



Briefing for Headteachers and Induction Tutors

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Teachers are the foundation of the education system – there are no great schools without great teachers. Teachers deserve high quality support throughout their careers, particularly in those first years of teaching when the learning curve is steepest.

DfE guidance - April 2025

[Early career teacher entitlement - GOV.UK](#)

The term 'early career teacher entitlement (ECTE)' replaces 'ECF based training and induction' from September 2025



Guidance

Early career teacher entitlement

Published 22 April 2025

Applies to England

Early Career Teacher Entitlement (ECTE)

ECTE is a two-year programme that supports ECTs when they start their teaching career. It is designed to:

- develop their professional skills
- provide them with the knowledge and skills to meet the Teachers' Standards.

It includes:

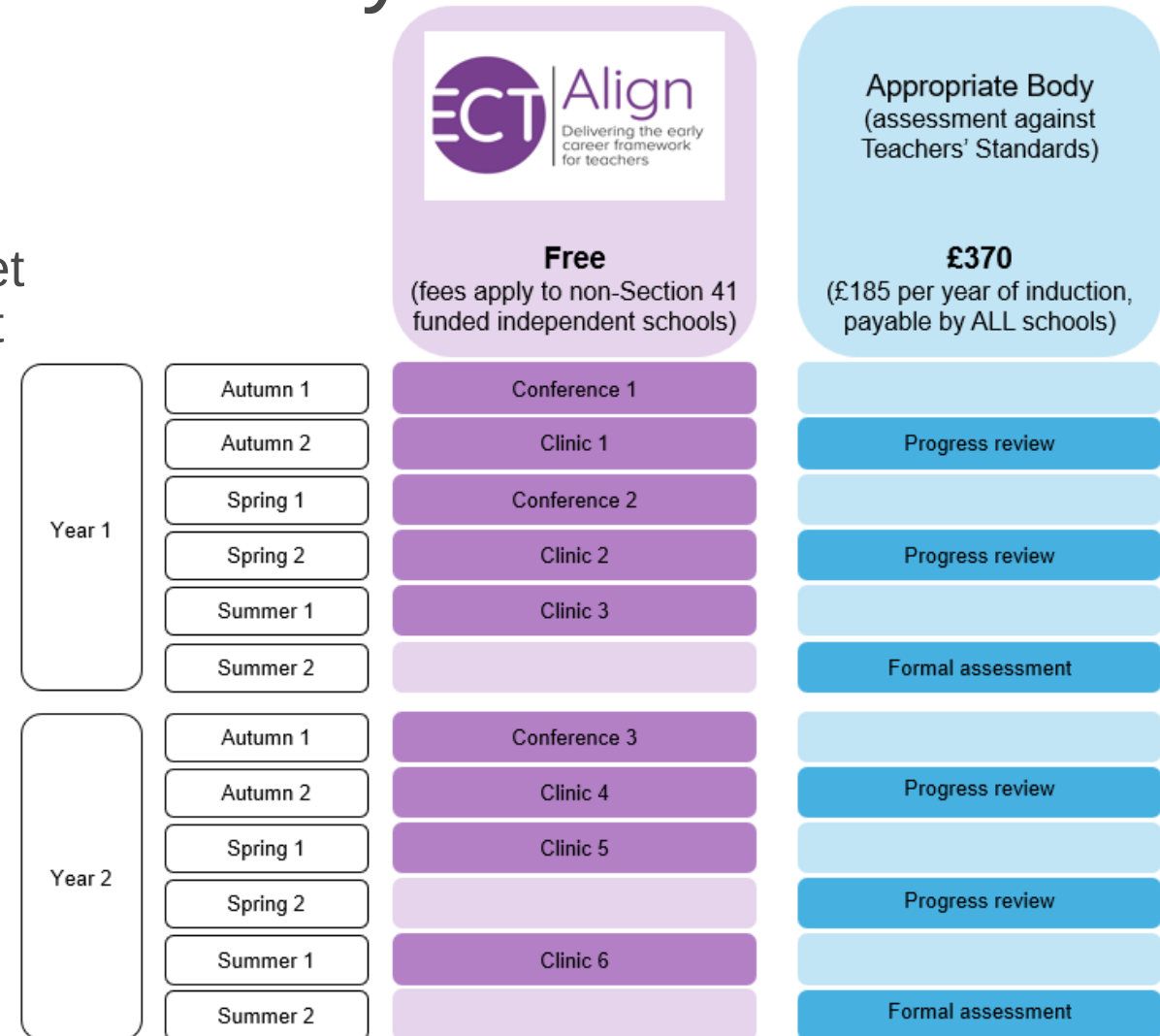
- a training programme for ECTs
- mentor support for ECTs
- a training programme for new mentors
- time off timetable for ECTs and mentors
- regular progress reviews and two formal assessment for ECTs against the Teachers' Standards.

ECT Align and the Appropriate Body

Teaching School Hubs (TSHs) now provide all Appropriate Body (AB) services to schools.

ECT Align and the AB operate independently yet in tandem to fully support ECTs during their first two years of teaching.

Your training provider and AB can be different.





In collaboration with Ambition Institute,
HIAS continue to offer our **fully funded** training programme for ECTs
ECT Align

Why choose ECT Align?

Tailored support: our two year programme is designed to provide ECTs with the additional support they need at the start of their career, ensuring a smooth transition from initial teacher training to the early career stage and beyond.

Mentor excellence: we recognise the critical role of mentors in an ECTs professional journey. Our programme builds capacity at the mentor level, ensuring ECTs receive the guidance and support necessary for success.

Commitment to quality: Hampshire is dedicated to supporting teachers at all stages of their careers. We strive to ensure that every pupil across the county receives an excellent educational experience through quality first teaching.

ECT Align 2025-27

Building on the success of the existing programme, and incorporating feedback from participants, Ambition Institute have made significant improvements to the programme:

- improved curriculum structure for ECTs
- updated event schedule to provide more targeted support throughout the programme
- self study tailored to the needs of ECTs through improved diagnostic tools
- increased subject and phase specific exemplification
- higher pitched content, building on knowledge gained during ITT
- ECT self study fortnightly throughout the programme
- the option of pastoral coaching within planned coaching cycles
- new one year training programme for mentors
- new way to access online content and resources – MyECT.

ECT Align 2025-27 – the ECT programme

10% release time in first year

5% release time in second year

Funded by the DfE

The programme supports ECTs in mastering the essential aspects of teaching through four key strands:

1. curriculum and assessment
2. behaviour
3. instruction
4. professional practice.



Self-study

Events

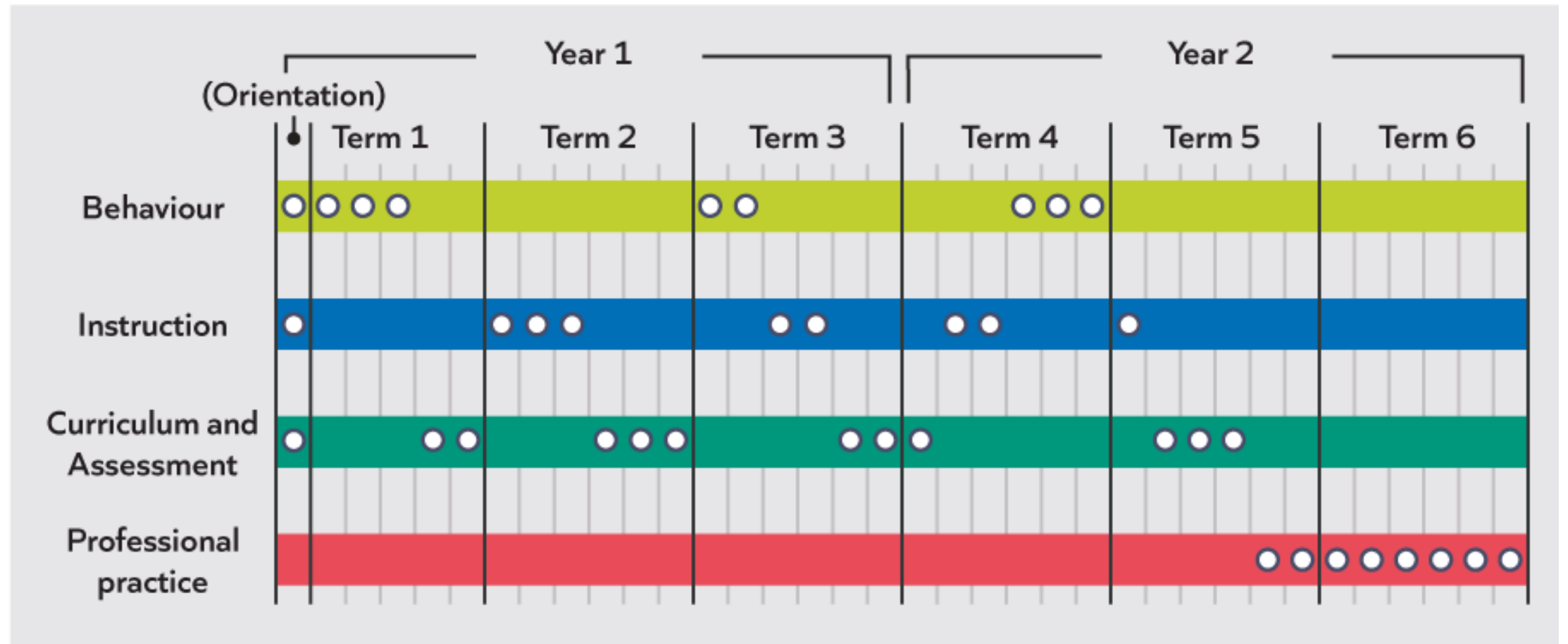
Coaching

Self study

Fortnightly self study schedule over two years with a termly theme

Year 1	Autumn	Creating the enabling conditions for learning
	Spring	Introducing pupils to new knowledge
	Summer	Enabling pupils to engage in high quality practice
Year 2	Autumn	Increasing challenge for pupils
	Spring	Working in education
	Summer	Reflecting, revisiting and embedding good teaching practices

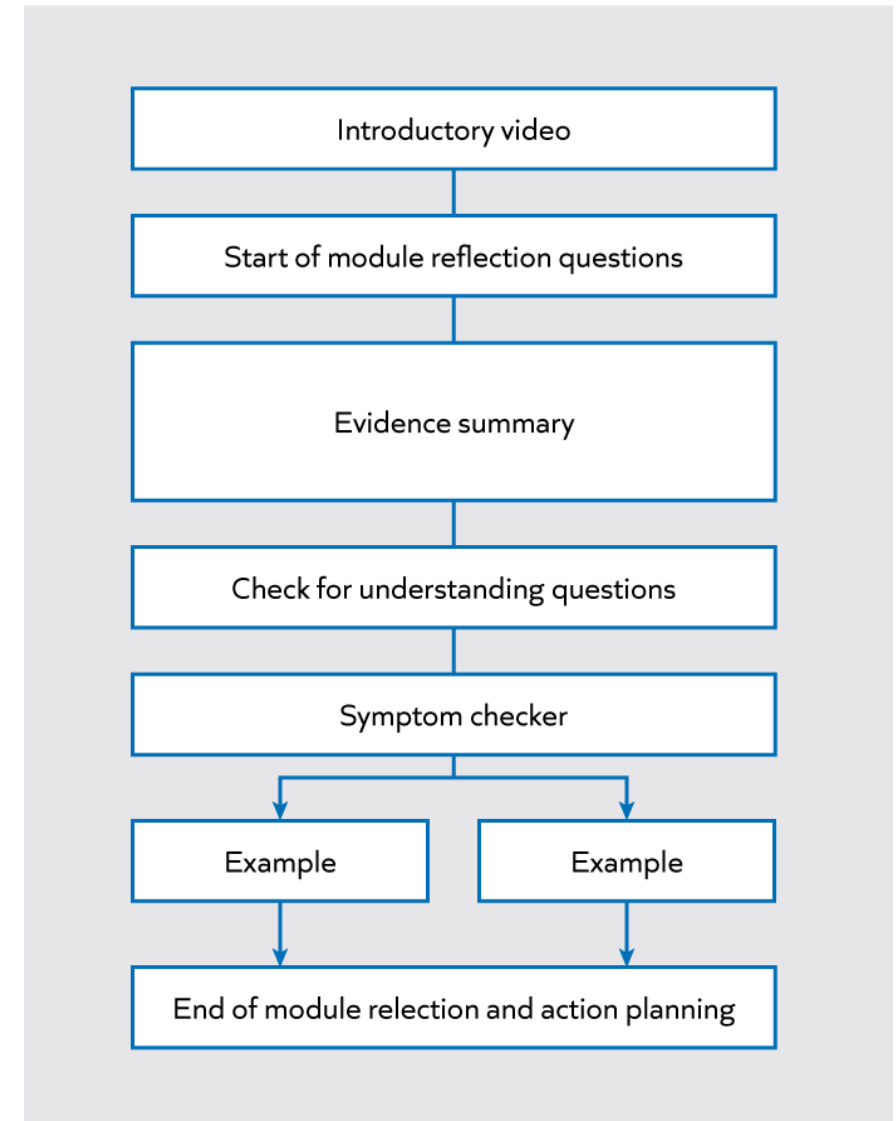
Strands



Self Study

- ~40 minutes per module
- One module per fortnight
- Each module follows the same structure
- Diagnostic symptom checkers are new for this year
- Tailored to prior knowledge
- Accessed on Steplab

Module Structure:



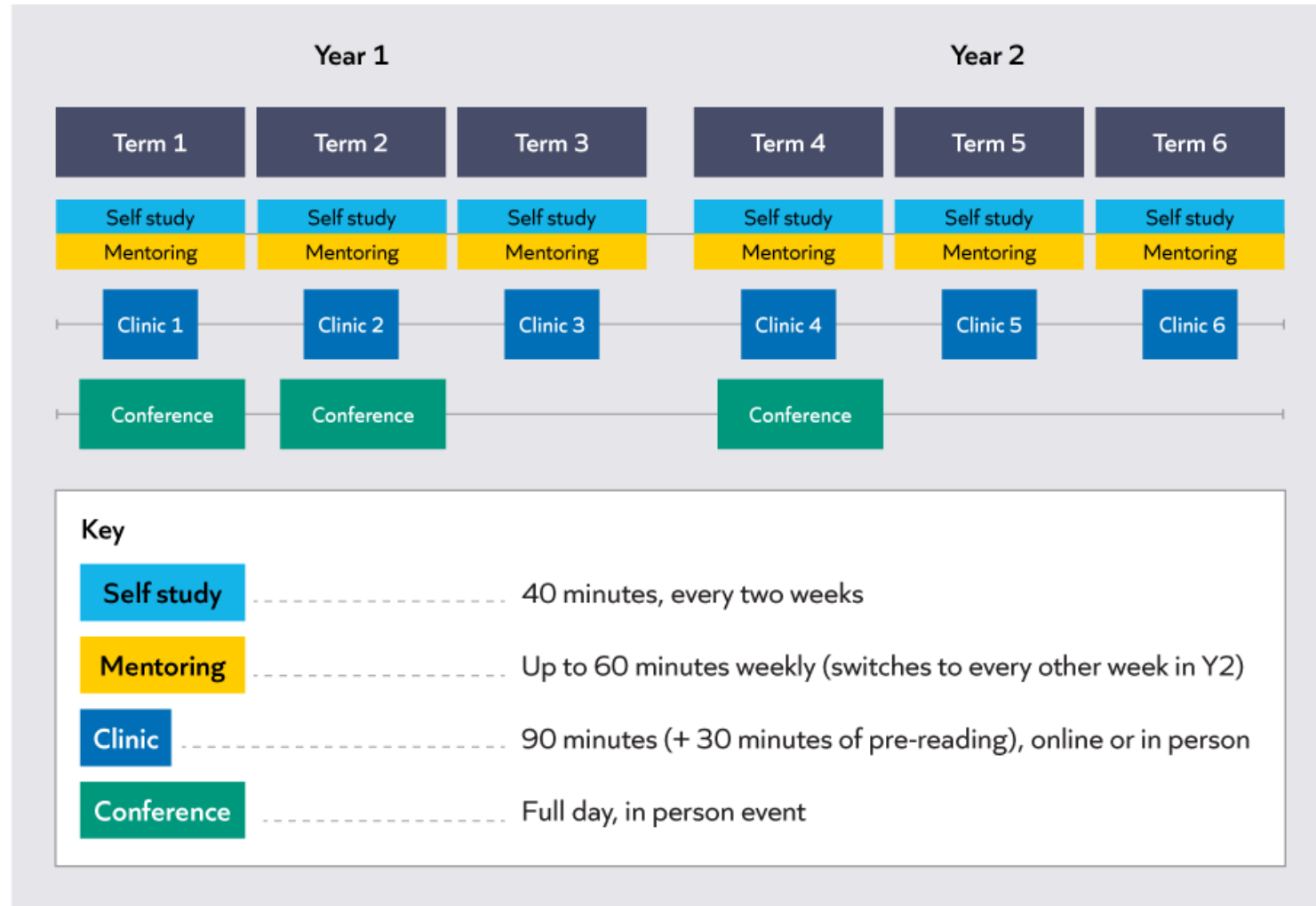
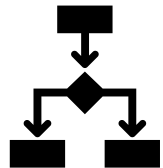
Essential ECT Events

Year 1	Autumn	Conference 1: Enabling conditions for the ECT programme Clinic 1: High expectations
	Spring	Conference 2: Adaptive teaching Clinic 2: Working together
	Summer	Clinic 3: Effective feedback
Year 2	Autumn	Conference 3: Supporting pupil success in all subjects Clinic 4: Thinking hard
	Spring	Clinic 5: Oracy
	Summer	Clinic 6: Supporting all pupils

ECT Events

Year 1 content	Year 2 content
Conference 1 – Enabling conditions for the ECT programme	Conference 3 – Supporting pupil success in all subjects
Conference 2 – Adaptive teaching	
Clinic 1 – Maintaining high expectations	Clinic 4 – Helping pupils to think hard
Clinic 2 – Working together	Clinic 5 – Oracy
Clinic 3 – Effective feedback	Clinic 6 – Supporting all pupils

The Full Programme



ECT Align 2025-27 – The Mentor Programme

One year programme for new mentors

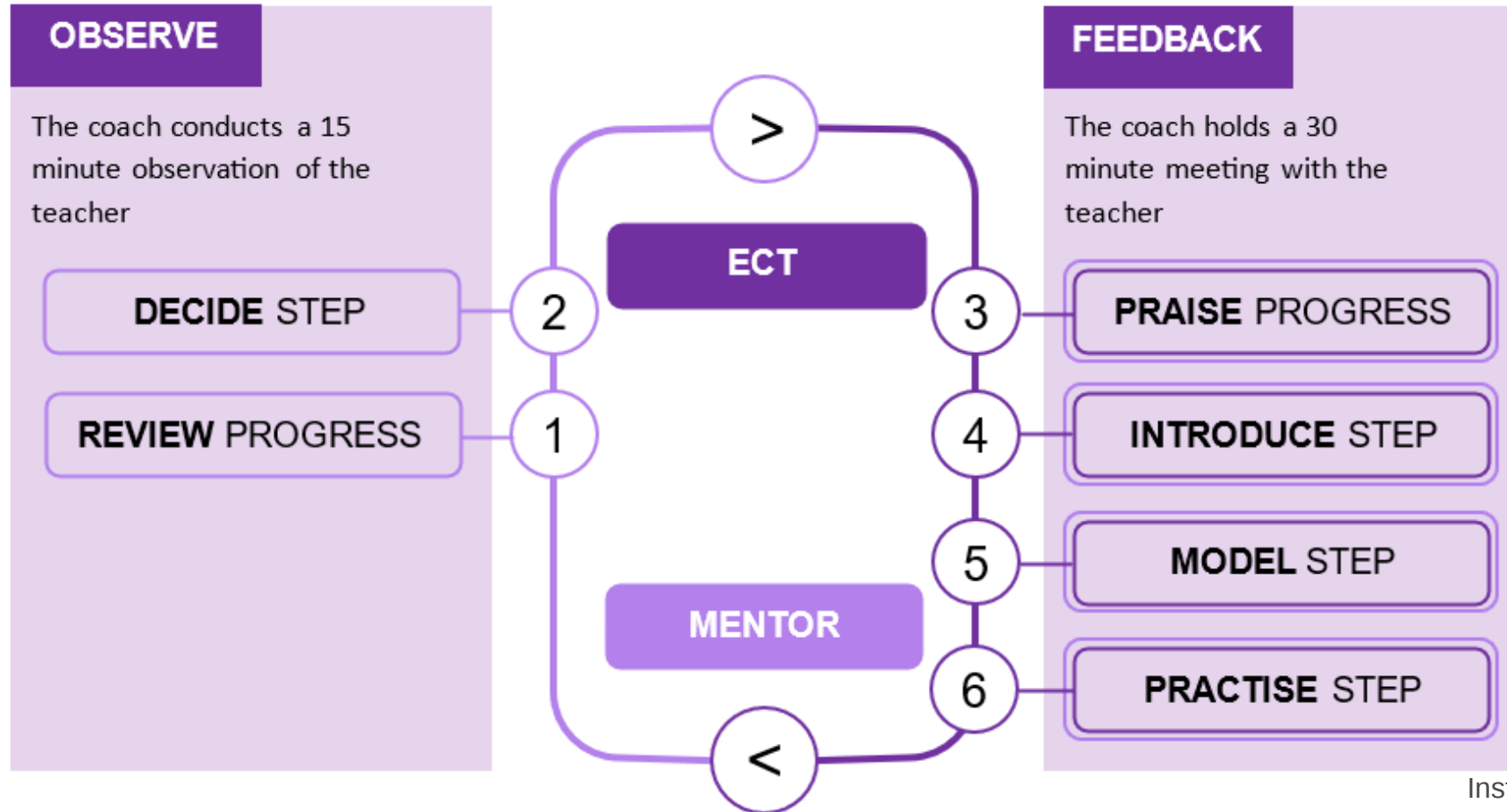
Previously trained mentors do not need to repeat the programme

Funded by the DfE

The programme enables mentors to have a thorough understanding of instructional coaching, how to do it well and how to adapt it to the needs of their ECT.

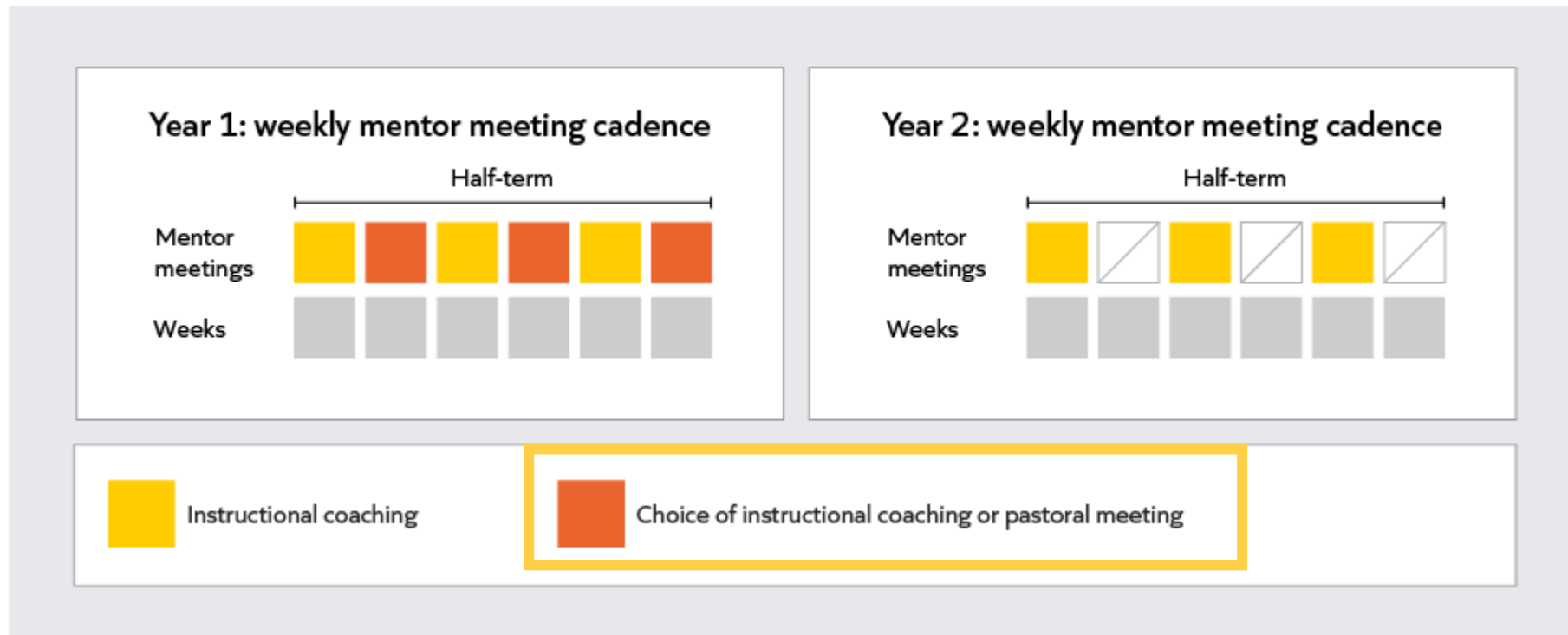
Coaching

Instructional coaching is at the heart of our programme because it's the most effective, evidence-backed way of developing knowledge and expertise.



Instructional coaching model

Instructional Coaching



Essential events

Year 1	Autumn	Conference 1: Developing high quality instructional coaching
	Spring	Conference 2: Adapting the instructional coaching model to ECT expertise
	Summer	Clinic 1: Providing challenge through instructional coaching

Mentor Curriculum Map

TERM 1

Weeks

1 - 12

Mentor conference 1

This session covers essentials for mentors' and ECTs' success. It includes:

- An overview of the ITTECF and Ambition Institute's high-quality training.
- Research and best practices shaping the ECT programme, including the science of learning and instructional coaching benefits.
- A detailed look at the instructional coaching model, its importance for mentoring, and its use in performance and task-based modelling. Mentors will practise each stage and receive feedback.

TERM 2

Weeks

14 - 25

Mentor conference 2

Building on mentor conference 1, this session helps mentors enhance their instructional coaching by adapting to ECTs' growing expertise. It covers:

- Research on flexible knowledge and adaptive expertise.
- Strategies for adapting the coaching model to support ECTs. Mentors will practise these strategies and receive feedback.

TERM 3

Weeks

27 - 38

Mentor Clinic

Building on mentor conference 2, this session helps mentors understand adaptive expertise and introduces a new strategy they can use. Mentors will practise and receive feedback on this strategy. There are three clinic options, each focusing on a different strategy. Facilitators will choose the most appropriate strategy for the session.

Mentor Learning and Development

Mentor and Coaching Development Area

An optional online self-study course for mentors focuses on instructional coaching and their interests. Modules enhance knowledge, offer targeted practice, and cover the mentor's role in ITTECF.

Coaching for mentors

We offer additional support sessions for mentors to receive tailored practice and feedback on instructional coaching. Sessions focus on areas of need in mentoring practice, prioritising effective modelling and practice.

Roles and responsibilities

Induction Tutor

- Lead and co-ordinate the delivery of the ECTE in your school
- Register delegates with the DfE and update as required
- Check engagement in study materials (ECT)
Check observations and feedback (coaching) has taken place
- Check events are scheduled and all requirements in place
- Check event attendance

Mentor

- Provide coaching (observation and feedback) and pastoral mentoring recorded on Steplab
- Attend conferences and clinic

ECT

- Engage in fortnightly study
- Engage in feedback from coaching
- Attend clinics and conferences

Here to help

- Online orientations
- Steplab support tab
- ECT Align Moodle resources
- ECT.Align@hants.gov.uk
- Team of Visiting Fellows



As part of their induction, all Early Career Teachers (ECTs) are required to complete an approved two year programme based on the Early Career Framework (ECF). At Hampshire, we are dedicated to supporting teachers at every stage of their career and are here to support them every step of the way. In collaboration with Ambition Institute, HIAS staff are proud to deliver the **ECT Align** programme which is designed to equip your ECTs with the skills and knowledge needed to thrive in teaching.

Why choose ECT Align?

Tailored support: our two year programme is designed to provide ECTs with the additional support they need at the start of their career, ensuring a smooth transition from initial teacher training to the early career stage and beyond.

Mentor excellence: we recognise the critical role of mentors in an ECTs professional journey. Our programme builds capacity at the mentor level, ensuring ECTs receive the guidance and support necessary for success.

Commitment to quality: we strive to ensure that every pupil across the county receives an excellent educational experience through quality first teaching.

Together we can make a difference in the lives of pupils across Hampshire.



ECT Align 2025-27



Forms



Roles & Responsibilities



FAQs



Registration



Newsletters and briefings



Programme Overview & Resources



DfE Guidance

Contact us

For general enquiries about the ECT Align programme please contact ECT.Align@hants.gov.uk

Secondary Programme Lead: Tania Harding - tania.harding@hants.gov.uk

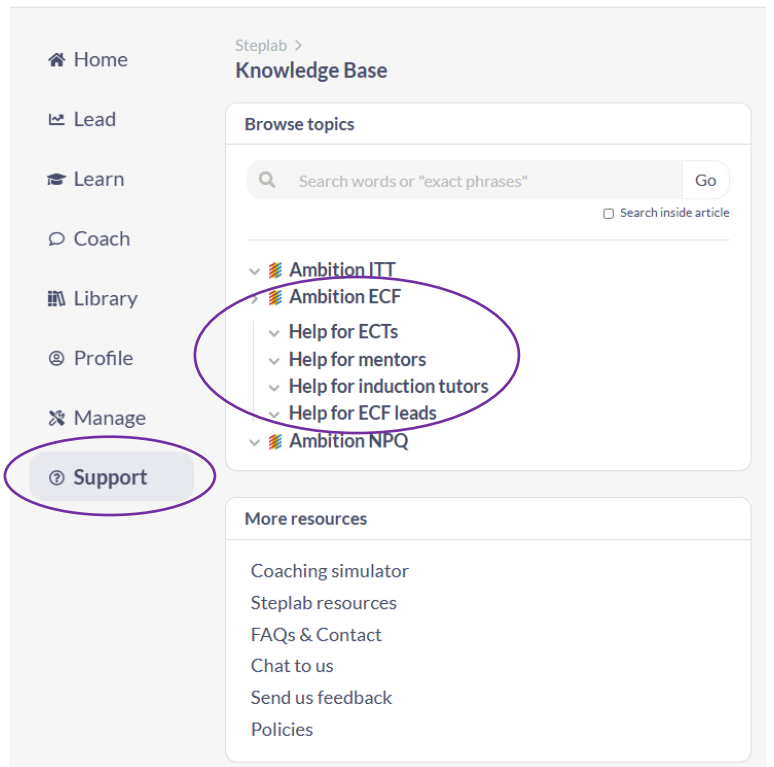
Primary Programme Lead: Michaela Barber - michaela.barber@hants.gov.uk

Useful links

[Ambition Institute](#)

[DfE Manage training for early career teachers service](#)

To contact the DfE, please email continuing-professional-development@digital.education.gov.uk



ECT Align 2025-27 registration

- ECTs and mentors **must** be registered through the DfE [Manage training for early career teachers](#) service
- Registration opened on Monday 16 June for September 2025 starters
- Only the registered Induction Tutor will be able to sign in to the service
- Sign in does not need a password but uses a 'magic link' sent to the registered email
- Please also complete our [registration form](#)



Manage training for early career teachers

Beta This is a new service – your [feedback](#) will help us to improve it.

Manage training for early career teachers

Set up and manage early career framework (ECF)-based training at your school.

Use this service to report:

- details about your early career teachers (ECTs) and mentors
- which appropriate body you've appointed
- who you've nominated as your induction tutor
- which training option you've chosen

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

You can also use this service to report any changes, for example, nominating a new induction tutor for your school.

Sign in if you've been nominated as the induction tutor for your school.

[Sign in](#)

[Request access to the service](#) to set up training at your school for the first time.



 Department for Education

Hello Rachel Wood,

Sign in to 'Manage training for early career teachers':

https://manage-training-for-early-career-teachers.education.gov.uk/users/confirm_sign_in?login_token=737096efd359c1762326&utm_campaign=sign-in&utm_medium=email&utm_source=cpdservice

This link will expire on 2 May 2025, 10:00 AM.

Teacher Continuing Professional Development
Department for Education

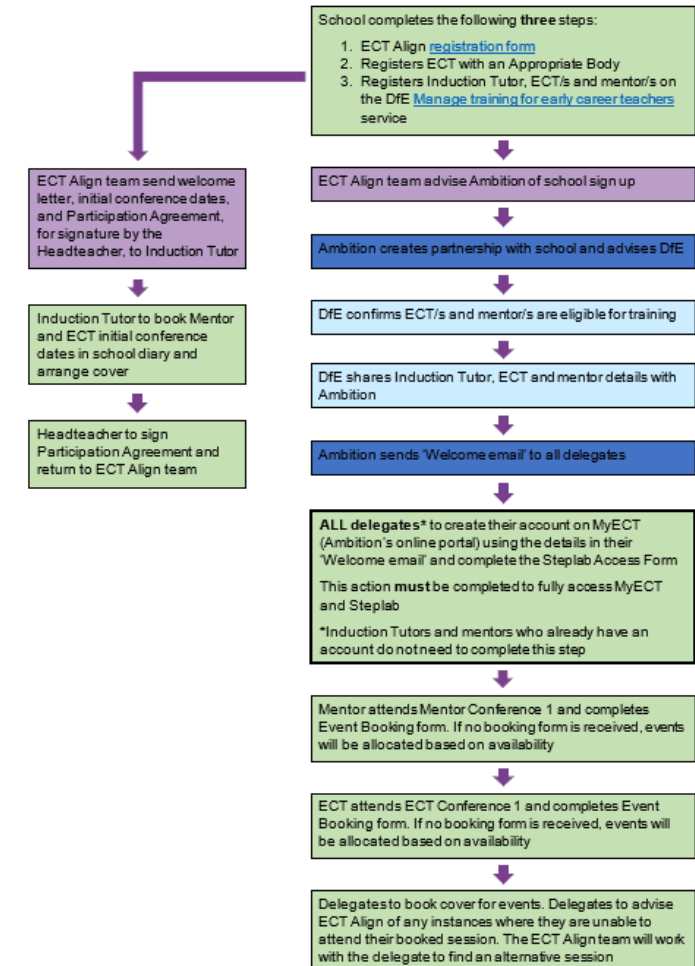
ECT Align 2025-27 registration

Our page [ECT Align 2025-27](#) on our Moodle details all the steps needed to register your ECTs and mentors and has links to our flowchart and guidance.



ECT Align 2025-27 Registration Process Guidance

[Nominating an Induction Tutor](#)
[Confirm programme selection](#)
[Registering an ECT](#)
[Registering a Mentor](#)
[Registering a transferring ECT](#)
[Assigning a Mentor to an ECT](#)
[Updating the name or email address of an ECT or Mentor](#)



Ambition welcome email

The welcome email will be sent to the email address registered on the DfE Manage training for early career teachers service and has all the information needed to create their MyECT account complete the Steplab Access Form

Welcome to Ambition Institute's Early Career Teachers Programme! [Is this email not displaying correctly? View it in your browser.](#)

Getting ready for the Early Careers Teachers programme

- 1 Register**
Your school has already registered you
- 2 Create account**
Sign up to My Ambition and complete your Steplab access form
- 3 Explore Steplab**
Discover our tools to help you keep getting better
- 4 Final step**
Check you're ready for your induction events

{{Recipient.FirstName}}, welcome to the Early Careers Teachers programme! 🎉

Your school has signed up to our ECT programme, which has been designed to help teachers build expertise and the ability to develop their classroom practice right from the start of their career.

We have received your registration from the DfE, with the following details:

First name: {{Recipient.FirstName}}
Last name: {{Recipient.LastName}}
Preferred email: {{Recipient.Email}}
School: {{Recipient.Account_Name__c}}
School
URN: {{Recipient.Account.Unique_Reference_Number__c}}

Complete the following steps to finish setting up:

Step 1: Create your My Ambition account

- [Create your My Ambition account here.](#)

It is important that your account details match

Do you have questions like these?

- ? What is an Induction Tutor and what do they do?
- ? What is the difference between a Lead Provider and a Delivery Partner?
- ? What is Steplab? How and when do I use it?

Then email us at ectsupport@ambition.org.uk

I think my details are incorrect

We receive your registration information directly from the DfE registration portal.

If the details listed in this email are incorrect, please ask your school's Induction Tutor to update these on the DfE registration portal.

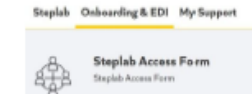
with the details your school has given the DfE, shown above.

- Please search for your school by it's URN to make sure the correct one is selected:
- Once you start typing, you will start to see your school.

What is the name of your school/urn? (select school if possible for eligibility reasons)
- If you already have a My Ambition account with a **different email address**, please contact us so that we can combine your accounts.

Step 2: Complete your Steplab Access form

- Once you have set up and logged into your account, please find your Steplab Access Form under the 'Onboarding & EDI' tab.



- Please ensure that all fields are completed and that you have read and accepted the terms and conditions before submitting.
- You will be able to access Steplab, via the My Ambition homepage, *within 24 hours of submitting this form.*

Need a little help?

Our team are here to help if you run into any technical issues along the way. Please do not hesitate to get in touch

- Ask us anything at ectsupport@ambition.org.uk 📧
- Call us on [020 3846 5828](tel:02038465828) (9am - 5pm, Monday to Friday) ☎️

Make sure you don't miss out on our emails 📧

Please add our addresses to your safe senders list:

- @salesforce.com
- @ambition.org.uk
- @steplab.com
- @steplab.co.uk

Steplab Access Form

This **must** be completed by **all delegates** in order to be able to access Steplab.

Programme Information

What phase do you teach in?

--None--

What is your subject area?

--None--

Are you full time or part time employed?

--None--

Monitoring Information

While you're not obliged to disclose this data, doing so will support us in ensuring that our programmes are reaching a diverse range of educators. Our privacy policy outlines how we will look after your data but if you have any further questions, please email ECTsupport@ambition.org.uk

Although these questions are optional, if you prefer not to disclose any information you will need to select 'prefer not to say' from the drop-down list in order to submit your Steplab Access form.

You can view our policies document here: [Our policies | Ambition Institute](#)

Please note that these fields will no longer be visible once submitted, if you wish to make changes please contact ECT Support via the email address above.

What is your gender identity?

--None--

What is your sexual orientation?

--None--

What is your ethnicity?

--None--

Do you identify as transgender?

--None--

Terms and Conditions

Please read through the the document provided and confirm you understand and agree to the [terms and conditions](#).

I confirm I understand and agree to the terms and conditions ☐

Onboarding Survey

Considering the communications you have received from Ambition Institute during the registration process, to what extent would you say they were:

Clear

--None--

Timely

--None--

Helpful

--None--

Relevant

--None--

Could we have done anything differently

Submit Form

Registration – important actions

- Check your inbox (and junk folder) for emails from Ambition Institute (myambition@ambition.org). Make sure this email address is not blocked by your server.
- MyECT account creation and the Steplab Access Form **must** be completed by the end of the second week in September
- Mentors must be 'matched' with their ECT on the DfE Manage training for early career teachers service

Let us know if you have any problems at ECT.Align@hants.gov.uk – Rachel is here to help

Questions?