



**L.E.A.D.
Teaching School Hub
Lincolnshire**

In partnership with



and Lincolnshire Delivery Partners



**Your guide to the Lincolnshire
Early Career Framework &
Appropriate Body Provision**

'Working in Partnership, achieving the highest outcomes for all'



Introduction

L.E.A.D. Teaching School Hub has been designated as a Teaching School Hub for Lincolnshire. The Hub is working in partnership to deliver high quality support, guidance and services to schools and settings across Lincolnshire with the single aim of developing teachers in the first two years of their career to a high standard, ultimately impacting upon pupils.

The Teaching School Hub is proud to be working with a number of delivery partners including previously designated Appropriate Bodies, to deliver this offer across our region. Many of these partners will be familiar in supporting NQTs throughout their first year of teaching.

As a Teaching School Hub, we are delighted to offer our support for Early Career Teachers (ECTs) through the Full Induction Programme with Education Development Trust (EDT) and through our Appropriate Body (AB) induction services.



Overview

After a challenging year for trainee teachers, it is more important than ever new teachers receive the best possible support at the start of their careers. This change is to indicate the DfE's intention to offer a robust package of training and support which extends on the core content framework (CCF) delivered during ITT programmes, developing into the Early Career Framework (ECF). Both programmes set out an entitlement to new evidence-based support and training over the first three years of an Early Career Teacher's career, as well as funding and support for their mentors.

The Early Career Framework reforms are designed to ensure that Early Career Teachers develop the skills and confidence they need. If your school offers statutory induction, you will need to replace your current induction process and we would suggest the best route would be through offering a DfE approved and fully funded programme of professional development and support.

New for September 2021

The table below lays out the main changes you will see for September 2021.

EARLY CAREER FRAMEWORK REFORMS: WHAT'S CHANGING?

From September 2021, statutory induction arrangements are changing. These new arrangements will **replace** current induction requirements.

	Current arrangement	From September 2021
Length of support	1 year	2 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 assessment points	Marked against Teachers' Standards Two formal assessment points - supported by regular process 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 and are fairly and consistently assessed and receive a programme of support and training based on the ECF

KEY: ECT (Early Career Teacher)



Additionally, as of September 2021, the term NQT (newly qualified teacher) will no longer be used to indicate a teacher that is new to the profession; this will be replaced with **Early Career Teacher** or ECT, referring to a newly qualified teacher in their first or second year of induction. This change is to indicate the DfE's intention to offer a robust package of training and support which extends on the core content framework (CCF) delivered during ITT programmes developing into the Early Career Framework (ECF). Both programmes set out an entitlement to new evidence-based support and training over the first three years of an Early Career Teacher's career as well as support for their mentors.

Early Career Framework (ECF) based training is expected to be embedded as a central aspect of induction; it is not an additional training programme.

What is the Early Career Framework?

The Early Career Framework is the evidence base which underpins this new entitlement for Early Career Teachers' professional development. It sets out what all Early Career Teachers should learn about and learn how to do during the first 2 years of their careers.

Five core areas of the ECF

- **Behaviour Management**
- **Pedagogy**
- **Curriculum**
- **Assessment**
- **Professional Behaviours**




What are our options?

You will have three ECF options:

- L.E.A.D. Teaching School Hub will be offering this fully-funded free of charge programme in partnership with Education Development Trust.
- The School delivers their own training using DfE-accredited materials and resources. This is the Core Induction Programme (CIP). **This package must be 'fidelity checked' (to use a DfE phrase) by the Appropriate Body.**
- The school designs and delivers their own ECF-based induction. **This package must be fidelity checked by the Appropriate Body.**

See below for a matrix to aid your decision-making process

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 (Core Induction programme) 	Deliver my own two year induction programme based on the Early Career Framework 
<p>Time off timetable funded for early career teachers and mentors in the second year of induction</p> <p>A sequenced two-year programme based on the Early Career Framework</p> <p>Self-directed study materials for early career teachers</p> <p>Materials to support mentor sessions designed to reduced mentor workload</p> <p>Funded training delivered directly to early career teachers by an external provider</p> <p>Funded training delivered directly to mentors by an external provider</p> <p>Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable</p>	<p>Time off timetable funded for early career teachers and mentors in the second year of induction</p> <p>A sequenced two-year programme based on the Early Career Framework</p> <p>Self-directed study materials for early career teachers including videos and evidence-based reading</p> <p>Materials to support mentor sessions designed to reduced mentor workload</p> <p>Materials to adapt to deliver further training for early career teachers</p>	<p>Time off timetable funded for early career teachers and mentors in the second year of induction</p> <p>Content defined in the Early Career Framework</p>

Please note, schools are free to select the option that suits them, however the DfE are signposting schools to the Full Induction Package - which we term The Golden Package - accessible via us as your area's Teaching School Hub.

The role of the Appropriate Body

Appropriate Bodies (ABs) will continue to play an important role in statutory teacher induction. As they have always done, ABs will be expected to check that all teachers are receiving their statutory entitlements, and they will continue to have their role in quality assurance and assessment for all teachers.

Schools offering statutory induction to Early Career Teachers will need to register to an Appropriate Body. There is a cost for the AB package of support, and as a Teaching School Hub, we are able to offer both the AB and the ECF service. This golden package of support allows us to offer a 'one stop shop' for new entrants to the profession. This package will include access to the fully funded ECT programme in partnership with Education Development Trust alongside the AB service and package of support.

It is statutory that all Early Career Teachers have access to an ECF/ECT package and are registered with an Appropriate Body.

From September 2021, the AB role is expanding to reflect the expectation that every new teacher has access to an ECF based induction. ABs will be expected to check that teachers are receiving a programme of support and training based on the ECF, alongside the other quality assurance checks that they do. The DfE is referring to this as “**ECF-fidelity checking**” - ie checking that an induction programme is faithful to the ECF.

The AB role, and the level of fidelity checking, will vary depending on the induction route a school has chosen:

- i. For schools who have enrolled on the provider-led programme, the AB does not need to carry out fidelity checks. This is because the providers of the programme will be subject to separate quality assurance through Ofsted and contract management to ensure their training provides fidelity to the ECF. **This is referred to as the Full Induction Programme (FIP).**
- ii. Where schools choose to deliver the high quality DfE materials or design their own induction programme using the ECF, the AB will be expected to check that the support and training being provided is faithful to the ECF and that all parties have sacrosanct time set aside in order for the programme to be delivered as intended. **This is referred to as the Core Induction Programme (CIP) or the school-based programme.**





Our Golden Package of support:

We believe this is the best or 'clearest' package for schools and MATs, delivered in partnership with the L.E.A.D Teaching School Hub and Education Development Trust.

It simplifies and streamlines procedures, saving schools time and resources, and gives settings total assurance that the AB and ECT responsibilities are fully covered and supported. It also gives schools additional support and services exclusive to L.E.A.D. Teaching School Hub and its partners.

Our Golden Package gives you:

- Access to the fully funded DfE Early Career Teacher programme (in partnership with the DfE approved provider Education Development Trust) for the duration of the induction phase
- Access to our Full Appropriate Body (AB) service

AND it also includes a range of additional support exclusive to L.E.A.D. Teaching School Hub including:

- Additional subject/phase specific support
- High quality Mentor support as detailed below
- ECTs and Mentors become part of the Teaching School Hub and its partners network, with collaboration opportunities

Our support is designed to support schools in the revised ECF induction based process and enable all ECTs to be clearly assessed against the Teachers' Standards

Our fully funded ECT programme

This programme meets the DfE statutory ECT framework and each school must offer an ECT programme of support as of September 2021. L.E.A.D. Teaching School Hub Lincolnshire is working in partnership with **Education Development Trust**, a DfE accredited Lead Provider.

Education Development Trust

Overview: the Early Career Framework programme is designed to fit in with the day-to-day realities of supporting new teachers.

It is structured to help Early Career Teachers integrate theory, practice and feedback.

Year 1

Rooted in research and expertise and backed by a range of tailored resources, year one of the programme consists of six modules covering the following topics:

- Establishing a positive climate for learning
- How pupils learn: memory and cognition
- Developing effective classroom practice: teaching and adapting
- The importance of subject and curriculum knowledge
- Assessment, feedback and questioning
- A people profession

Totalling 36 hours training and support

Year 2

In year two, teachers will:

- Embedding a positive culture for learning
- How pupils learn: making it stick
- Enhancing classroom practice: grouping and tailoring
- Revisiting the importance of subject and curriculum knowledge
- Deepening assessment, feedback and questioning
- Continuing your professional development

Totalling 20 hours of support and training

Our Mentor support and training

As part of this Golden Package we offer mentors:

- A full induction to prepare Induction Tutors for their Appropriate Body role
- Support with the completion of paperwork in line with the Appropriate Body time frames
- Subject/age phase specific support
- One dedicated point of contact with a Teaching School Hub partner

Mentors will receive training to develop skills in:

- Assessing teacher progress
- Providing effective feedback
- Using deliberate practice to accelerate progress
- How to provide further challenge to high-performing Early Career Teachers

Mentors will learn new mentoring and coaching techniques, enabling them to strengthen essential skills that they can use throughout their careers.

Specialist training and support will ensure each mentor is confident in their knowledge of the Early Career Framework and develops their mentoring skills so that the ECTs they work with get the very best from the Programme.

These highly skilled mentors will become the primary source of support and challenge to ECTs. As well as face-to-face sessions to develop knowledge and skills in mentoring (aligned to the Mentor Standards), mentors will also attend regular peer-coaching sessions to discuss progress and challenges with a 'buddy' mentor.

The L.E.A.D. Teaching School Hub Appropriate Body package:

- Registration and monitoring of progress of the ECT as the AB and ECF provider, including reporting to the Teacher Regulation Agency (TRA)
- Making decisions on the outcome of statutory induction for the ECT
- Monitoring of ECT and ECT Mentor engagement on the ECF Programme
- Provision of all paperwork for monitoring, supporting and recording of outcomes
- Timely communication with ECT updates for both the AB and the ECT programme
- Giving advice where ECTs are at risk of failure and advising on appropriate support packages for the ECT
- Providing advice and guidance on the induction of ECTs
- Quality assurance of assessment forms, against the Teachers' Standards
- Email and telephone support for ECTs, Induction Tutors and Mentors and assistance in planning additional targeted support and intervention, including onsite visits, when an ECT's progress is causing concern
- Access to up-to-date guidance documents
- Induction Tutor Training
- ECT Induction session
- A school visit when appropriate
- A dedicated point of contact within the Teaching School Hub for all AB and ECF needs
- Opportunities to build networks

Costs

Appropriate Body Services	Cost over 2 years	Includes
Golden Package of support on the Full Induction Programme with AB services	£340	<ul style="list-style-type: none"> • Full Induction Programme with Full Appropriate Body Support Services, support, advice and guidance. • Refer to the previous pages for detail
Core Induction Programme with AB services	£425	<ul style="list-style-type: none"> • Fidelity check before the start of the induction period by the AB. • AB registration • Schools to provide detailed breakdown of the programme for years 1 and 2 showing how the ECF statements are sequenced for the induction period. • Additional observation(s)/quality assurance of ECF core induction programme throughout the two years. • Additional support for ECTs not meeting Teacher/Induction Standards
Design your own/ School-based Induction Programme with AB services	£950	<ul style="list-style-type: none"> • AB registration • Fidelity check before the start of the induction period by the AB. <p>CHECKS TO ENSURE:</p> <ul style="list-style-type: none"> • ECTs and Mentors receive a programme of support and training based on the ECF induction programme • The induction's design covers the evidence-based statements in the ECF • ECTs have received planned elements of the induction. • Checks to ensure the materials and sessions are in line with the statutory guidance for induction and meet the ECF standards. • Ensure ECTs fairly and regularly assessed through collection of monitoring reports and formal assessment points at the end of year 1 and 2 of induction and at interim points. • Additional observation(s)/quality assurance of ECF school-designed programme throughout the two years. • Schools to provide detailed breakdown of the programme for years 1 and 2 showing how the ECF statements are sequenced for the induction period year. <p><i>NOTE: ABs will be expected to check in a greater level of detail where schools have opted to design their own school based programme due to the greater risk that a school based induction could diverge from the ECF when DfE accredited materials are not used as the basis for an induction programme. 'DfE April 2021'</i></p>
NQTs who have already started their induction pre September 2021	£100 per assessment point	AB services provided against the AB framework prior to September 2021. These NQTs will follow the statutory induction guidance for NQTs, last revised in April 2018.

Register:

To register your ECT, please register here:

<https://portal.educationdevelopmenttrust.com/expression-of-interest>

To sign up to AB services :

Email: ects@leadshub.co.uk

The ECF/ AB Team

We are proud to be working in partnership with a number of organisations to support the delivery of the Appropriate Body and Early Career services across Lincolnshire. The following partners may be familiar due to their significant role in NQT and AB provision throughout the region over a number of years.



Jo Fieldsend



Denise Parker



Lauren Nicoll



Andy Chisholm



Sarah Robertson



Ellie Hextall

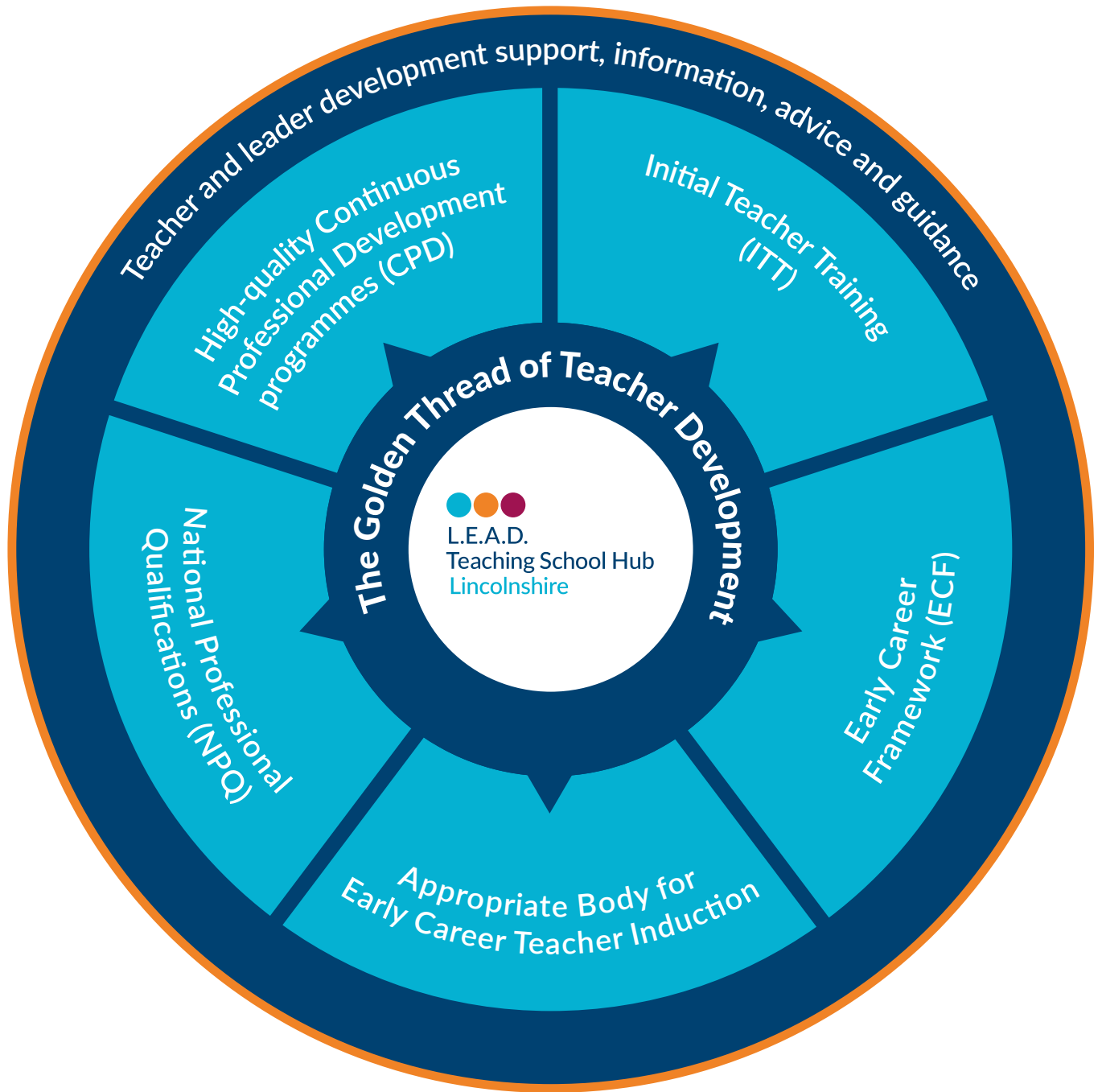


Stacey Williams

Webinar recording

To listen to the short 'webinar recording' which brings this information to life, please click [HERE](#) to access it.

An Overview of the Teaching School Hub





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