Early Career Teacher Entitlement (ECTE)

Provided by East Manchester Teaching School Hub in partnership with UCL

East Manchester Teaching School Hub

UCL

What is the Early Career Teacher Entitlement (ECTE)?

Since 2021, new teachers have engaged with a two-year **statutory induction** process underpinned by their engagement with the **Early Career Framework (ECF)**: a fully funded entitlement to a structured **two-year package** of **high-quality professional development**.

From **September 2025**, new teachers will engage with the newly titled **E**arly **C**areer **T**eacher **E**ntitlement (EC**TE**), which includes a two-year **statutory induction** process with an Appropriate Body, and continued engagement with a structured **two-year package of high-quality professional development**.

East Manchester TSH will continue to provide **Appropriate Body** services, and **partner with UCL** as a Lead Provider to deliver the **ECTP.**

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

Further Information

Statutory Induction | Appropriate Body (AB)

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 will oversee the induction of ECT(s). They 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**: 10% additional time in Year One and 5% in Year Two, access to the **ECTP** or **ECF programme** as relevant, **a dedicated mentor**, and regular **Progress Reviews** and **Assessments.**
- **Observe** the ECT(s) on a regular basis.
- Write **Progress Reviews** in term one and two of Year One, and term four and five of Year Two for each ECT and submit these to the Appropriate Body.
- Write a **Formal Assessment** in term three of Year One, and term six of Year Two for each ECT and submit this to the Appropriate Body.
- 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.

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Early Career Teacher Programme (ECTP)

From **September 2025**, as part of their entitlements, ECTs will engage with the Early Career Teacher Programme (**ECTP**).

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**. They revisit, personalise, and extend their learning by creating their own questions and conducting investigations in their own classrooms. This approach equips teachers to continue learning through their careers.

ONLY ECTs who start induction in **April 2025 and September 2025 or thereafter,** will engage with the **ECTP.**

Early Career Framework (ECF)

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** which 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.

In **Year Two** ECTs deepen their knowledge through a **practitioner inquiry**. They revisit, personalise, and extend their learning by creating their own questions and conducting investigations in their own classrooms. This approach equips teachers to continue learning through their careers.

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.**

For further advice and guidance, please follow the links here: ECTs | Mentors | Induction Tutors | Headteachers