East Manchester Teaching School Hub

Early Career Teacher Entitlement

Induction Tutor Briefing

Summer 2025

Please see a recording to complement this briefing here.

Cranmer Education Trust

East Manchester Teaching School Hub

AIMS

- To understand the changes to **E**arly **C**areer **T**eacher (ECT) induction from September 2025.
- To understand the changes to **Mentor** training requirements from September 2025.
- To consider ways to best support ECTs and Mentors in school.

Cranmer Education Trust

Early Career Teachers | Changes | 2025 2026

Early Career Teacher Entitlement (ECTE)

Appropriate Body
Statutory Induction

Early Career Teacher Programme
ITTECF Curriculum

Early Career Teacher Entitlement (ECTE)

Appropriate Body | Statutory Induction

The Children's Wellbeing Bill requires all new teachers to hold QTS meaning they will all complete statutory induction with an Appropriate Body. This is inclusive of **all academies.**

The school's Induction Tutor oversees the induction of ECT(s).

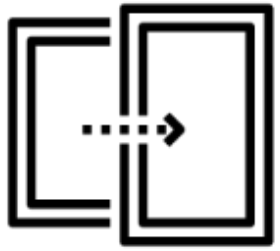
Induction Tutors will…

- Register ECT(s) with an Appropriate Body and for the **E**arly **C**areer **F**ramework (**ECF**) if they started induction **prior to April 2025** or the **E**arly **C**areer **T**eacher **P**rogramme (**ECTP**) if they started induction **in April 2025 or September 2025.**
- Ensure ECTs have their **entitlements** i.e., ECT time and a dedicated mentor.
- **Observe** the ECT(s) on a regular basis.
- Write **Progress Reviews** and **Assessments** across the two years.
- Facilitate and monitor the engagement of ECTs and Mentors with the new **E**arly **C**areer **T**eacher **P**rogramme (**ECTP**) or **E**arly **C**areer **F**ramework (**ECF**), as relevant.

Early Career Teachers | Changes | 2025 2026

Early Career Teacher Entitlement (ECTE)

Key Changes | 2025-2026 | A Year of Transition



The current **ECF** programme will transition to the **E**arly **C**areer **T**eacher **P**rogramme (**ECTP**)

The current **ECF** Curriculum will be replaced by the **ITTECF** Curriculum

Increased focus on SEND, literacy, and professional behaviours

New mentors will now do a **one-year programme** to support their professional development

Early Career Teacher Entitlement (ECTE)

Early Career Teacher Programme | ITTECF Curriculum

The **ECTP** is provided by **East Manchester Teaching School Hub** in **partnership** with **UCL.** It will be accessed via a platform called **UCL Extend** with face-to-face training facilitated by **East Manchester Teaching School Hub.**

This applies to ECTs who started induction in **April 2025**, and **September 2025** onwards.

Over the two-year programme, ECTs will engage with **TEN** modules which will include…

- Independent Study Sessions
- Mentor Meetings
- An Induction Conference in Year One and Year Two
- 5 three-hour face-to-face training sessions with EMTSH in Year One.
- 3 two-hour face-to-face training sessions with EMTSH in Year Two.

In **Year One** they will complete **six modules** designed to reinforce core teaching principles and practices first met on ITT including: professional responsibilities, effective classroom practice, and understanding pupils' learning needs.

In **Year Two** they will complete the **final four modules** designed to deepen their knowledge through a **practitioner inquiry**.

Early Career Teacher Entitlement (ECTE)

Early Career Framework

ECTs who have already started the **Early Career Framework** will remain on this programme in Year Two (2025-2026).

During Year Two of the programme, ECTs will engage with **Modules Six to Nine** of the **ECF programme** ECTs, deepening their knowledge through a **practitioner inquiry**. This will include…

- Self-directed Study Sessions (approximately once every two weeks)
- Mentor Meetings (approximately once every two weeks)
- 1 Year Two ECT conference in Autumn One
- 3 two-hour face-to-face training sessions with EMTSH (one per half term until Spring Two)
- School Visits or the EMTSH ‘Practice Exchange and Celebration Event’ in the Summer.

Early Career Teachers | Schedules 2025 2026

Cohort	Which programme will the ECT(s) engage with in 2025-2026?	When will they complete their statutory induction?
C3 January 2024	**Current** Early Career Framework Year Two | Module Eight (iii) and Module Nine (Autumn Term)	December 2025
C3 April 2024	**Current** Early Career Framework Year Two | Starting at Module Six (Autumn One)	April 2026
C4 September 2024		July 2026
C4 January 2025		December 2026
C4 April 2025	**NEW Early Career Teacher Programme** Year One | Starting at Module One (Autumn One)	April 2027
C5 September 2025		July 2027

To note…

If ECTs **started** their induction on the **current ECF programme** (i.e., prior to April and September 2025), they **must complete** this programme as part of their ECT induction.

Full transition to the **new ECTP** for **ALL ECTs** is planned for **2027.**

What do I need to do as Induction Tutor?

- ✓ Secure places for ECTs and mentors at our **conferences** for 2025 and facilitate cover for them to attend.
- ✓ Facilitate cover for ECTs to attend training once per half term. We will communicate **ECT cluster codes** and **training dates** for 2025-2026 as early as possible in the Autumn term.
- ✓ Monitor engagement with the **ECF** or **ECTP**, as relevant. We can provide UCL Extend engagement data upon request.
- ✓ Ensure you carry out the observations, meetings, and write progress reviews and assessments for their statutory induction as relevant.

Early Career Teachers | Changes | 2025 2026

Early Career Teacher Entitlement (**ECTE**)

Mentor Development Programme 2025-2026

As per the current system, under the **ECTE**, all ECTs are entitled to a **dedicated mentor.**

The mentor's role is to support the ECT's **continued professional development** by engaging with the ECTP.

They are **NOT involved** in the statutory induction of the ECT i.e., they do not complete formal lesson observations or write any progress reviews or assessments.

Mentor Development Programme| Changes | 2025 2026

New Mentors | September 2025

From **September 2025**, **new mentors** will complete a **ONE YEAR** programme focussed on **their professional development** as a mentor.

This includes **18 hours** of training accessed via **UCL Extend** and **face-to-face training** with EMTSH.

This includes…

- **Introductory modules** exploring the 'Fundamentals of Mentoring'.
- **Two conferences** (Autumn and Summer)
- **Independent Study** (one per half herm)
- **Mentor meetings** and **preparation** (once a week in Year One)

Please note that the **mentor's training programme** schedule depends on **when they start mentoring the ECT** and **NOT** the **start date** of the **ECT**.

For example, if an ECT started their induction and the ECF programme in January 2025 with one mentor, and a **brand new (untrained) mentor** will be working with them from September 2025, the **new mentor** will start the **new ECTP mentor programme** to support their professional development; however, they will still have access to the resources for the current programme.

Mentor Development Programme| Changes | 2025 2026

Fully trained Mentors

If a mentor has **completed** the two-year ECF mentor programme between **September 2021** and **July 2025**, they **do not need to complete any further training**. They can still mentor an ECT.

Year Two Mentors (2025-2026)

If a mentor is currently **enrolled on Year One** of the ECF mentor programme, they will **continue onto Year Two** in line with their ECT. They will still access everything they need on UCL Extend and attend training with East Manchester TSH.

Deferred Mentors

In many cases – and for a variety of reasons – some mentors started the ECF mentor programme and then deferred their engagement. If a **currently deferred mentor** will be supporting an ECT from September 2025 (either in Year One or Year Two), they will need to complete the **current ECF mentor programme** for your school to draw down relevant funding.

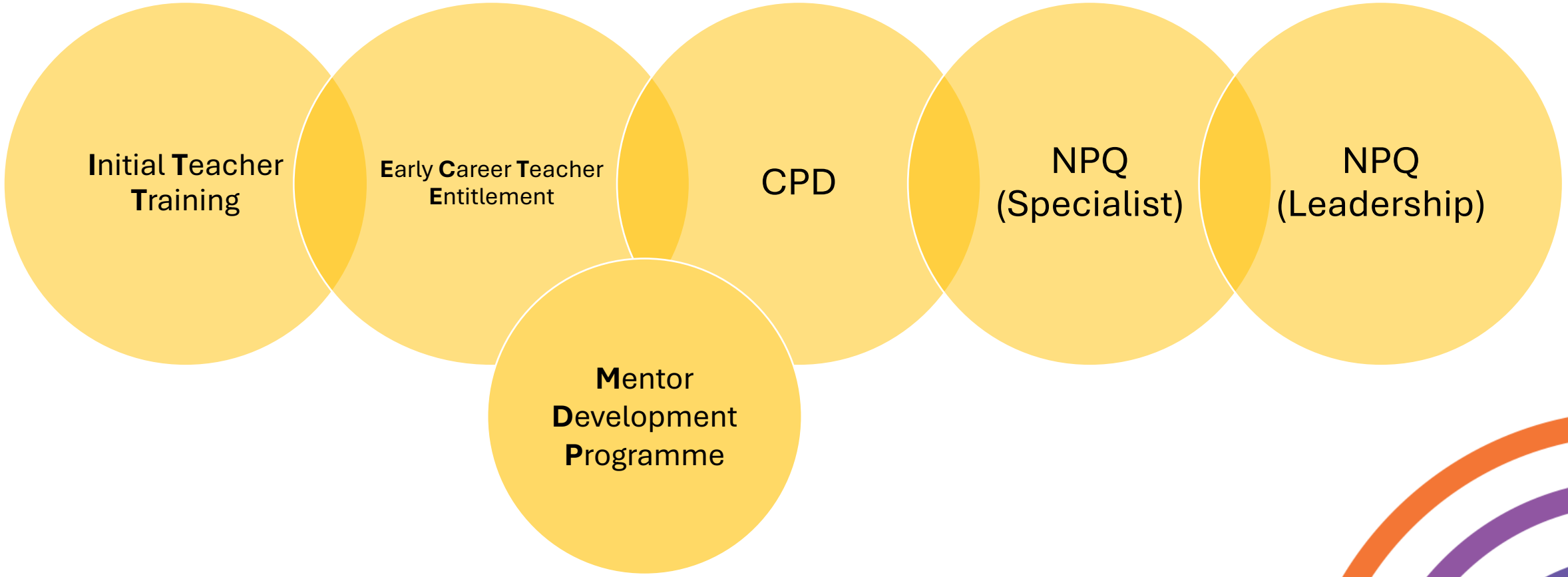
ALL mentors will be given access to the relevant mentor and ECT programme on UCL Extend.

Mentor Development Programme| Changes | 2025 2026

The new mentor programme is designed to **complement the new ECTP**; however, this programme is about the **development of the mentor.**

This is an excellent role and opportunity for teachers in your school or college who are taking the **next step** in their professional journey.

Golden Thread of Teacher Training and Development



How can we maximise the impact of mentors in school?

Consider colleagues who are ready for the **next step** in their professional development (i.e., teachers in year three or four+). Would they make a great mentor and benefit from the CPD in the new programme?

Consider the wider possibilities in school…

- ✓ We want to create effective **teacher educators** to support professional development, retention, and overall outcomes.
- ✓ The **UCL Mentor Development Programme** is a wider investment into **quality professional development** for mentors.
- ✓ Mentoring is a vehicle for **personal and professional development**, often being the link to an NPQ and the first steps to middle leadership.
- ✓ Mentoring is an excellent **pathway into leadership** as it is in an exploratory and co-constructed environment of encouragement and support with low stakes. It is a learning journey to guide and **develop with the ECT** with continued guidance from the programme and DP led training.
- ✓ Mentors (and ECTs) will have access to the **latest research**. This can be used in school to the benefit of all staff and the support the school's priorities. Including ECTs and mentors in this journey can be very empowering and develop professional confidence and progress!

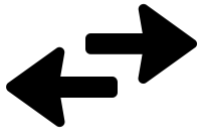
How can we maximise the impact of mentors in school?

Consider holding interviews for mentor roles to emphasise the importance of the role and highlight the professional development opportunity available.

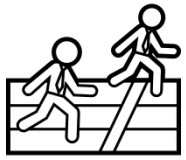
Consider the most effective **‘matches’** between ECTs and mentors to make completing the programme as straightforward but impactful as possible.

- Match a fully trained or brand-new mentor to a new ECT in Year One so they can follow the new **E**arly **C**areer **T**eacher **P**rogramme (EC**TP**).
- Match a fully trained or Year Two mentor with a Year Two ECT for 2025-2026.
- Match a deferred mentor with a Year Two ECT, as they already have some familiarity with the current programme, and this might be slightly easier to navigate whilst completing their own training!

How can we maximise the impact of mentors in school?



Mentors can be from a **different phase or subject area** to the ECT, and this can have enormous benefits for both in terms of professional development. This may also help in terms of capacity.



Where possible, select a mentor that will be able to **stay with the ECT** for the duration of the programme.

Allocate **time** on the **timetable** for **mentor meetings**, and – where possible – time for the mentor to **prepare** for meetings and complete their **independent study.**

Speak to the mentor (and ECT) about what they are studying in each module. Is there anything they can **contribute to** or that **aligns** with **whole school priorities** from their **learning on the programme?**

If you'd like any further guidance about the above, please contact us at ecf@eastmanchesterteachinghub.com.

Next steps…

- ✓ Sign up to one of our Induction Tutor Training events by following the link emailed previously.
- ✓ Book places for your ECTs and mentors at the relevant conference by following the link emailed previously.

Induction Tutor Training			
Induction Tutor Training | For NEW Induction Tutors	Friday 19th September 2025	9.30-12.30pm	Stanley House, Tameside
Induction Tutor Training | Refresher for Induction Tutors	Thursday 25th September 2025	1-4.30pm	Oldham Event Centre
Year One ECT Conferences			
Year One ECT Conference	Wednesday 24th September 2025	9.30-12.30pm	Oldham Event Centre
Year One ECT Conference	Tuesday 30th September 2025	1.30-4.30pm	Oaklands Hall, Tameside
Year Two ECT Conferences			
Year Two ECT Conference	Wednesday 24th September 2025	1.30-4.30pm	Oldham Event Centre
Year Two ECT Conference	Monday 29th September 2025	1.30-4.30pm	Oldham Event Centre
Year Two ECT Conference	Tuesday 30th September 2025	9.30-12.30pm	Oaklands Hall, Tameside
Year One Mentor Conferences			
Year One Mentor Conference	Tuesday 23rd September 2025	**9.30-3.30pm**	Oldham Event Centre
Year One Mentor Conference	Thursday 2nd October 2025	**9.30-3.30pm**	Oaklands Hall, Tameside
Year Two Mentor Conferences			
Year Two Mentor Conference	Monday 29th September 2025	9.30-12.30pm	Oldham Event Centre
Year Two Mentor Conference	Thursday 9th October 2025	9.30-12.30pm	Denton Golf Club

East Manchester Teaching School Hub

Early Career Teacher Entitlement

Questions

Check our website for more information about the ECTE and ECTP!

Cranmer Education Trust