



Welcome to the sixth Early Career Framework (ECF) Bulletin of the academic year 2023/2024 from Vantage Teaching School Hub. The purpose of this Bulletin is to share relevant information regarding the Early Career Framework Full Induction Programme with Induction Tutors, Mentors and Early Career Teachers (ECTs). We will circulate these Bulletins at the start of each new module in the Full Induction Programme Calendar.



The ECF Bulletins will begin with an introduction that is relevant to all cohorts and programme members. You will then be signposted to links that will take you to the sections of the Bulletin that are specific to the cohort to which you are a member of. This particular Bulletin has a focus on providing you with relevant information to prepare for your ECF programme during 2024/25.



## **You will find essential information regarding:**

- Maximising your funding for the ECF full induction programme
- Updating your Induction Tutor details with the DfE (URGENT)
- When and how to register new ECTs, Mentors and any mentor changes for 2024/2025
- Induction Tutor Webinars
- Plans for delivering live ECF training in 2024/2025.

# Maximising your funding for the ECF full induction programme

Schools will receive £1713.86 for every new mentor that they register on the DfE portal and who completes the ECF mentor training,

Registering a new ECF mentor benefits the school in the following ways:

- Receive £1713.86 for each mentor.
- Access free training underpinned by the best available evidence on teacher development.
- Developing a cadre of teachers who are skilled in 'instructional coaching'.
- Build capacity to support teacher development across your school.
- Provide a succession plan if an existing mentor leaves or takes on a new role.
- Build common language and practice for teacher development across your school

Worked example:

If you have existing ECF trained mentors in your school that you wish to deploy to deliver the mentoring to your ECTs in 2024/2025, below is an example of how you would manage this but still access ECF mentor funding and all the benefits for new mentors:

- You appoint a new Y1 or Y2 ECT (who has transferred from another school)
- You register the new ECT and the new mentor on the DfE.
- Your new mentor engages in the mentor training
- Your existing mentor who has already engaged in the training, carries out the weekly (in Y1) and fortnightly (in Y2) mentoring duties with the ECT.
- This approach ensures you build mentor capacity and also access an additional £1713.86 in funding.

## Replacement mentors policy

From September 2023, the way that we declare 'replacement mentors' with the DfE has changed. Any mentor that joins the programme, irrespective of stage of the ECT they are supporting, will start from the beginning of the mentor programme.

The benefits to this new approach:

1. Mentors will receive a well sequenced and comprehensive programme of study.
2. Mentors are entitled to 2 years of funding for their training and are entitled to complete their training beyond the end date of their ECTs training.

## **URGENT - updating Induction Tutor details**

The DfE will be sending communication to all schools via the known admin email address, to ensure that you have an Induction Tutor registered for your school.

If your school provides ECF based training, which is part of statutory induction, the email is to remind schools that you need an induction tutor registered to set up and manage Early Career Teachers (ECTs) training.

The Induction Tutor can set up a programme of study and add ECTs and mentors for the current academic year, but cannot register anyone for the next academic year just yet.

The DfE are contacting you to make sure you have an Induction Tutor registered on the Department for Education's service ready for when induction begins for the next academic year.

The email will give the name of the Induction Tutor that their records show, if one is already registered. If the name shown on the email is correct, you do not need to do anything else. If this is not correct, you can nominate someone by clicking on the link provided in the DfE email.

The DfE will then send them a link to sign in to the service and guide them through each step.

As you can see from the information above, the guidance is that schools should not register any new ECTs who are due to start in September 2024, on the DfE portal until requested by the DfE.

### **Important - Are you anticipating recruiting any new Year 1 ECTs from September 2024 onwards?**

We would be grateful if Induction Tutors could let us know if you are anticipating any new ECTs from September so we can plan ahead accordingly. The September cohort can be boarded onto the full induction programme with Vantage TSH and Teach First from 24th June 2024 until 25th September 2024.

Schools who recruit any new ECTs within this time frame and who wish to on board with us, are invited to register on our website: [www.vantagegetsh.org](http://www.vantagegetsh.org)

Our website has been updated to support schools with a step by step process to onboarding Y1 or Y2 ECTs onto our programmes.

There are 3 steps to complete when onboarding a new ECT:

1. Notify Vantage TSH via our website: [www.vantagegetsh.org](http://www.vantagegetsh.org)
2. Register your ECT/s with an Appropriate Body. Guidance on how to register with Vantage TSH Appropriate Body Service can be found on our website: [www.vantagegetsh.org](http://www.vantagegetsh.org)
3. Induction Tutors need to register the new ECT and Mentor on the DfE portal under the year, 2024/2025 when the DfE portal opens:

The September starters will be invited to attend a face-to-face induction into Year 1 of the programme together in October 2024. Mentors will also be invited to a separate induction event. The dates for these events are:

Mentor Induction into Y1 to the Full Induction Programme (for new Mentors).

- Tuesday 24th September 2024, 1 pm to 4.30 pm at Lazaat, Cottingham

OR

- Thursday 26th September 2024, 1 pm to 4.30 pm at Hull KR, Preston Road, Hull

ECT Induction into Y1 of the Full Induction Programme (for new ECTs including April 2024).

- Tuesday 1st October 2024, 1 pm to 4.30 pm at Lazaat, Cottingham

OR

- Thursday 3rd October 2024, 1 pm to 4.30 pm at Hull KR, Preston Road, Hull

Please book a place at ONE of the events offered for Mentors and ECTs via our website.

[www.vantagegetsh.org](http://www.vantagegetsh.org)

If you need help with the portal or any of the other information covered above, then please let us know.

### **Teacher reference number (TRNs)**

As a reminder, if a Mentor or ECT needs to find their TRN, they can look this up on [here](#). They can also find this on their payslip or pension statement.

## Year 2 Inductions

Updates have been put in the Year 1 September cohort Bulletin section regarding the upcoming induction into Year 2 of the programme. Please book any Year 1 ECTs and Mentors onto their Year Induction via our website: [www.vantagetsh.org.uk](http://www.vantagetsh.org.uk)

## Induction Tutor Webinars

Marc Cooper and I will continue to offer termly webinars for Induction Tutors. This term we are offering a series of webinars as explained below to support Induction Tutors with managing the Early Career Framework and the statutory entitlements in their schools.

The first webinar is a briefing for any new Induction Tutors to support them in onboarding with us onto the ECF Full Induction Programme. This is for schools who are new to our programme and will take place on [Thursday 6th June 2024, 4pm via zoom](#). This is advertised on our website but please do pass this information on and our email address if you have any colleagues who have not worked with us before - [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org).

The second webinar is for Induction Tutors who have ECTs moving into Year 2 of the ECF programme with us for the first time. The webinar will explain the structure, organisation and expectations for Mentors, ECTs and their schools during Year 2 of statutory induction. The meeting will take place on [Thursday 18th June 2024, 4pm via zoom](#). All Induction Tutors will be sent the link to attend this meeting but please only attend if you feel that this is relevant to your current role and ECTs in your school.

The third webinar is our Summer Term webinar as previously advertised and is open to all Induction Tutors. Nicola Tennison, our Appropriate Body Lead will also be in attendance; we will give our normal updates and there will be opportunity for your feedback as well, This will take place on [Monday 24th June 2024, 4pm via zoom](#). An email will be sent to all Induction Tutors with a link to attend this webinar.



## Plans for delivering live ECF training in 2024/2025

As a result of the consultation on our delivery model last year and continued positive feedback, we are pleased to outline our plans for the next academic year.

Year 1 ECTs (September 2024 cohort including April 2024 cohort).

ECT who are in their first year of statutory induction and enrolled on our full induction programme, are entitled to: a face to-face induction at the start of the year, two training seminars per Module (each half term) and an induction into Year 2 in July.

The delivery model for 2024/2025 will be:

<b>Year 1 ECTs - 2024/2025</b>	
<b>Term</b>	<b>Seminar</b>
<b>Autumn 2024</b>	<ul style="list-style-type: none"><li>• <b>Half day induction - face to face (1pm start)</b></li><li>• <b>1.5 hour Zoom Seminar</b></li><li>• <b>Half day face to face seminar (2pm start)</b></li></ul>
<b>Spring 2025</b>	<ul style="list-style-type: none"><li>• <b>x 2 half day face to face seminars (2pm start)</b></li></ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"><li>• <b>x 2 half day face to face seminars (2pm start)</b></li><li>• <b>Half day induction - face to face (1pm start)</b></li></ul>

When schools onboard ECTs with us they will be allocated a training group for the seminars. We will ensure that schools with multiple ECTs are spread across the groups to support with cover implications. ECTs can also request to move into a different group if needed for a training seminar as long as we are given prior notice. The timings of the seminars have also been designed to support with cover implications in schools.

Year 1 new Mentors (September 2024 cohort including April 2024 cohort).

Mentors who have not yet completed Y1 Mentor training and are enrolled on our full induction programme, are entitled to: a face to face induction at the start of the year one training seminar per Module (each half term) and an induction into Y2 in July 2025. The delivery model for 2024/2025 will be:

<b>Year 1 Mentors - 2024/2025</b>	
<b>Term</b>	<b>Seminar</b>
<b>Autumn 2024</b>	<ul style="list-style-type: none"><li>• <b>Half day induction - face to face (1pm start)</b></li><li>• <b>1 Zoom Seminar</b></li><li>• <b>Half day face to face seminar (2pm start)</b></li></ul>
<b>Spring 2025</b>	<ul style="list-style-type: none"><li>• <b>2.5 hour face to face seminar (2pm start)</b></li></ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"><li>• <b>2.5 hour face to face seminar (2pm start)</b></li><li>• <b>Half day induction - face to face (1pm start)</b></li></ul>

When schools onboard new Mentors with us they will be allocated a training group for the seminars. We will ensure that schools with multiple Mentors are spread across the groups to support with cover implications. Mentors can also request to move into a different group if needed for a training seminar as long as we are given prior notice. The timings of the seminars have also been designed to support with cover implications in schools.

Year 1 ECTs and Mentors (January 2024 cohort).

This cohort will continue to access the seminars following the same delivery model as this academic year:

ECTs who are in their first year of statutory induction and enrolled on our full induction programme are entitled to: an induction at the start of Y1 (in January 24), two training seminars per Module (each half term) and an induction into Y2 in December 24.

<b>Year 1 ECTs January Cohort 2024 start</b>	
<b>Term</b>	<b>Seminar</b>
<b>Autumn 2024</b>	<ul style="list-style-type: none"> <li>• x 4 Zoom seminars (twilights)</li> <li>• Half day induction into Y2 via Zoom</li> </ul>
<b>Spring 2025</b>	<ul style="list-style-type: none"> <li>• Half day seminar - face to face</li> </ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"> <li>• Half day seminar - face to face</li> </ul>
<b>Autumn 2025</b>	<ul style="list-style-type: none"> <li>• Half day seminar - face to face</li> </ul>

Mentors who have not yet completed Y1 Mentor training and are enrolled on our full induction programme, are entitled to: an induction at the start of Y1 (in January 2024) one training seminar per Module (each half term) and an induction into Y2 in December 2024.

<b>Year 1 Mentors January Cohort 2024 start</b>	
<b>Term</b>	<b>Seminar</b>
<b>Autumn 2024</b>	<ul style="list-style-type: none"> <li>• x 2 Zoom seminars (twilights)</li> <li>• Half day induction into Y2 via Zoom</li> </ul>
<b>Spring 2025</b>	<ul style="list-style-type: none"> <li>• 1.5 hour face to face seminar</li> </ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"> <li>• 1.5 hour face to face seminar</li> </ul>
<b>Autumn 2025</b>	<ul style="list-style-type: none"> <li>• 1 hour Zoom seminar</li> </ul>

Our January cohort of ECTs and Mentors are a smaller cohort of programme members We allocate a Lead Facilitator for the ECTs and a Lead Facilitator for the Mentors who deliver the seminars via Zoom. In January 2025, these programme members will join the Y2 programme and access the face to face seminars.



## Year 1 ECTs and Mentors (January 2025 cohort).

This cohort will continue to access the Seminars following the same delivery model as this academic year: ECTs who are in their first year of statutory induction and enrolled on our full induction programme, are entitled to: an induction at the start of Y1 (in January 2025), two training seminar per Module (each half term) and an induction into Y2 in December 2025.

<b>Year 1 ECTs January Cohort 2025 start</b>	
<b>Term</b>	<b>Seminar</b>
<b>Spring 2025</b>	<ul style="list-style-type: none"><li>• Half day induction into Y1 via Zoom</li><li>• x 4 Zoom seminars (twilights)</li></ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"><li>• x 4 - Zoom seminars (twilights)</li></ul>
<b>Autumn 2025</b>	<ul style="list-style-type: none"><li>• x 4 - Zoom seminars (twilights)</li><li>• Half day induction into Y2 via Zoom</li></ul>

Mentors who have not yet completed Y1 Mentor training and are enrolled on our full induction programme are entitled to: an induction at the start of Y1 (in January 2025), one training seminar per Module (each half term) and an induction into Y2 in December 2025.

<b>Year 1 Mentors January Cohort 2025 start</b>	
<b>Term</b>	<b>Seminar</b>
<b>Spring 2025</b>	<ul style="list-style-type: none"><li>• Half day induction into Y1 via Zoom</li><li>• x 2 Zoom seminars</li></ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"><li>• x 2 - 1 hour Zoom seminar</li></ul>
<b>Autumn 2025</b>	<ul style="list-style-type: none"><li>• x 2 - 1 Hour Zoom seminar</li><li>• Half day induction into Y2 via Zoom</li></ul>

Our January cohort of ECTs and Mentors are a smaller cohort of programme members. We allocate a Lead Facilitator for the ECTs and a Lead Facilitator for the Mentors who deliver the seminars via Zoom. In January 2026, these programme members will join the Y2 programme and access face to face seminars.

Year 2 ECTs (September 2023 cohort including April 2023 cohort).

ECTs who are in their second year of statutory induction and enrolled on our full induction programme, are entitled to: an induction into Y2 at the end of Y1 (in July 2024), one training seminar per Development Cycle (each half term).

<b>Year 2 ECTs 2024/25</b>	
<b>Term</b>	<b>Seminar</b>
<b>Summer 2024</b>	<b>Half day induction - face to face (1pm start)</b>
<b>Autumn 2024</b>	<ul style="list-style-type: none"> <li>• <b>Half day seminar - face to face (1.30pm start)</b></li> </ul>
<b>Spring 2025</b>	<ul style="list-style-type: none"> <li>• <b>Half day seminar - face to face (1.30pm start)</b></li> </ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"> <li>• <b>Half day seminar - face to face (1.30pm start)</b></li> </ul>

Year 2 Mentors (September 2023 cohort including April 2023 cohort).

Mentors who have not yet completed Y2 Mentor training and are enrolled on our full induction programme are entitled to: a face to face induction for Y2 at the end of Y1 (in July 2024), and one training seminar per term.

<b>Year 2 Mentors 2024/25</b>	
<b>Summer 2024</b>	<ul style="list-style-type: none"> <li>• <b>Half day induction - face to face (1pm start)</b></li> </ul>
<b>Autumn 2024</b>	<ul style="list-style-type: none"> <li>• <b>1 hour Zoom seminar</b></li> </ul>
<b>Spring 2025</b>	<ul style="list-style-type: none"> <li>• <b>1.5 hour face to face seminar (3pm start)</b></li> </ul>
<b>Summer 2025</b>	<ul style="list-style-type: none"> <li>• <b>1.5 hour face to face seminar (3pm start)</b></li> </ul>

## **My Teach First and Brightspace**

My Teach First is the home page that you log on to access the ECF programme. The platform Brightspace is where all of the curriculum materials are housed and this is accessed once you log onto Teach First.

If you do have any issues with accessing Brightspace or functionality on the platform, our advice is to check all details are correct on the DFE portal in the first instance. Induction Tutors will need to click on this link to access the portal:

<https://manage-training-for-early-career-teachers.education.gov.uk/>

Once this has been done, please take a screenshot of the problem on Brightspace and email along with a short explanation to [contactcentre@teachfirst.org.uk](mailto:contactcentre@teachfirst.org.uk)

If any issues have not been resolved in a timely manner, then do let us know by emailing: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org) and we will aim to support with the resolution of the query through our Data Manager.

We have included a link here to a very useful document to support schools with access issues - [click here](#)

## How Mentors can check on the progress of their ECTs

A reminder to mentors about how to check on the progress of your ECT within a Module on Brightspace.

The pathway to do so is follows:

Login to My TeachFirst > Click on ECF2022 (Year 2 ECTs) or click on ECF2023 (Year 1 ECTs) > Click on the chosen module for ECTs

(Do not click on the Module for Mentors) > Click on Audit Users > Select the ECT

You will then be able to see an overview of their engagement in the content of the Module.

## ECF Mythbuster

The DfE has published new guidance regarding the ECF. This guidance covers the most common questions regarding ECF, and we hope will be a valuable resource for hubs. Please find the links below and please do share these within your networks:

- [ECF Induction and training - additional information for ECTs - manage training for early career teachers \(education.gov.uk\)](#)
- [ECF Induction and training - additional information for school leaders - manager training for early career teachers \(education.gov.uk\)](#)
- [ECF Induction and training - additional information for Mentors - Manage training for early career teachers \(education.gov.uk\)](#)

## Year 1 ECTs/ Mentors and Induction Tutors 2023/2024

(Including those who started their induction in April 2023).

Please follow the link here to open the section of the Bulletin that is specific to your cohort: [\(click here\)](#).

## Year 2 ECTs/ Mentors and Induction Tutors (including January 2023 Cohort)

Please follow the link here to open the section of the Bulletin that is specific to your cohort [\(click here\)](#).

## Year 1 ECTs/Mentors and Induction Tutors January 2024 Cohort

Please follow the link here to open the section of the Bulletin that is specific to your cohort: [\(click here\)](#).

Email: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)

Tel: 01482 851136

Best Wishes

Andrea Tonks

ECF Lead

