Early Career Teacher Entitlement (ECTE)

Provided by East Manchester Teaching School Hub in partnership with UCL

East Manchester Teaching School Hub

UCL

Early Career Teacher Programme | Overview

UCL's new programme (**ECTP**) is complemented by some significant changes to improve the experience and professional development of **both ECTs and mentors**. These are summarised below for your information.

UCL | Early Career Teacher Programme (ECTP) Structure

YEAR ONE		What does each module include?
MODULE	**MODULE TITLE**	
One (Au1)	Fulfilling Professional Responsibilities	Each module has between **five and seven topics**, which include an **independent study** and/or a **mentor meeting.** Each module begins with a **Module Formative Assessment** which comprises an online knowledge and a **Formative Assessment Meeting** with the mentor. For this meeting, the ECT brings **2-3 'indicators of practice'** to inform a **dialogue** about how they should tailor their learning for that module. For each topic, they will decide if they are **'emerging'**, **'embedding'** or **'excelling'**. The module then proceeds through topics of **independent study** and **mentor meetings** and **facilitated sessions**. The final mentor meeting will be to **review the ECT learning** for that module. **Module Evaluation Questionnaires** will be included in the final mentor meeting. There will be **one Module Evaluation** to complete per **term (three in total across the year).**
Two (Au2)	Enabling Pupil Learning	
Three (Sp1)	Engaging Pupils in Learning	
Four (Sp2)	Developing Quality Pedagogy	
Five (Su1)	Meeting Pupils' Needs	
Six (Su2)	Making Productive Use of Assessment	
YEAR TWO		
Seven (Au1)	Exploratory Inquiry focusing on Enabling Pupil Learning	
Eight (Au2)	Exploratory Inquiry focusing on Engaging Pupils in Learning	
Nine (Sp1-Su1)	Evaluative Inquiry focusing on Developing Quality Pedagogy or Meeting Pupils' Needs or Making Productive use of Assessment	
Ten (Su2)	School Visits focusing on Fulfilling Professional Responsibilities	

UCL | ECTP Mentor Programme

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)

The new mentor programme is designed to **complement the new ECTP**; however, this programme is about the **development of the mentor**, so this is an excellent role and opportunity for teachers in your school or college who are taking the **next step** in their professional journey.

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Early Career Framework | What does this mean for fully trained or current mentors?

Any mentor who has already started the current ECF Mentor Programme must continue with this for your school or college to draw down the relevant funding. Please see clarification and advice below.

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.

New Mentors (2025-2026)

If a mentor has **NEVER** completed a mentor programme, they will complete the **new one-year, fully funded ECTP mentor programme**.

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.

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.

This may involve...

- a mentor who has completed Year One of the ECF mentor programme since September 2021 completing Year Two
- or a mentor who has completed Year Two of the mentor programme Since September 2021 completing Year One.

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

How can we maximise the impact of mentors in school?

Approaches to consider...

- Consider colleagues who are ready for the **next step** in their professional development (i.e., teachers in year four+). Would they make a great mentor and benefit from the CPD in the new programme?
- Consider the information above and the **'matches'** between ECTs and mentors opposite to make completing the programme as straightforward but impactful as possible.
- 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.

Where 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!

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

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