

East Manchester Teaching School Hub Briefing for Headteachers, Principals and Senior Leadership Teams

Supporting your Early Career Teachers and Mentors

As part of our continued improvement and, as we near the end of the first full two-year cycle of our Early Career Framework (ECF) and Appropriate Body (AB) service, we have taken feedback from a range of stakeholders and are responding to this with a revised, streamlined delivery model for the ECF programme that meets the requirements of UCL, the DfE and our schools illustrated below.

Feedback	Actions for 2023-2024
ECTs find the regularity and timing of the training sessions difficult to manage, and we have seen 60% less engagement with online training sessions.	In response to this, we are: <ul style="list-style-type: none"> • significantly reducing the number of training sessions across the programme and removing the online component. • There will now be five three-hour face-to-face training sessions across the academic year in year one instead of 12; and • three two-hour training sessions across the academic year in year two instead of four.
Mentors have indicated that they need more clarity on their role and the programme from the start.	To address this, we are: <ul style="list-style-type: none"> • condensing their termly training sessions into one face-to-face conference at the start of the year.
Headteachers have raised concerns about the difficulties in releasing ECTs for their training in the first part of the academic year when they need to be establishing relationships and routines with their new pupils.	We fully recognise the importance of this early part of the year and will: <ul style="list-style-type: none"> • hold our induction conferences in late September; however, ECTs and mentors should engage with the ECF programme from the start of the academic year.

Our intended changes will alleviate the pressure on you to release ECTs and mentors' multiple times throughout the year, whilst meeting the **DfE requirements for training hours and consequent funding**, which is potentially at risk if ECTs and/or mentors do not fully engage with the programme. However, more importantly, we believe that the opportunity for ECTs and mentors to participate in face-to-face training at our induction conferences will not only provide a valuable opportunity for collaboration between colleagues but a detailed level of clarity that supports their progress and understanding for the rest of the year resulting in **better continued professional development** for both ECTs and mentors and a **significant positive impact on the outcomes of all pupils** in our priority education investment area.

Registering your new Early Career Teachers

Finally, as we approach the busiest recruitment period of the academic year, please remember that if you appoint ECTs (either year one or two) you need to register them with an Appropriate Body and provide an induction based on the Early Career Framework. Your induction tutor will receive an invitation to complete registration on the new DfE digital service – in advance of this, we have been asked to emphasise the below

- **schools should not try to set up next year's training programme or register next year's ECTs and mentors until DfE invites them to do so**
- **schools should check they have nominated their induction tutor ahead of this, or updated their nominated induction tutor if necessary**

We will share updated guidance for registering ECTs on the portal once the service is live.

East Manchester Teaching School Hub Conferences

As part of our new delivery model, we will be holding induction conferences for mentors and ECTs (year one and year two) which will also cover the training for the first module of the year. We will also be delivering training for all Induction Tutors in line with our statutory role as an Appropriate Body*. Please find a summary of dates, times, and venue options below. It is our strong suggestion that this is coordinated centrally by yourself or your Induction Tutor to best meet the needs of your individual school. **We advise early booking to avoid disappointment for your preferred date or time!** Your Induction Tutor will receive detailed information of the revised ECF delivery model, including **Eventbrite links** for the induction conferences for all participants on the ECF, and the Induction Tutor training. You can also find this information on our website [here](#).

	Option One	Option Two	Option Three
Induction Tutor Training	Monday 3 rd July 9.30-12pm Oldham Event Centre	Tuesday 4 th July 1.30-4pm Stanley House, Tameside	Tuesday 19 th September 9.30-12pm Oldham Event Centre**
ECF Year Two Mentor Conference	Monday 3 rd July 1.30-4pm Oldham Event Centre	Tuesday 4 th July 9.30-12pm Stanley House, Tameside	Wednesday 27 th September 1.30-4pm** Oldham Event Centre
ECF Year Two ECT Conference	Tuesday 26 th September 1.30-4.30pm Oldham Event Centre	Wednesday 27 th September 9.30-12.30pm Oldham Event Centre	Thursday 28 th September 9.30-12.30pm Oldham Event Centre
ECF Year One Mentor Conference	Tuesday 19 th September 1.30-4pm Oldham Event Centre	Wednesday 20 th September 9.30-12pm Stanley House, Tameside	N/A
ECF Year One ECT Conference	Wednesday 20 th September 1.30-4.30pm Stanley House, Tameside	Tuesday 26 th September 9.30-12.30pm Oldham Event Centre	Thursday 28 th September 1.30-4.30pm Oldham Event Centre

***All** Induction Tutors are expected to attend one of the sessions regardless of experience as we have revised statutory guidance from the DfE to communicate and clarify. In schools where there are multiple induction tutors, all are invited, but we understand if only the Induction Lead is able to be released and expect that the information is disseminated appropriately.

****These are catch up conferences for any colleagues not in role this summer term.**

Supporting your Aspirant and Developing Leaders

As part of our golden thread of continued professional development, we will be continuing our highly successful suite of National Professional Qualifications in this next academic year.

We will be offering all courses, which remain **fully funded**, in the Autumn term:

- Leadership: NPQH, NPQSL, NPQEYL
- Specialist: NPQLT, NPQLTD, NPQLBC, NPQLL

Due to the popularity of certain courses, we will only be offering second cohorts in the **Spring** for NPQH, NPQSL and NPQLT.

We would **encourage you to consider the staff in your schools who will be ready to commence one of the NPQs in the Autumn**. Registration for Autumn 2023 programmes is now open, and all the information can be found [here](#).

Thank you for taking the time to read this briefing. We look forward to working with you and your colleagues in the next academic year!

East Manchester Teaching School Hub Team