



Employing an ECT?

Stay connected!

tshinfo@nlit.co.uk

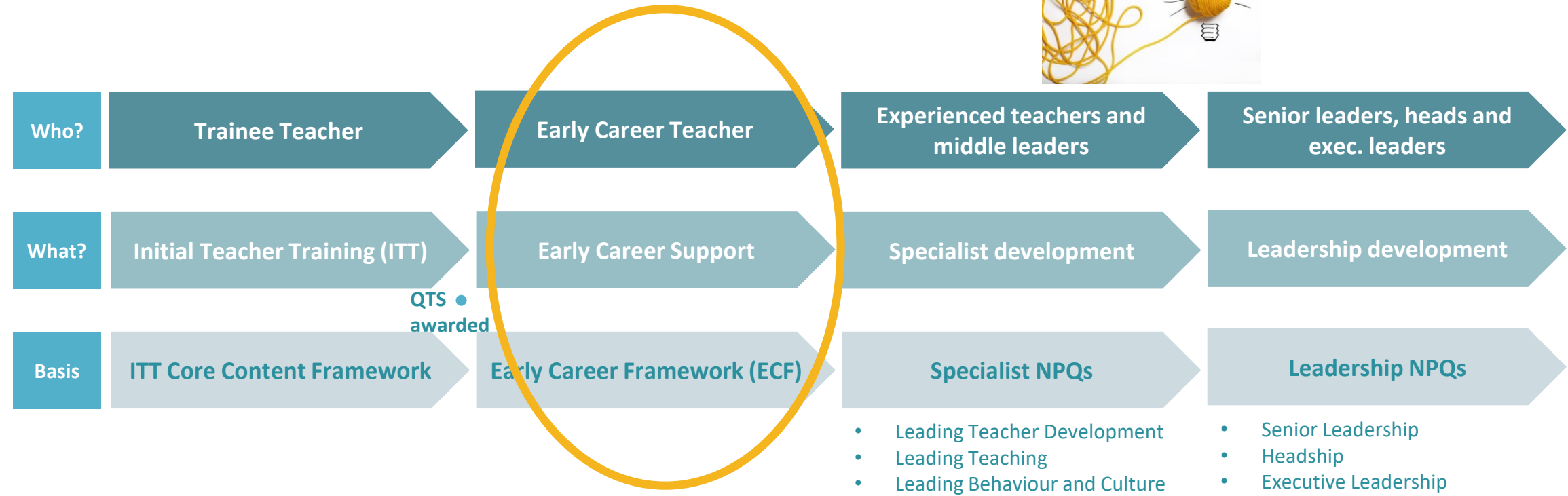
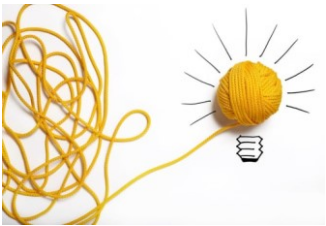
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@NLTSHub



Early Career Framework (ECF)

From September 2021, the Early Career Framework (ECF) reforms will entitle all early career teachers to a fully-funded, two-year package of structured training and support linked to the best available research evidence.



Coupled with the ITT Core Content Framework, the ECF will establish an entitlement to a three-year structured and evidence-informed package of support for all new teachers at the start of their careers.

Induction for Early Career Teachers



All qualified teachers who are employed in a relevant school in England must, by law, have completed an induction period satisfactorily

- From September 2021 the induction period will be for 2 years.
- Early Career Framework based training is expected to be embedded as a central aspect of induction. There are 5 key areas - Behaviour management/ Pedagogy/ Curriculum/ Assessment/ Professional behaviours
- The Teachers' Standards will be used to assess an early career teacher's performance at the end of their induction period

Comparison of changes...



	Current Arrangement	from September 2021
Length of support	One year	Two years
Timetable reduction	10% reduced timetable for one year	10% reduced timetable in Year One 5% reduced timetable in Year Two.
Content	No defined content	Induction should be based on the Early Career Framework
Role of the mentor	Role of the mentor not defined as separate from the induction tutor.	Access to two years of support from a designated mentor separate from the induction tutor
Assessment	Marked against Teacher Standards Three formal assessment points	Marked against Teacher Standards Two formal assessments – supported by regular progress reviews Early Career Framework is not an assessment tool
Funding	Funding for induction included as part of core school budget	Schools will receive additional funding to deliver ECF based induction to fund the additional activity in the second year.
ECT Pay	Following first year, teachers can progress up the pay scale	Still be able to progress on the pay scale as current arrangements allow, both during and after induction
Role of the Appropriate Body	Checking new teachers receive statutory entitlements and are fairly and consistently assessed	Checking new teachers receive statutory entitlements, are fairly and consistently assessed, and receive a programme of support and training based on the ECF

Every school employing an ECT must...

Induction
Assessment of
ECT's
performance

Appoint an Appropriate Body

ECF Training
Professional
Development

Provide ECF based Training

2 year entitlement to every early career teacher

Schools : choose your route



DfE

Use a training
provider, funded
by the DfE

















EDT and Northern Lights Teaching
School Hub

- 98% of schools
- No additional fidelity checks
- Free training
- Accredited materials
- Backfilled Mentor pay
- Ofsted checked provider

Deliver your own
programme, using
DfE accredited
materials

Design and
deliver your own
programme based
on the ECF

Early Career Framework reforms: support for schools

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
	Time off timetable funded for early career teachers and mentors in the second year of induction.		Time off timetable funded for early career teachers and mentors in the second year of induction
	A sequenced two-year programme based on the Early Career Framework		
	Self-directed study materials for early career teachers.		Content defined in the Early Career Framework
	Materials to support mentor sessions designed to reduce mentor workload.		
	Funded training delivered directly to early career teachers by an external provider.		
	Funded training delivered directly to mentors by an external provider.		
	Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable.		

1. DfE funded training provider route
2. DfE-accredited materials to deliver school based programme.
3. Design and deliver your own ECF-based programme.

1. DfE funded training provider route
 2. DfE-accredited materials to deliver school based programme.
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KEY:  Funding attached

Actions for schools...

1

Register for the ECF

Northern Lights
Teaching School
Hub.

Education
Development Trust

2

Register school with Appropriate Body

Northern Lights
Teaching School
Hub

3

DfE Manage Training for Early Career Teachers Service

Register Induction
Tutor and 'Use a
training provider,
funded by the DfE'

4

Once ECT/ mentor
details known:

DfE Manage Training for Early Career Teachers Service

**On-board fully
with NTSH**

September: Induction and ECF begins

What data will you need to provide?

Northern Lights Teaching School Hub ECF

School level registration:

- ECT, Mentor, Induction tutor names and email
- Date of QTS
- Induction started/not.

Registering with EDT:

- ECT Name, email, TRN, date of birth
- Subject and phase
- Working pattern
- Mentor: name, TRN, DOB, role, email

Northern Lights Teaching School Hub Appropriate Body

Existing Schools:

- Register ECTs directly with ECT manager

New Schools:

- Contact the Hub to register your school and nominate an induction lead.
- Register your ECT for induction.

We will confirm the Induction start date with you.

DfE Manage training for early career teachers service

DfE Manage training for early career teachers service

- Induction tutor to provide:
 - Name, email, induction start date, Teacher Reference Number (TRN), date-of-birth.
- TRN and DoB can be supplied directly by the ECT or mentor if needed
- Later in the summer term, we will ask schools to identify which appropriate body they have appointed so we can confirm this with the appropriate body



DfE Portal : Manage Early Career Teachers

education.gov.uk



Terminology

ECT1

An ECT in **Year 1** of Induction and the ECF.

(September 2021 onwards)

ECT2

An ECT in **Year 2** of Induction and the ECF.

DfE's Manage training for early career teachers service



Recommendation!

DfE Manage training
for early career
teachers service

Each school has a single log in



consider using an admin@ log in



so that more than one colleague can enter and maintain data

Same portal.... different starting points!

School position

I have an ECT1 currently - they will be starting Year 2

ECT1



ECT2

I have an ECT1 this year, they will have left me for Year 2

ECT1



0

I have a Year 1 ECT who is moving into Year 2 & I will be having more Year 1 ECTs

ECT1



ECT1 &
ECT2

I will be having a Year 1 ECT but did not have one last year.

0



ECT1

I am getting an ECT1 who started last year elsewhere - they will be starting Year 2

0



ECT2

I don't currently plan to have any ECTs but I want to know what to do in case

DfE service: what has changed?

DfE Manage
training for early
career teachers
service

Important!

Appoint
your AB
early

New !

Induction Tutors *can* now add TRNs and date of birth (rather than ECT/Mentor) to speed up validation!

Schools will need to confirm the Induction start date for ECTs

*This ***should*** be 01/09/2022 for standard September inductions.*

Schools will need to confirm which Appropriate Body has been appointed – late in summer term

Employing an ECT for the first time?

If you are employing an ECT for the first time, you will have **received an email** inviting you to follow a link to the portal:



Dear ACME Primary School,

Are you expecting any early career teachers (also known as NQTs) to join you in the 2022 to 2023 academic year?

Update the DfE here:

<https://manage-training-for-early-career-teachers.education.gov.uk/nominations/start?token=22345678as9fijhgt>

You only need to answer 'yes' or 'no'.

What happens next

If you choose 'yes', we'll guide you to set up your 2-year training programme, following the new statutory requirements.

If you choose 'no', we will not send you any more reminders until the next academic year.

Where to get more help and support

Read our step-by-step guide to find out what's changed this year, and what you need to do:

Do you expect any early career teachers to join your school this academic year?

These are teachers who have finished their initial teacher training. It does not include teachers who started or completed their statutory induction before 1 September 2022.

- ☒ Yes
- ☐ No
- ☐ We do not know yet

Continue

Registering for the first time

Nominate an induction tutor for your school

Your induction tutor will use our online service to:

- choose how your school wants to run your early career teacher (ECT) training programme
- complete the steps needed to set up your programme
- tell us if things change at your school, for example if ECTs join or not
- be our point of contact for your ECT training

Who you can nominate

You should choose the best person to complete these tasks for your school:

- choose the right training provider or study materials
- provide contact information for your ECTs and their mentors
- coordinate training, support and assessment for ECTs

[Read more about the induction tutor role in our guidance.](#)

If you're supported by a MAT (multi-academy trust) or federation, you can choose someone who manages training for a number of schools.

Continue

What's the full name of your induction tutor?

INDUCTION |

Continue

What's INDUCTION TUTOR's email address?

We'll use this address to contact them with more information.

EMAIL@EMAIL.COM

Continue

Induction tutor nominated

What happens next

We'll email this person and let them know you nominated them.

This person is now our contact for ECT training at your school. They can use this service to:

- choose how your school wants to run your ECT training programme
- complete the steps needed to set up your programme
- tell us if things change at your school, for example if ECTs join or not

[Skip to: email that the Induction Tutor receives](#)

DfE Manage Training for Early Career Teachers Service



Induction Tutor will receive an email, with sign-in link:



Recommendation!

- Save the link to your favourites bar
- No password required
- Agree Privacy Policy the first time you sign in.

Schools with ECTs already... confirm your route for next year.

Manage training for early career teachers

Use this service to set up a 2-year ECF-based training programme for your early career teachers (ECTs).

[Read our step by step guidance \(opens in new tab\)](#) to find out what you need to do.

Sign in to this service to tell us:

- how you want to run your training
- which accredited materials or training provider you'll use
- which ECTs and mentors will take part

Your school must complete these steps before your ECTs can start their statutory induction programme.

Tell us about changes at your school

You can also use this service to tell us:

- whether or not you expect to have ECTs join your school
- that you want to use a
- and delivering your ow



0:02 / 5:00
Recording Screen 1

Start now →

How do you want to run your training in 2022 to 2023?

If you're not sure which option to choose, [check our guidance on statutory changes and new training programmes](#).

You can also contact your [appropriate body](#).

- ☐ Use a training provider, funded by the DfE
- ☐ Deliver your own programme using DfE accredited materials
- ☐ Design and deliver your own programme based on the Early Career Framework (ECF)
- ☐ We do not expect any early career teachers to join

Continue

Select 'Use a
training provider,
funded by the DfE'
for the EDT / NLTSH
Route

You've submitted your training information

Academic year
2022 to 2023

What to do next

You need to:

- choose one of the 6 DfE-funded training providers as soon as possible
- tell us each ECT and mentor's name and email address as soon as possible
- have an appropriate body in place

[Read our guidance \(opens in a new tab\)](#) to find out how to complete these steps.

You do not have inform the DfE of the training provider.
Contact NLTSH to register your new ECTs.

Schools adding ECT1s and ECT2s...

Manage your training

2022 to 2023

2021 to 2022

How to set up training for 2022 to 2023

You can do this later if you do not have the information you need

We need to know if:

- your school expects any ECTs in the next academic year
- you plan to change how you run training for any new ECTs

You can change your answers later if you need to.

It should only take a few minutes to get set up.

Start now

Are you planning to change your current training provider?

Your DfE-funded lead provider

Ambition Institute

Your delivery partner

Kings College London

Read our guidance to [check your options \(opens in new window\)](#).



Yes



No

Continue

You've submitted your
training information

Academic year
2022 to 2023

If you only have an ECT1
rolling to ECT2, no further
action is needed

DfE advice: **stay**
with your current
provider to
complete the 2 year
programme

Or: use the portal to add
new ECT or mentor details

Adding new ECTs and Mentors...

Manage your training

2022 to 2023	<u>2021 to 2022</u>
Length of induction	2 years
ECTs and mentors	0 Add
Induction tutor	Hugo Furst Change
Programme	Training provider, funded by the DfE Change
Training provider	Ambition Institute
Delivery partner	Kings College London

Click 2022/2023 for ECTs **STARTING** induction in September

ECTs and mentors – click **Add**

Adding new ECTs joining you...

Who do you want to add?

- ☐ A teacher transferring from another school where they've started ECF-based training or mentoring
- ☐ A new ECT
- ☐ A new mentor

Continue

A new ECT
STARTING induction in
September

What's this person's full name?

full name

Continue

Do you know full name's teacher reference number (TRN)?

We need this to confirm they're eligible for this programme. Adding it now will help us do this more quickly.

If you do not know it, we'll ask full name to tell us instead.

☒ Yes ☐ No

Continue

What's full name's email address?

You can enter their personal or school email address.

email@email.com

Continue

Will speed up
validation if you
can add this

Email account
linked to the
EDT Dashboard

Continued...

When do you expect full name to start their induction programme?

You'll be able to add Autumn 2022 starters from May. We'll email schools as soon as the new term is added.

- ☐ Spring 2022
- ☐ Summer 2022
- ☒ Autumn 2022

Continue

3 starting points
each academic year

Who will full name's mentor be?

You can tell us this later if you're not sure.

- ☐ Jane Doe
- ☐ James Doe
- ☐ Kate Lloyd
- ☒ Assign a mentor later

Continue

Mentors currently
registered with the
school listed **or**
Assign later

What's full name's induction start date?

This is the date when the ECT's induction programme formally starts. This may be different to their contract start date.

For example, 14 9 2022

Day Month Year

1 9 2022

Continue

Confirmed by your
Appropriate Body

full name has been added
as an ECT

What happens next

We'll let this person know you've registered them for ECF-based training at your school.

We'll ask them to use this service to tell us their:

- full name
- date of birth
- teacher reference number (TRN) or National Insurance number

We can then confirm if they're eligible for funded ECF-based training.

[View your ECTs and mentors](#)

Details passed to
EDT

When ECTs move schools...

- When an ECT or mentor has started training at another school and is going to be joining your school, an induction tutor can now administer most transfers themselves directly within DfE's Manage training for early career teachers service
- You will need to provide their:
 - Name
 - Email
 - TRN
 - Date-of-birth
 - National Insurance number (optional)
- You will still need to notify your appropriate body

New!

Manage your training

2022 to 2023

2021 to 2022

Length of induction	2 years	
ECTs and mentors	10	Manage
Induction tutor	Hugo Furst	Change
Programme	Training provider, funded by the DfE	Change
Training provider	Ambition Institute	
Delivery partner	Kings College London	

Click 2021/2022 for ECTs who have already **started** induction at their previous school

Continued...

Who do you want to add?



A teacher transferring from another school where they've started ECF-based training or mentoring



A new ECT



A new mentor

Continue

What we need from you

We need to find the right person in our database so we can transfer their record to your school.

To do this, you need to tell us their:

- full name
- teacher reference number (TRN)
- date of birth
- email address (personal or school)
- start date at your school

If your school does not have this information, contact the person directly to ask for it.

Continue

Continued...

Will full name be training with your school's current providers?

Lead provider

Ambition Institute

Delivery partner

Kings College London

☒ Yes ☐ No

Continue

Click **YES**

full name has been registered at your school

What happens next

We'll let full name know you've registered them for ECF-based training at your school.

They'll appear in the 'Moving school' tab on your dashboard until their start date.

We'll contact your training lead provider, Ambition Institute, to let them know that you've reported this transfer. We recommend you confirm this with them directly too.

Continuing induction and ECF-based training

Ask full name or their previous school to provide records of any assessments and progress reviews completed so far.

Ambition Institute will advise how full name should transfer onto their programme.

Contact us if you need to make any changes: continuing-professional-development@northern-lights-teaching-school-hub.co.uk

EDT will receive the new ECT's details

Different starting points - same portal



School position	Actions in portal
I have an ECT1 currently - they will be starting Year 2	Reconfirm training route and same provider
I have an ECT1 this year, they will have left me for Year 2	Inform Northern Lights Teaching School Hub and your Appropriate Body
I have a Year 1 ECT who is moving into Year 2 & I will be having more Year 1 ECTs	Reconfirm training route and same provider. Add new ECT/ mentor for 2022/23
I will be having a Year 1 ECT but did not have one last year	Register on portal Add new ECT/mentor for 2022/23
I am getting an ECT1 who started last year elsewhere - they will be starting Year 2	Add a new ECT in 'Manage Training section' for 2022 to 2023 Indicate: ECT transferring and started ECF Add personal details. Select EDT / Northern Lights Teaching School Hub
I don't currently plan to have any ECTs but I want to know what to do in case	Register on portal that you have no ECTs