



2022
2024

ECT Hampshire⁺⁺⁺
Advantage

The comprehensive Hampshire
programme for all Early Career Teachers

Understanding the changes

In September 2021 the statutory two-year induction period began for Early Career Teachers (ECTs). The changes associated with early career teachers were being brought about to strengthen recruitment and retention within the profession and to further build capacity at the mentor level, recognised as a critical role for the successful transition of individuals from initial training into early career stage and beyond.

Hampshire is proud to be involved with teachers at all stages of their career and is responsive to training and development needs. We strive to support teachers to provide quality-first teaching consistently in order that pupils across the county receive an excellent education experience.

The context

To successfully complete induction as an Early Career Teacher, the Teachers' Standards must be met independently and over a significant period of time. To support ECTs in achieving this, all schools must now ensure the ECTs have access to a two-year programme of training based on the Early Career Framework (ECF) with regular mentoring. The ECF covers 5 areas:

- + behaviour management;
- + pedagogy;
- + curriculum;
- + assessment;
- + professional behaviours.

In year two schools will receive additional funds to support ECT development.

Schools will be able to select one of three approaches:

- 1 Access training from a funded provider for both teachers and mentors (full)
- 2 Use the ECF programme content directly to deliver their own professional development (no extra funding provided) (core)
- 3 Schools design and deliver their own career and mentor framework based on the ECF (no extra funding provided) (school-led)

Hampshire is delivering its funded ECF training with Ambition Institute, one of the largest national providers and this can continue to be complemented by our own high-quality training which goes beyond the Early Career Framework provision and includes highly rated key aspects of the current programme that are not built into the new statutory offer.

Hampshire piloted the materials with Ambition Institute in 2020-21 and delivered the programme in 2021-22. This provided the opportunity to use the materials and contribute to the national rollout from September 2021.

We know from headteacher and delegate feedback that our longstanding bespoke Hampshire package is highly valued and so to ensure that all ECTs continue to benefit from it, we will be continuing to offer the Hampshire provision alongside the funded provision at all phases.

This will be modified to complement the ECF training in both its themes and timing and ensure there is a complete and blended training and development package over two

years of induction. Whilst the ECF will provide a high quality grounding in key themes, this aspect of our offer will enable the deeper exploration of these themes as well as bespoke input on aspects of our current programme that are not part of the statutory ECF provision.

ECTs will have the capacity to engage and implement this training in an appropriate staged approach.

Although there is substantive change to the training provision, the role of the appropriate body in undertaking quality assurance, ensuring that schools are meeting the requirements of the induction period and that monitoring, support, assessments and guidance are fair and appropriate, will not significantly change.



The Hampshire Advantage offer provides you with the opportunity to access the following three strands:



Hampshire Assure
Appropriate body function



Hampshire Align
National approved training programme



Hampshire Advance
Hampshire bespoke package

Whilst each of these strands stands alone and can be purchased independently, together they provide a fully complementary package to enable schools to meet all needs in respect of early career teachers – the Hampshire Advantage.

Details on the strands



All schools are statutorily required to appoint an appropriate body to undertake quality assurance in respect of the induction provision.

Alongside training for induction tutors within school to ensure that the process of induction is clear, Hampshire's appropriate body supports schools to navigate the paperwork associated with induction, through access to an online platform and best practice resources. Advice and guidance is available to schools in respect of induction regulations and guidance on concerns over progress. Schools not undertaking the full induction route for the Early Career Framework will be subject to an additional fidelity check charge in accordance with national guidance.

Hampshire Assure is provided through Education Personnel Services in partnership with HIAS – this unique blend enables schools to benefit from expertise and guidance from schools HR practitioners, complemented with support from school improvement professionals in the moderation and training.



The Hampshire Advantage option provides schools with access to the national programme. Working in partnership with Ambition Institute, HIAS staff will deliver the Early Career Teacher Programme. This statutory training for ECTs, drawing on the Early Career Framework, provides a programme that includes manageable, carefully selected self-study and practice materials for mentors and ECTs in school. This is delivered through an online platform and includes one-day conferences and termly one-hour clinics. In addition, coaching sessions are offered to mentors to enable them to successfully support the ECT through induction. The programme will be delivered by phase specialists for primary and secondary.

Our Advance option provides additional bespoke programmes, based on the core programme of CPD that has historically been highly valued by Hampshire schools at all phases. For ECTs in primary and primary special schools a developmental programme is available over the two-year period with a blended model of full day and shorter sessions, bringing ECTs together in local areas to support them in building a professional network of colleagues in schools nearby.

At secondary there is subject specific training, with six sessions over two years which will develop their knowledge of strong curriculum planning and delivery, and support the development of effective practitioners. The sessions will also enable colleagues to build their professional networks.

These programmes allow ECTs to build their own professional network at an early stage in order to liaise outwardly from their own school to critically reflect and develop. Hampshire personnel, who have in-depth knowledge of local contexts and the schools in which the ECTs work, also use this experience alongside their teaching and learning expertise to deliver a bespoke practical training programme.

In each phase and within the Appropriate Body, there are dedicated highly experienced personnel who can help at any stage of the induction period. Hampshire know the benefits this provides and commit to ensuring the ready responsive nature of how we work with you mitigates problems, is solution driven and enables you to benefit from our extensive detailed work with all schools we work with.

In signing up to all three elements through Hampshire Advantage you will not only continue to receive the excellent Appropriate

Body provision and training that you expect and know that Hampshire delivers well, but will also meet the new requirements of statutory induction in a manner that ensures you, your mentors and ECTs benefit from the process in order to be resourceful, highly skilled with the knowledge and understanding to be demonstrably effective and reflective as teachers.

We believe that beginning a teaching career with the excellent training Hampshire provides is a firm foundation to enjoy being a lifelong teacher. The investment we make into Early Career Teachers and the continuing professional development on offer makes a significant difference to career longevity and the drive to continue to work in schools in Hampshire.

We look forward to working with you throughout induction of your Early Career Teachers.

Programme costs



Hampshire Assure offers you friendly, tailored advice on supporting your ECT and helps you meet your statutory obligations. We are contactable during normal office hours including through school holiday periods, via phone and email. You will also have access to ECT Manager – the user-friendly online system - to manage your ECTs through each phase of their Induction. Supportive moderation visits will be carried out on a sample basis each year and are included in the cost.

£ The service will be charged at **£150 per ECT per year.**

Please note that an additional charge for a 'Fidelity Check' will be made if your school is not offering the ECF via the Full Induction Programme. Charges for a Fidelity Check (per ECT cohort) will be:

Core	
End of year 1	£370
End of year 2	£130
Total	£500

School-led	
End of year 1	£600
End of year 2	£350
Total	£950



There is no charge for receiving the ECF through Hampshire Align.

You will confirm programme participation (with Hampshire and Ambition) to the DfE. The HIAS delivery cost will be reimbursed directly to Hampshire from Ambition.

The HIAS Advance offer complements and extends the statutory ECT training by providing greater depth to professional development, focusing on developing the expertise of new teachers and growing their confidence towards becoming strong and positive practitioners by the end of year 2.

Primary and Special ECT-Advance

The offer for primary schools complements and extends the statutory ECT training by providing greater depth to professional development, focusing on developing the expertise of new teachers and placing the national programme into a local context. ECTs will have the opportunity to develop networks with other ECTs and to work with range of inspectors and advisers from across the education profession. The programme will support teachers in developing the skills and knowledge to become expert practitioners who are ready to lead within and beyond their own classrooms.

In addition, for ECTs in special schools there are bespoke sessions focused on meeting complex needs and excellence in practice. There will be an additional charge for these sessions.

The programme will include a combination of full and half days. The programme sessions are costed as below, and costs will be split over three financial years.



Subscription:	£520
SLA:	£265
Full:	£625

Secondary and Special ECT-Advance

The offer provides specialist subject advice and guidance covering planning, subject specific pedagogy, assessment, national thinking, strong Key Stage 3 development, and Key Stage 4 support. It also provides the opportunity for colleagues to forge links ahead of joining the Hampshire professional subject networks.

In addition, for ECTs in special schools and Education Centres there are bespoke sessions focused on meeting complex needs and excellence in practice. There will be an additional charge for these sessions.

Subjects supported are:

English, Mathematics, Science, History, Geography, Religious Education, Art, Design Technology, Computing, Music, MFL and PE/Dance.

Six half-day sessions costs below are per subject and charges will be split over three financial years.



Subscription:	£530
SLA:	£445
Full:	£635

The Hampshire Advantage Programme

The tables below illustrate how Ambition's ECF programme delivered via Hampshire Align blends with the Hampshire Advance programme of professional development for Early Career Teachers. In addition to this, Hampshire Assure will support Induction Tutors in their role to ensure light touch reviews are undertaken each term, with formal assessments of the Early Career Teacher at the end of year 1 and year 2.

The delivery of the programme remains subject to confirmation but expected to be similar to that outlined below.

	Year 1 2022-2023	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Early Career Teacher	Ambition ECT Programme Hampshire Align	Conference 1	Clinic 1	Conference 2	Clinic 2	Clinic 3	
	Primary & Primary Special CPD Programme Hampshire Advance		Session 1 Full day		Session 2 Full day		Session 3 Full day
	Secondary & Secondary Special CPD Programme Hampshire Advance				Session 1	Session 2	Session 3
Mentor	Ambition ECF Mentor Development Hampshire Align	Conference 1	Coaching Session 1 Clinic 1		Clinic 2	Coaching Session 2	Conference 2
Tutor	Induction Tutor Review and Assessment Hampshire Assure		Progress Review		Progress Review		Formal Assessment

	Year 2 2023-2024	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Early Career Teacher	Ambition ECT Programme Hampshire Align	Conference 3	Clinic 4	Clinic 5			Clinic 6
	Primary & Primary Special CPD Programme Hampshire Advance		Session 4 Half day		Session 5 Half day		Conference Full day
	Secondary & Secondary Special CPD Programme Hampshire Advance	Session 4		Session 5		Session 6	
Mentor	Ambition ECF Mentor Development Hampshire Align		Coaching Session 3				
			Clinic 3				
Tutor	Induction Tutor Review and Assessment Hampshire Assure		Progress Review		Progress Review		Formal Assessment