

Dear Headteachers and Induction Coordinators,

As the Appropriate Body for the Induction of Newly Qualified Teachers, for Essex County Council, we wanted to make you aware that the DfE have now published the new statutory guidance for induction which can be found here: [Induction for early career teachers \(England\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/induction-for-early-career-teachers). This new guidance becomes statutory for newly qualified teachers starting employment from September 2021.

The key changes are summarised below.

### Terminology, induction length, release time

- The term early career teacher (ECT) replaces newly qualified teacher (NQT).
- The standard length of induction has been increased from one school year to two school years (see para 2.29).
- In addition to the 10% timetable reduction that ECTs receive in their first year of induction, ECTs will also receive a 5% timetable reduction in the second year of induction (see para 2.19) to enable them to complete induction related activities.

### Induction process underpinned by Early Career Framework

A copy of the Early Career Framework can be found here:

[Early career framework - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/early-career-framework)

Schools are expected to deliver an induction period that is underpinned by the Early Career Framework (ECF), a programme of professional development (see para 2.39). There are three approaches schools can choose from to enable the delivery of an early career framework-based induction:

1. **A funded provider led programme** via a delivery partner (Presently: Saffron, Alpha and Chafford Hundred Teaching School Hubs and Professional Learning Network/Lyons Hall School) The easiest way to sign up for the fully funded training is to contact your local Teaching School Hub/delivery partner directly.

Teaching School Hub/Delivery Partner	Areas Covered	Contact Name & Email
Saffron Teaching School Hub - delivering Education Development Trust programme	Braintree, Chelmsford, Epping Forest, Harlow, Uttlesford	Pauline Haslam <a href="mailto:phaslam@swchs.net">phaslam@swchs.net</a>
Colchester County High school for girls (Alpha Teaching School Hub)	Babergh, Colchester, Ipswich, Tendring	Samantha Torr <a href="mailto:storr@cchsg.com">storr@cchsg.com</a>

- delivering <b>Education Development Trust</b> programme		
<b>Chafford Hundred Teaching School Hub</b> - delivering <b>UCL</b> programme	Basildon, Brentwood, Castle Point, Maldon, Rochford, Southend-on-Sea, Thurrock	<b>Mark Beyer-Woodgate</b> <a href="mailto:m.beyer-woodgate@harrischaffordhundred.org.uk">m.beyer-woodgate@harrischaffordhundred.org.uk</a>
<b>Professional Learning Network (Lyons Hall School)</b> - delivering <b>Ambition Institute</b> programme	If interested please contact us	<b>Ann Wilks</b> <a href="mailto:awilks@lyonshall.org.uk">awilks@lyonshall.org.uk</a>

There are 6 DfE accredited providers in total that will be working with delivery partners. At present, only those in the above table are working within our region.

- [Ambition Institute](#)
- [Best Practice Network \(home of Outstanding Leaders Partnership\)](#)
- [Capita with lead academic partner the University of Birmingham](#)
- [Education Development Trust](#)
- [Teach First](#)
- [UCL Institute of Education](#)

2. **Core Induction programme:** Schools deliver their own training using DfE supplier accredited materials and resources. For those schools/trusts who wish to follow this option, please look at the webpage below for further information and access to the core induction materials available from each of the lead suppliers. EDT, Teach First, UCL and Ambition Institute. (N.B Best Practice Network and Capita are NOT suppliers of the materials and not part of the Core Induction Programme.)

Core induction Programme resources are available here:

<https://www.early-career-framework.education.gov.uk/>

NB. If schools choose this ECF delivery option, their chosen Appropriate Body for ECT induction, will need to fidelity-check their programme before induction starts as well as during the induction period itself.

3. **School-based programme:** Schools design and deliver their own early career framework-based induction.

NB. If schools choose this ECF delivery option, their chosen Appropriate Body for ECT induction will need to fidelity-check their programme before induction starts as well as during the induction period itself.

### Role of the Appropriate Body

- In addition to the current quality assurance responsibilities, Appropriate Bodies will also have the role of checking that an ECF-based induction is in place (see para 5.11).
- Further information on Roles and Responsibilities for Appropriate Bodies can be found here: [Induction for early career teachers \(England\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/induction-for-early-career-teachers-in-england)

### **Distinct roles of mentor and induction tutor**

- The role of the **mentor** has been introduced as separate to the role of the induction tutor. The mentor will have a key role in supporting the ECT with the Early Career Framework during induction but will not be involved in assessing the ECT against the Teachers' Standards (see paras 2.42 and 2.43).
- The **Induction Tutor** will oversee the induction process and have the main role in monitoring and assessing ECT progress against the Teachers' Standards (para 2.41).

### **Assessment**

- ECTs will continue to be assessed against the Teachers' Standards (the Early Career Framework should not be used for assessment purposes).
- There will be two formal assessment points, one midway through induction (end of year 1), and one at the end of the induction period (see para 2.52).
- There will also be regular progress reviews, to take place in each term where a formal assessment is not scheduled (see para 2.46).
- As an Appropriate Body we will continue to review, moderate and feedback on submitted reports.

**Essex County Council will continue to be an Appropriate Body for you to register your ECTs with for Induction. We will be running online briefings later in the summer term for schools that register with our service.** These will provide further clarification, guidance and advice on how to prepare for these changes, as well as providing an opportunity for you to ask questions. Further details of these will follow in due course.

In the meantime, if you have any questions, please get in contact.

Best wishes

Maddy Knight