ECF	Complete online learning for ECF	Oversee induction of ECTs and co-ordinate internal programme of development	Ensure statutory entitlements are in place
Attend events for ECF	Attend events for ECF	Oversee role of mentors	Ensure cover requirements are met where possible
Meet teacher standards for induction	Conduct mentor meetings	Engage with the online platform to monitor progress	Liaise with TSH and engage in support
Gather evidence against teacher standards	Support ECT	Liaise with TSH and engage in support	Sign-off assessments and progress reviews
	Liaise with induction tutor	Notify TSH of any changes and updates	
		Complete assessments and progress reviews on ECT manager	

Stakeholder Roles



Support

- ▶ Regular online drop-in clinics running from Autumn 2023 - Sign up [here](#)
- ▶ Monthly newsletters
- ▶ ECT Manager help resources [here](#)
- ▶ Termly ECF bulletins for induction tutors [here](#)
- ▶ [Website](#)



Questions



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