



**CTE now offer a ‘provider-led’
full induction programme**



What are my choices as an ECT employer?

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1) Choose a provider-led programme fully funded by the DfE

Schools can choose from 6 providers accredited by the DfE who will design and deliver a programme of face-to-face and online training to ECTs and their mentors. *{CTE are offering this option as part of the Capita consortium}*

2) Deliver your own training using DfE accredited materials and resources –


DfE accredited materials are available for free. This includes ready to use materials and resources for new teachers and mentors, to deliver their own ECT and mentor support.

3) Design and deliver their own two-year induction programme for ECTs based on the ECF.





What are the key differences?

Early Career Framework reforms: support for schools

I want to....	Design my own two year induction programme based on the Early Career Framework  SCHOOL-LED INDUCTION PROGRAMME	Deliver my induction programme in my own school using high quality materials and resources , accredited by the DfE  CORE INDUCTION PROGRAMME	Use a training provider to support meeting the new statutory induction requirements  FULL INDUCTION PROGRAMME
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-  ✓ Time off timetable funded for early career teachers and mentors in the second year of induction
- ✓ Content defined in the Early Career Framework

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- ✓ A sequenced two-year programme based on the Early Career Framework
- ✓ Self-directed study materials for early career teachers including
- ✓ Materials to support mentor sessions designed to reduce mentor workload
- ✓ Materials to adapt to deliver further training for early career teachers

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- ✓ 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

Regardless of which option you choose, you:

a) remain eligible for funding related to ‘time off timetable’ for ECTs and mentors:

- 5% off timetable in year 2 for all ECTs for induction and training activities (incl time with mentor)
- 20 hours off timetable for year 2 for mentors to mentor ECTs

b) will be required to register your ECT(s) with an ‘Appropriate body’ for induction

What are the financial benefits of choosing a Provider-led Programme like CTE is offering?

- State-funded schools eligible for full funding by the DFE
Payments/transfers for this would be managed between us and DFE
- School receives additional 36 hours of time off timetable to undertake 2 years of Mentor training/development
- *Depending on your Appropriate Body's charges, there may also be a cost saving as AB won't need to undertake checks to confirm your programme is aligned to the ECF.*

A useful overview of funding available for state-funded schools is given on the DFE website here: [Early career framework reforms: overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/early-career-framework-reforms-overview)

We are also able to offer the induction programme to any self-funding independent schools

FAQ re. Appropriate Bodies (ABs)

Under the ECF, ABs will ensure that new teachers receive their statutory entitlements and are fairly and consistently assessed. Regulations allow for ABs to charge schools for their services, though this must not exceed the cost of supplying the service.

If a school chooses to deliver their own training, their AB will also have a role in checking the ECTs are receiving a programme of support and training based on the ECF.

Fidelity checks for the provider-led programmes are managed by the provider (in our case, Capita) and schools using this programme do not need to engage their own AB to confirm the alignment of the training with the ECF.

More information on ABs can be found in the [.GOV guidance here.](#)

FAQ : OFSTED's role as the Appropriate Body for Provider-led programmes

In Q&A published by the DFE following a webinar on 17th June, the following was also published to clarify OFSTED's role as an Appropriate Body for Provider-led programmes:

Q: Will OFSTED be inspecting a sample of schools?

A: OFSTED will not be inspecting sample schools, instead, lead providers will be subject to a quality assurance mechanism through Ofsted inspection to ensure the best support for schools and teachers. To inform their assessment of the lead providers, Ofsted will visit a sample of delivery partners and will engage others involved in receiving and delivering their programmes including teachers and mentors. Delivery partners, including schools, will not be judged individually as part of these inspections or directly named in reports.

For schools not undertaking the full induction programme, the school's appropriate body will have a role in ensuring the school provides its ECTs with an alternative programme of training and support that is fully based on the ECF. For all Early Career Teachers, whether they are on FIP or alternative programmes, Appropriate Bodies will continue to check that they are receiving their statutory entitlements. As now, the appropriate body will continue to make the final decisions as to whether ECTs have met the Teachers' Standards based on the headteacher's recommendation.

What do schools need to do about ECF before September?

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Unless you opt to design your own ECF-based programmes, you need to get your school set up on the DfE online service ahead of the ECTs beginning their inductions. For most ECTs, this will be September.

All maintained schools and academies will be required to nominate an induction tutor and confirm this detail to the DfE (hyperlink for this was sent by email from the DfE earlier this year). Schools will then be able to add details of their ECTs and mentors before the summer holidays, or later where recruitment requires.

If you would like to opt to work with a training provider (such as ourselves and Capita), you must confirm this to us as the provider and we will then return details regarding your intention to do so to the DfE. More information to sign-up with us for your provider-led programme can be found on our website here:

<https://warwick.ac.uk/fac/soc/cte/professionaldevelopment/earlycareerframework/>

Questions or comments?

Our new ECF website:

<https://warwick.ac.uk/fac/soc/cte/professionaldevelopment/earlycareerframework/>

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