



Early Career Framework (ECF) Frequently Asked Questions

Rainbow Teaching School Hub is offering the full induction programme (FIP) to schools across its designated region, via its lead provider, **Best Practice Network (BPN)**. See below a range of frequently asked questions, which may help you to navigate through the ECF programme.

Q: Who is eligible for this fully funded programme?

A: The ECF programme is for newly appointed ECTs who will begin their induction from September 2021. Any legacy NQTs, who have been employed prior to Sept '21 and who haven't completed their NQT year, are not entitled to follow the Early Career Framework and will complete their induction period via their school and the Appropriate Body employed by their school.

Q: How is the Early Career Framework funded?

A: A provider-led programme, available to state-funded schools only, is funded by the DfE so there is no cost to the school. Funding will cover:

- Time off timetable for early career teachers and mentors in the second year of induction paid directly to schools.
- Training delivered directly to early career teachers by an external provider - providers are paid directly so schools will not face any payment burdens.
- Training delivered directly to mentors by an external provider. Providers are paid directly, so schools will not face any payment burdens
- Additional funding to backfill mentor time spent undertaking training is paid directly to schools.

Q: Are Non-Maintained independent schools eligible for the funded programme?

A: Independent schools can choose to follow their own design (school based) or to use free open-source materials provided by the DfE (known as the core programme). The fully funded route (FIP) is not available to independent schools

Q: Can independent schools undertake the ECF programme with Best Practice Network and fund it themselves?

A: Yes, this is possible. Please contact Best Practice Network for more information enquiries@bestpracticenet.co.uk, +44 (0) 117 920 9200

Q: Is the ECF statutory?

A: The new Early Career Framework (ECF) reforms will make it a statutory requirement, for any school inducting new teachers, to offer them a two-year package of high-quality professional development.

Q: Is ECF replacing NQT?

A: The ECF is not to be used as an assessment tool. The Standards will remain unchanged and NQTs will still be assessed against these, but over a two year period. Appropriate Bodies will need to ensure the quality of induction and the use of the ECF.

Registration actions for schools new to the ECF programme:

Q: How do I register new ECTs and Mentors?

1. From **Tuesday 10th May 2022**, you can register new ECTs and Mentors on the DfE ECF portal via this link: <https://manage-training-for-early-career-teachers.education.gov.uk/>. Your Induction Tutor will then receive an email/link from the DfE, requesting they register the ECT(s) and Mentor(s).
2. As part of this process you should also enrol your school and provide ECT/Mentor details, with our ECF provider, **Best Practice Network** and you can do this here: https://ccms.bpnsystems.net/ecf_application/. When prompted to do so in the application form select, **Rainbow TSH**. This will ensure ECTs/Mentors are allocated to local delivery groups.

NB: You should also register your ECT with an Appropriate Body, who is responsible for assessment of the induction period. This may be your Local Authority or another Appropriate Body organisation.

Q: What is the role of Appropriate Body Services?

A: The ECT programme is not to be confused with Appropriate Body Services. You will also need to register your ECTs with the Appropriate Body you previously registered your NQTs with. Appropriate Bodies will have a role in checking that early career teachers are receiving a programme of support and training based on the ECF, alongside their current role of ensuring that new teachers receive their statutory entitlements and are fairly and consistently assessed.

Actions for schools with ECTs and Mentors already on the programme:

Q: Is there a Year 2 registration requirement for ECTs and Mentors who are already on the programme?

A: For ECTs and Mentors who started the programme in September '21, no further registration actions are required. These ECTs and Mentors will continue with the programme.

Q: What happens if a current ECT's mentor will change in September and the colleague who will act as the new mentor, hasn't been involved in the programme yet?

A: If you are planning to use a new Mentor who has not yet been involved with the ECF programme, they will need to be registered with the DfE online service and BPN:

1. Register new ECTs and Mentors on the DfE ECF portal via this link: <https://manage-training-for-early-career-teachers.education.gov.uk/>
2. Register the new Mentor details with our ECF provider, **Best Practice Network** via this link: https://ccms.bpnsystems.net/ecf_application/. When prompted to do so in the application form select, **Rainbow TSH**.

The new Mentor will start the training programme at Yr 2, so they are in line with the Yr 2 ECT.

BPN Schools Dashboard: Can we bring your attention to the **Schools Dashboard** feature, available to view on BPN's CCMS platform. The Schools Dashboard enables you to view programme schedules and attendance etc for your ECTs and Mentors, meaning you can see this information sooner, rather than waiting to receive BPN communications. Nominated Induction Tutors and Headteachers have previously been invited to access to this feature (if your school already has ECTs/Mentors on the programme) and we strongly recommend this feature is utilised, to help schools manage the programme for their colleagues.

Q: What happens if I have ECT late starters?

A: There are provider deadlines for when ECTs may embark on the Early Career Development Programme. This applies to ECTs who are employed mid-half term, and in some circumstances the ECT may need to wait until the following term to start the programme. They should still be registered on the DfE Portal, with BPN and the Appropriate Body.

Q: Can the Induction Tutor and Mentor be the same person?

A: This is not recommended due to the workload involved for each role.

Q: Can Mentors work across different schools?

A: This is not recommended as ideally a mentor should have some knowledge of the ECT and they wouldn't have this if mentoring an ECT from a school other than their own.

Q: What happens if the date of a scheduled session changes, how will the ECT or mentor know about this?

A: Best Practice Network will notify ECTs or Mentors, via email, if a scheduled session date changes and a revised zoom link will be distributed for any online sessions.

ECF Facilitation work:

Q: How do I become an ECF facilitator?

A: You need to advise Rainbow Hub (rainbowhub@remat.org.uk) of your wish to undertake this role and register with Best Practice Network (BPN) to become an Associate Member. You can do this via this link: <https://ccms.bpnsystems.net/associates/>.

Q: Will I receive facilitator training?

A: Yes, once the above steps are completed you will be notified about facilitator training opportunities.

Q: Will the facilitation work be face to face or online?

A: This will be a mix of face to face and online delivery, so you should be comfortable with both delivery methods.

Q: Is facilitation work funded?

A: Yes, this information will be shared with interested parties.

For further information about the ECF programme visit <https://www.rainbowtsh.org.uk/> or <https://www.gov.uk/government/publications/early-career-framework-reforms-overview/early-career-framework-reforms-overview>