



**SOUTH  
YORKSHIRE  
TEACHING  
HUB**

**RECRUITING • TRAINING • DEVELOPING TEACHERS**

**ARE YOU ECF READY?**

# The Challenge

- Over 20% of new teachers leave the profession within the first 2 years
- 33% of teachers leave within the first 5 years



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# Programme

Introduction

What's changing? Implications

Key role of the mentor

Early Career Teacher perspective – sound bites

ECF and SD recruitment

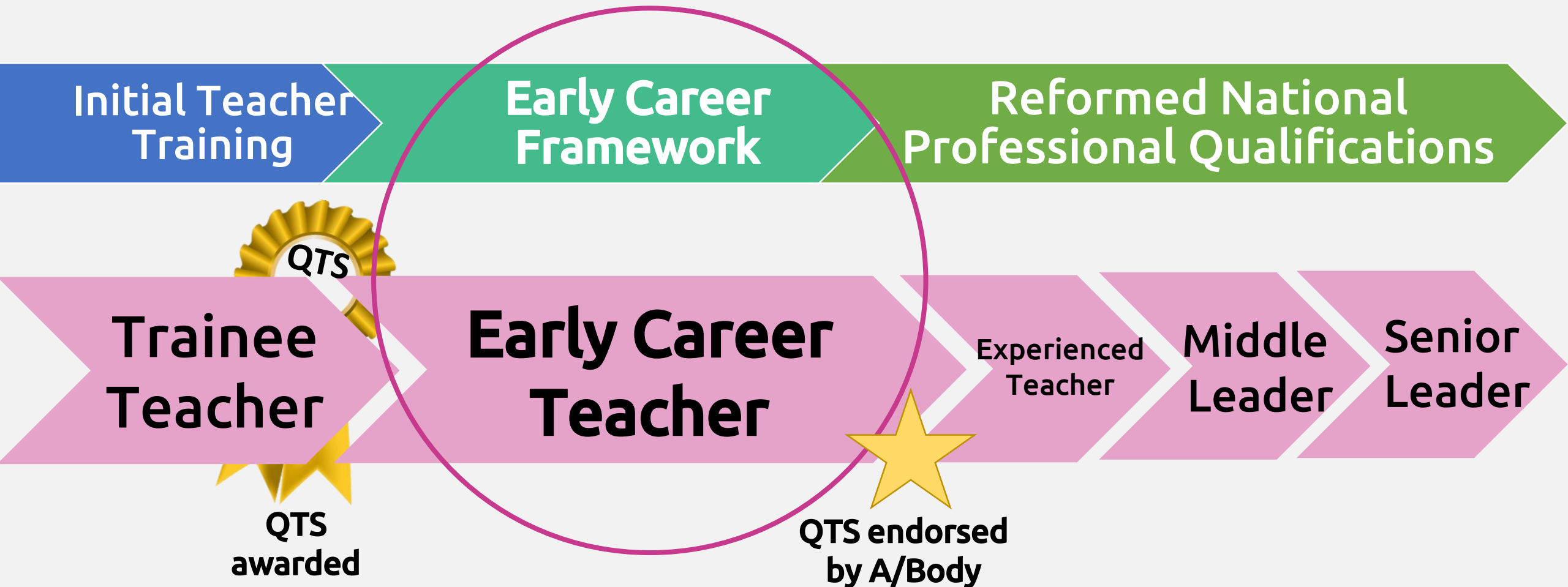
Role of the Hub

Questions



# Early Career Framework reforms

Continued Professional Development



# The Options

- A funded lead programme offering high quality training for ECT's and mentors (full programme)
- Schools drawing on the content of the professionally developed materials to deliver their own ECT and mentor support (core programme)
- Schools designing their own ECT based induction programme, based on the ECF (school programme)



# Funding for national roll-out

- All state funded schools offering statutory induction will receive additional funding to deliver the early career framework reforms
- Funding covers:
  - 5% off timetable in the second year of induction for all ECTs to undertake induction activities including training and mentoring
  - funding for mentors to spend with ECTs in the second year of induction (based on 20 hours of mentoring across the academic year)

Funding (Year 2)	England
Rounded cost per ECT	£1, 200
Rounded cost per mentor	£900
Total	£2,100

This data will be collected through the school workforce census to ensure there is minimal administrative burden for schools. State schools undertaking statutory induction will receive a single payment for their early career teachers and mentors in the summer of the second year of induction.

# Funded provider-led programme

- This programme is funded by the Department for Education
- Providers will be paid directly, so schools will not face any payment burdens
- There will be additional funding for schools using a provider-led programme for the time mentors of early career teachers will spend on the provider-led mentor training. This will consist of 36 hours of backfill time over two years per mentor
- Funding for this programme is in addition to the funding related to time off timetable for early career teachers and their mentors.



# Are you ECF Ready? What's changing? Implications



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# Early Career Framework – what's changing?

	Current Arrangement	From September 2021
<b>Length of support</b>	One year	Two years
<b>Timetable reduction</b>	10% reduced timetable for 1 year	10% reduced timetable in Year 1 5% reduced timetable in Year 2
<b>Content</b>	No defined content	Induction should be based on the Early Career Framework
<b>Role of mentor</b>	Induction Tutor/mentor for 1 year	Access to two years of support from a designated mentor
<b>Assessment</b>	Assessed against Teachers' Standards Three formal assessment points	Assessed against Teachers' Standards Two formal assessment – and regular progress reviews ECF is NOT an assessment tool
<b>Funding</b>		Schools will receive additional funding to deliver ECF based induction
<b>ECT pay</b>	Following first year, teachers can progress up the pay scale	Still be able to progress on pay scale as current arrangements during and after induction
<b>Role of Appropriate Body</b>	Checking new teachers receive statutory entitlements and are fairly and consistently assessed	Checking new teachers receive statutory entitlements and are fairly and consistently assessed and receive a programme of support and training based on ECF

# Implications for the organisation

- Lead Colleague
- Mentor
- Time
- Funding

*...POSITIVE IMPACT*



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# Are you ECF Ready?

## Role of the Mentor



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# Key Role of the Mentor

- The right person is key
- Time is everything
- Using the modules
- Virtual local group sessions
- Working with the ECT
- Appropriate Body
- Help is out there!







Are you ECF Ready?

Early Career Teacher  
perspective

—

sound bites



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# Early Career Teachers

www

- focus on specific areas
- training and materials
- expert colleague
- positive impact

ebi

- time
- EY, KS1, SEND, video clips
- prompt start in the academic year
- link to Appropriate Body



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# ECF and Recruitment



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# ECF and Recruitment

- Perception of a 3 year training and support experience
- Reinforcing the partnership
- Promoting our joint experience of the ECF







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**The Role of the HUB**

# The Role of the HUB

- Select ECF external provider for the region
- Quality Assurance of ECF
- Fulfilling Appropriate Body function





# Are you ECF Ready?

## Questions?

Qs will also be answered via newsletter



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*Thankyou*