



Department
for Education

Early Career Framework reforms



Statutory Induction is changing

After a challenging year for trainees, it is more important than ever new teachers receive the best possible support at the start of their careers.

The Early Career Framework ECF reforms are designed to ensure that early career teachers develop the skills and confidence they need. If your school offers statutory induction, you will need to replace your current induction process with this new funded programme of professional development and support.

What to expect

The changes will include:

- extending induction to two years
- an entitlement for early career teachers to a two-year package of professional development based on the ECF, as well as support from a mentor
- funding in the second year so schools can support early teachers to spend time away from the classroom for extra professional development and mentoring

New teachers will continue to be assessed against the Teachers' Standards. Following a programme based on the ECF should make it easier for teachers to demonstrate they have met those standards at the end of induction.

How to prepare for statutory changes

We expect most schools to use a DfE funded and accredited provider who will design and deliver a programme of face to face and online professional development support to your new teachers and mentors. Lead providers will be held to account for the quality of their training so you can be assured that this training will remain high quality, and the support will be fully funded so there are no costs for schools.

A small number of schools may also choose to develop their own inductions based on freely available DfE accredited materials or design a programme from scratch based on the ECF itself.

Regardless of the option you take, all state schools offering statutory induction will receive funding to cover the 5% off timetable for early career teachers in their second year, and for the time mentors will spend with early career teachers in the second year of induction.

Appropriate Bodies will continue to ensure early career teachers receive their statutory entitlements and will make the final decision as to whether that teacher has met the Teachers' Standards. They will also check an appropriate ECF-based induction is in place.

What to do next

If you are a school leader with a new teacher starting in September 2021, you will need to:

- read the information provided on GOV.UK to understand the changes being made to statutory induction
- using the information available on GOV.UK, decide which option best suits your school ahead of September 2021.

Teaching 