

What are the Core Led and School Led Induction Programmes?

The Early Career Framework

The ECF provides an evidence- based training and development programme for ECTs working in the maintained schools' sector. Introduced from September 2021 the ECF replaces previous induction programmes.

If the school is not accessing the Full Induction Programme offer (This is the only route that includes an additional grant to a school for Mentor release time), which provides a fully funded and quality checked training and mentoring offer to ECTs they must prepare one of two routes:

- 1.Core Induction Programme: In this route, the school takes the ECF materials from a national provider and implements a local ECF programmes for ECTs; or
- 2.School Led induction Programme: For this route, the school takes the Early Career Framework and builds their own locally managed, bespoke programme for ECTs

For either route, there are no pre-approved fidelity checks undertaken by the DfE. This means as an Appropriate Body Generate Teaching Hub must conduct further checks on the programmes schools (or Trusts) create to ensure they meet the required conditions of the ECF offer.

We will therefore conduct our checks in the following way:

Registration Form:

When completed in full this will ensure minimum entitlements are understood and planned for.

Start of Induction:

A pre-programme fidelity check list will be completed by the school and a visit agreed by one of our Assessors to understand the school's plans for the ECF programme (this visit is focused on the programme not individual ECTs). It would be expected that this visit involves meeting the Induction Tutor and Headteacher.

Progress Reviews:

The Induction Tutor will coordinate the completion of termly reports on the ECT progress in Terms 1, 2, 4 and 5. This will be reviewed by the Appropriate Body to track the ECT's progress (and any cause for concern issues if relevant).

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Review point 1:

- Before the end of term 3, an in depth Assessment form will be completed by the school.
- In tandem with the ECT Assessment at the end of year 1 the school will complete a review of the ECF programme implementation.
- An Assessor will visit to meet with the ECT, Mentor, Induction Tutor and Headteacher to (i) confirm the ECT's progress, and, (ii) discuss the fidelity of the ECF programme for year 1 (the ECT is not required for the second part of the meeting).

Review point 2:

- Before the end of induction (usually Term 6), a second in depth Assessment form will be completed by the school.
- In tandem with the ECT Assessment at the end of year 2 the school will complete a review of the ECF programme implementation.
- An Assessor will visit to meet with the ECT, Mentor, Induction Tutor and Headteacher to (i) confirm the ECT's has passed their Induction and, (ii) discuss the fidelity of the ECF programme for year 2 (the ECT is not required for the second part of the meeting).

Core Induction Programme Training & Guidance

This information is added for schools, so they can access guidance and video training that has been supplied to Appropriate Bodies. This will assist schools in the design of their CIP programme and in their reporting of their ECF programme.

To provide more information on the Core Induction Programme and to help appropriate bodies prepare for their ECF fidelity checking role, in July 2021, the Department for Education hosted four online Core Induction Programme (CIP) training sessions for appropriate bodies with the authors of the four sets of DfE-accredited CIP materials; Ambition Institute, Teach First, UCL Early Career Teacher Consortium and the Education Development Trust. Each provider introduced their Core Induction Programmes in four separate 1-hour sessions. Links to the video recordings of these sessions are set out on the following page.

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CIP Training: Ambition Institute

- Presented by Associate Dean, Learning Design, Kyle Bailey from Ambition Institute.
- <https://www.youtube.com/watch?v=7923iycTIHE>

CIP Training: Teach First

- Presented by Director of Teacher Development, Faye Craster and Curriculum Design Lead, Claire Sullivan from Teach First. <https://www.youtube.com/watch?v=gCkE7LAgGsU>

CIP Training: UCL Early Career Teacher Consortium

- Presented by ECF Onboarding Lead, Stephen Calladine-Evans from UCL Early Career Teacher Consortium. <https://www.youtube.com/watch?v=14gg9CGAGIO>

CIP Training: Education Development Trust

- Presented by Senior Education Adviser, Dr. Nicky Platt from the Education Development Trust. <https://www.youtube.com/watch?v=gIFkN5iY-Zs>

Core Induction Programme Materials

- The '[Choose study materials for your early career teachers](#)' webpage provides an overview of the CIP materials and programme structure. It may be helpful for appropriate bodies to direct schools that are uncertain of their induction needs to these resources.

The Department has also put together the following webpages for induction leads containing each programme's handbook and training outlines. Appropriate bodies may also find it useful to reference this information and be familiar with the advice given to schools, as part of fidelity checking the induction of schools using the DfE-accredited CIP materials and resources.

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Ambition Institute

The webpage contains a programme handbook that outlines how Ambition Institute's coaching and mentoring programme works, a lead handbook that provides an overview of the ECF lead's role and responsibilities, and training outlines:

- <https://manage-training-for-early-career-teachers.education.gov.uk/induction-tutor-materials/ambition-institute/year-one>

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Education Development Trust

The webpage contains materials that outline how Education Development Trust's coaching and mentoring programme works as well as containing its training outlines:

- <https://manage-training-for-early-career-teachers.education.gov.uk/induction-tutor-materials/education-development-trust/year-one>

Teach First

The webpage contains implementation guidance that outlines how Teach First's coaching and mentoring programme works, a sequence document that provides an overview of how the programme is structured across the 2 years of induction, and training outlines:

- <https://manage-training-for-early-career-teachers.education.gov.uk/induction-tutor-materials/teach-first/year-one>

UCL Early Career Teacher Consortium

The webpage contains a programme handbook that outlines how UCL's coaching and mentoring programmes works, module summaries that show what early career teachers will learn in each module during their induction, and training outlines:

- <https://manage-training-for-early-career-teachers.education.gov.uk/induction-tutor-materials/ucl-institute-of-education/year-one>