



The comprehensive Hampshire programme for all Early Career Teachers

Welcome.
The briefing will start promptly at 2pm.



Early Career Teachers 2021-2023

- The national context
- The Hampshire offer
- Questions to consider and decisions to be made

	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

The national context

- Timetable reduction
IN ADDITION TO PPA

'This time off timetable should be used to specifically enable ECTs to undertake activities in their induction programme'

- Funding

ECT funding (Y2)	England (exc. London areas)	Inner London areas	Outer London areas	Fringe areas
	£1,200	£1,500	£1,400	£1,300

Mentor funding (Y2)	England (exc. London areas)	Inner London areas	Outer London areas	Fringe areas
	£900	£1,100	£1,000	£900

- Pay and contracts

The national context

Content

Induction should be based on the Early Career Framework

The ECF Programme

- behaviour management
- pedagogy
- curriculum
- assessment
- professional behaviours

National Providers

- Ambition Institute
- Best Practice Network
- Capita
- Education Development Trust
- Teach First
- USL Institute of Education

I want to...	Use a training provider to support meeting the new statutory induction requirements (Full Induction Programme)  PROVIDER	Deliver my induction programme in my own school using high quality materials and resources , accredited by the DfE (Core Induction Programme)  IN SCHOOL	Design my own two year induction programme based on the Early Career Framework  IN SCHOOL
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-  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.
-  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.

-  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 including videos and evidence based reading
-  Materials to support mentor sessions designed to reduce mentor workload
-  Materials to adapt to deliver further training for early career teachers

-  Time off timetable funded for early career teachers and mentors in the second year of induction
-  Content defined in the [Early Career Framework](#)

The national context

- Role of the Appropriate Body
 - Monitoring of support
 - receiving statutory entitlements
 - fidelity checks (new)
 - Monitoring of assessment
 - AB makes the final decision as to whether the ECT has met the Teachers' Standards, based on HT recommendation

'A TSH that is an accredited ITT provider cannot be the appropriate body for an ECT for whom it recommended that the award of QTS should be made. A TSH cannot be the appropriate body for an ECT whom it employs, or who has served any part of their induction at that school.'

(Appropriate Bodies Guidance March 2021)

The national context

Role of the induction tutor – monitoring, support and coordination of assessment

- *2.41 The induction tutor is expected to hold QTS and have the necessary skills and knowledge to work successfully in this role and be able to assess the ECT's progress against the Teachers' Standards. This is a very important element of the induction process and the induction tutor must be given sufficient time to carry out the role effectively and to meet the needs of the ECT. The induction tutor will need to be able to make rigorous and fair judgements about the ECT's progress in relation to the Teachers' Standards. They will need to be able to recognise when early action is needed in the case of an ECT who is experiencing difficulties. It may, in some circumstances, be appropriate for the headteacher/principal to be the induction tutor.*

Role of the mentor – provide regular mentoring

- *2.42 The mentor is expected to hold QTS and have the necessary skills and knowledge to work successfully in this role. Mentoring is a very important element of the induction process and the mentor is expected to be given adequate time to carry out the role effectively and to meet the needs of the ECT. This includes attending regular mentoring sessions and mentor training where appropriate.*

Ref: Induction for ECTs, Statutory Guidance March 2021

The national context

The challenge for small primary schools

The mentor and the induction tutor are two discrete roles with differing responsibilities and it is expected that these roles should be held by different individuals.

In exceptional circumstances it may be necessary for the headteacher to designate a single teacher to fulfil both roles, which may be the headteacher/principal themselves.

Where this is the case the headteacher should ensure that the induction tutor understands that they are fulfilling two discrete roles and that adequate safeguards are put in place to ensure that the mentoring support offered to the ECT is not conflated with assessment of the ECT against the Teachers' Standards.

The national context

Subject leadership

Statutory requirements include:

- Not making unreasonable demands on the ECT
- No additional non-teaching responsibilities without the provision of appropriate preparation and support

Decisions about subject leadership must be informed by the needs of the ECT

The paperwork

Hampshire Induction Manager *New formats - effective, efficient & reduce workload*

To be uploaded onto NQT Manager

- Assessments in terms 3 and 6
- Professional progress reviews in terms 1, 2, 4, 5 (*replaces current half termly professional review meetings*)

To be maintained in school

- Lesson observations and ECTs self evaluation of these
- Professional development plan – the ECT's personal action plan
- Weekly notes of CPD and meetings with mentor – brief record
- Teachers Standards record of evidence tracker

Fidelity Checks

Induction type	Induction checks required?	ECF fidelity checking required?
Full Induction Programme	Yes	No
Core Induction Programme	Yes	Yes
School based programme	Yes	Yes

The Hampshire Offer



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.



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 through access to an online platform and best practice resources, supports schools to navigate the paperwork associated with induction 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.



Hampshire Advantage is working with Ambition Institute to provide 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 three one-day conferences and half termly one-hour clinics. In addition, coaching sessions are offered to mentors to enable them to successfully support the ECT through induction.

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 over the two-year period provides a 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.

Year 1 2021-2022		Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Early Career Teacher	Ambition ECT Programme	Conference 1	ECT Clinic 1	Conference 2	Clinic 2		Clinic 3
	Hampshire Primary & Primary Special CPD Programme		Session 1 Full day		Session 2 Full day	Session 3 Full day	
Mentor	Ambition ECT Mentor Development	Conference 1	Coaching Clinic 1		Coaching Clinic 2		Conference 2

Year 2 2022-2023		Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Early Career Teacher	Ambition ECT Programme	Conference 3	Clinic 4	Clinic 5		Clinic 6	
	Hampshire Primary & Primary Special CPD Programme		Session 4 Half day	Session 5 Half day	Session 6 Half day	Conference Full day	
Mentor	Ambition ECT Mentor Development	Conference 1	Coaching Clinic 3				

The Hampshire Offer

Costs

- AB – SLA – no longer per pupil charge regardless of ECT or not. Charge made based on ECTs at school
- National Programme – fully funded
- Hampshire CPD Programme – no more than current programme and charged over 3 financial years

Questions to be answered

- Are you planning to employ an ECT?
 - Who provided their ITT?
 - Which AB will you use?
 - Which teachers are suitable to be
 - Induction tutor?
 - Mentor?
- Are you planning to
 - Use a national training provider for the ECF programme?
 - Deliver the core induction programme yourself in school?
 - Use the materials from the ECF to create your own induction programme in school?
- How will you ensure your ECTs receive induction support for their local context?

Actions

- Make the time to read through the ECF – it is really helpful!
- Register with the DfE online service for ECTs (email sent directly to schools).
- If you are planning to use Hampshire Advantage decide which elements you require. Brochure with booking information and final costings coming to schools in next fortnight.

References

[Early career framework reforms: overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Early Career Framework \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

[Statutory Induction Guidance 2018 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

[Teacher recruitment and retention strategy - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Contacts



lisa.hollier@hants.gov.uk



rebecca.kingsland2@hants.gov.uk



jenny.jones3@hants.gov.uk

rebecca.kingsland2@hants.gov.uk

ECT Hampshire Advantage⁺⁺⁺

ECT Hampshire Advantage | **Assure**
Quality assured provision for early career teachers

ECT Hampshire Advantage | **Align**
Delivering the early career framework for teachers

ECT Hampshire Advantage | **Advance**
Professional development for early career teachers

2021
2023

ECT Hampshire Advantage⁺⁺⁺
The comprehensive Hampshire programme for all Early Career Teachers

 Hampshire County Council

[hants.gov.uk](https://www.hants.gov.uk)