

Important Information for schools regarding changes to the 'Appropriate Body' Services for Early Career Teachers

All schools employing an Early Career Teacher (ECT) during their induction period, will need to register the ECT with an 'Appropriate Body', to oversee the induction process and keep the Teaching Regulation Agency (TRA) updated as to the progress of the ECT. The appropriate body will also register the successful completion, any need for extension of, or failure to successfully meet the mandatory standards of the ECTs induction, with the TRA. Appropriate body Services, until recently, have generally been provided by Local Education Authorities (with a small number of additional providers).

Appropriate bodies (ABs) play a vital statutory role quality assuring induction, ensuring Early Career Teachers (ECTs) receive statutory entitlements during induction and are fairly and consistently assessed, against the Teachers' Standards.

Following a 2022 consultation with the DfE on induction assessment and appropriate body reform, it was decided from 2024, Teaching School Hubs (TSHs) would become the main providers of appropriate body services.

The DfE have taken this decision, to help ensure greater quality and consistency of approach across all areas. The DfE already have formal agreements with all Teaching School Hubs to hold them to account, measuring success against key performance indicators which will make it easier for them to introduce more robust quality assurance processes.

Teaching School Hubs will be working closely with local authorities during the transition period to ensure a seamless process for schools and ECTs currently in their induction period.

We have used the DfE's announcement document as a basis for this communication, which we hope will provide key information and answer some of the questions you may have regarding the transition of appropriate body services in the local area.

Who is my local Teaching School Hub?

Rainbow Teaching School Hub is the local area hub for schools in Sefton, Knowsley and St. Helens. We also work with some schools outside of our area in some circumstances, such as if they wish to use our partner training providers or because of connections/locations within their Trust.

In addition to Appropriate Body Services, the Rainbow Teaching School Hub also work with schools to deliver all strands of the 'Golden Thread', including the Early Career Framework, National Professional Qualifications and CPD.

When will the changes happen?

Any Early Career Teachers already registered with the Local Authority for AB services can remain with them for the time being. Local authorities will transition out of their appropriate body role in two stages:

- From September 2023 local authorities will not register any new ECTs
- From September 2024 local authorities will cease to operate as appropriate bodies

How will this affect your school?

If you currently have an ECT registered with a local authority for appropriate body services, you will not need to take any action at this time. Local authorities will continue to operate as an appropriate body for any ECTs who are currently registered with them until September 2024.

If your school employs an ECT from now onwards you have a couple of options:

1. You can register the ECT with your local authority if they are still accepting new registrations. Some local authorities have already taken the decision to stop accepting new registrations, as the ECT will not have completed their induction by September 2024, at which time they must cease to operate as an appropriate body. Any ECT registered with a local authority for appropriate body services, who has not completed their induction period by the September 2024 deadline, will need to be transferred to an alternative appropriate body service at that point. Your local authority will be able to advise if they can accept the ECT you wish to register with them.
2. You have the option of registering with an alternative appropriate body service, such as the Rainbow Teaching School Hub, when you next employ an ECT. The Rainbow Teaching School Hub will be in a position to register and support your ECT for their entire induction journey. From September 2023 no new ECT will be able to register with a local authority for appropriate body services and will have to use an alternative.

Questions & Answers

Q: What choices do I have about when to transfer ECTs?

A: Schools who currently access appropriate body services through a local authority or National Teacher Accreditation (NTA) will need to ensure that after September 2023 they register all new ECTs with a Teaching School Hub for appropriate body services.

If a school has already registered an ECT with a local authority for appropriate body services prior to September 2023, that local authority can continue to offer AB services to that ECT until September 2024.

If an ECT is registered with a local authority before September 2023 but does not complete their induction by September 2024, their school will need to ensure that the ECT is then transferred to a Teaching School Hub for appropriate body services from September 2024.

If you wish to transfer an ECT already registered with a local authority to a Teaching School Hub, before the transition end date or completion of the ECTs induction end date, you should discuss this with the local authority and the Teaching School Hub you wish to transfer to.

Q: In the transition year 2023/24 are schools required to work with two ABs to avoid moving ECTs mid-year?

A: This will primarily depend on what stage of the induction programme your ECTs are at. We will support schools to make choices in the interests of their ECTs and wherever possible provide stability for them during induction.

The DfE has allowed for a slightly longer transition period than originally intended, so the majority of ECTs who began their induction in September 2022 will have the option to avoid disruption, by remaining with one appropriate body service through the whole of their induction. For that reason, local authority appropriate bodies may operate with existing ECTs until September 2024.

The DfE recognise that local options may vary according to local authority plans and capacity. Schools may need to make practical choices about how they access appropriate body services. So, while stability for ECTs should be the priority wherever possible, schools currently accessing appropriate body services from their local authority should discuss the options available to them in the local area, including the availability of services during the transition period 2023/24.

Schools will need to consider if they can and/or would prefer to keep ECTs who started their induction in 2022/23 with their current appropriate body service provider, until September 2024, to provide stability. If local authority appropriate body services in your area are not continuing up to September 2024, or if your school also have ECTs starting in September 2023 who must register with a Teaching School Hub for appropriate body services, schools may wish to consider moving all existing ECTs to the new appropriate body service with their Teaching School Hub at the same time. This would allow schools to work with just one appropriate body service during academic year 2023/24.

Q: If an ECT starts induction after September 2022 or they work on a part-time basis or require an extension beyond 31 August 2024, will the Local Authority be able to complete their induction?

A: No, any ECTs registered with a local authority appropriate body service, who have not yet completed their induction by 31 August 2024, will be required to transfer to another appropriate body service i.e. with your local Teaching School Hub. The DfE was clear that as part of the transition process, it was necessary to agree a clear cut off point by when local authority appropriate body service should cease, in order for all schools and ABs to plan ahead with certainty.

Q: If I have an ECT starting in September 2023 who is already halfway through induction can I register them with my Local Authority to complete their final year?

A: No this will not be possible because local authority appropriate body services will not be able to make accept new registrations of any kind after 1 September 2023. All new registrations after this date will need to be with a Teaching School Hub appropriate body service.

Q: Do I have to use a Teaching School Hub Appropriate Body Service in the future? What if I can't or don't want to work with my local Teaching School Hub?

A: As part of the reforms, schools are encouraged to use the Teaching School Hub that makes the most sense for their circumstances. For most schools, this would be your local Teaching School Hub.

Your school may decide to use the Teaching School Hub who partners with your preferred ECF Training Provider. Larger Trusts might make this choice based on the Teaching School Hub closest to the majority of their schools, or lead school. Where a school's local Teaching School Hub has a conflict of interest in delivering appropriate body services to a specific school or ECT, schools will be signposted to an alternative and will have flexibility to make arrangements with another Teaching School Hub. Rainbow Teaching School Hub only has a conflict of interest with the lead school in their MAT and other arrangements are already in place to accommodate this.

Teaching School Hubs will become the main providers of appropriate body services from September 2024, except for two specialist appropriate bodies, who will offer services to some independent and overseas schools.

Q: Do schools have to use the same Teaching School Hub, as their ECF training delivery partner, to provide their appropriate body services?

A: No. Although there are a number of benefits of doing so and many schools will choose to do this for efficiency, it is not a requirement for schools to use the same organisation for both services. The roles of training provider and appropriate body are separate, and schools can receive these services from different organisations if they wish to. For example, if a school is satisfied with their current training provider, they can still access AB services from a different TSH AB or vice versa.

Q: Why do different Appropriate Bodies charge different fees? Will our school have to pay more than we do now?

A: Regulations only allow appropriate bodies to recover the cost of providing the service, in the fees they charge. It may be the case that some schools will not previously have been charged, or not charged the full cost for receiving these services, from their local authority. This may be the case, particularly where schools may have accessed other services alongside or had funding arrangements with their local authority. The DfE have made it clear that it is a matter for appropriate bodies to determine their fee structure according to their costs, overheads and operating models. Teaching School Hubs are clear that charges for appropriate body services must not exceed the cost of supplying the service and should be agreed in advance with the school. The Rainbow Teaching

School Hub will provide any school registering for the appropriate body service with details of our Service Level Agreement (SLA) which will include our fees and payment schedules. Teaching School

Hubs have been supported by the Teaching School Hub Council (TSHC) in considering their fee structure to reflect the reasons for the reforms and ensure value for money for schools.

Q: What if a local Teaching School Hub doesn't have capacity to offer my school appropriate body services?

A: From September 2023, (when local authorities will not be able to register new ECTs for appropriate body services), the DfE will ensure that every Teaching School Hub will be in a position to offer AB services, so that every school has access to a Teaching School Hub appropriate body service. The Rainbow Teaching School Hub, like many others, are already working effectively in partnership with local authorities to ensure a smooth, managed transition of appropriate body services for schools in their areas.

While Teaching School Hubs are in the process of increasing their capacity during transition, if some are unable to meet demand and offer services to all schools who approach them, they are expected to support schools to find suitable alternative appropriate body provision with a neighbouring Teaching School Hub. The Rainbow Teaching School Hub are currently in the process of agreeing contingency plans with local Teaching School Hubs, should the demands for appropriate body services exceed the planned capacity in the short term. We do feel that this is unlikely, as we have had detailed discussions with current local authority appropriate body services as to the historic, current and anticipated ECT numbers.

DfE is also providing local area ECT data to all appropriate body services to assist with the transition and capacity planning. They are also working with the Teaching School Hub Council to ensure that the Teaching School Hubs with the most capacity increase demands are supported.

Q: What about independent schools? Which schools and types of institution can access Appropriate Body Services from a Teaching School Hub?

A: The DfE is clear the default expectation is that Teaching School Hub appropriate body services should meet local demand for the service in their area. This includes accepting all ECTs when approached, regardless of the induction routes the ECTs are on, or the type of school or institution they are from. Teaching School Hub appropriate body services should be prepared to offer the service to all schools and settings that are eligible to offer statutory induction, including fee-paying independent schools.

If a Teaching School Hub, during the transition period, is unable to take on any new ECTs because of capacity challenges, then they should support the school who approached them to find an alternative provision with a neighbouring Teaching School Hub as a temporary capacity backstop.

Q: Do schools have to be signed up to a provider-led ECF-based training programme to receive Appropriate Body Services from a Teaching School Hub?

A: No. All ECTs must be registered with an appropriate body before induction can commence, whether this is induction via the DfE-funded programme or any other route, it is vital they can access appropriate body services. The DfE is clear the default expectation is, that Teaching School Hub

appropriate body services should meet local demand for the service in their area and accept all ECTs when approached, regardless of the induction routes the ECTs are on or the type of school they are from. Teaching School Hubs should be prepared to offer services (including ECF fidelity checking for non-funded ECF-based programmes) regardless of the type of ECF-based training a school chooses to deliver.

Q: Why are Teaching School Hubs best placed to carry out the role of Appropriate Body in the long term?

A: The DfE is committed to improving the quality and consistency of appropriate body services. Teaching School Hubs offer national coverage through their network of 87 Hubs and already play a significant role in the delivery of DfE-funded, ECF-based induction programmes. Each Teaching School Hub is held accountable against key performance indicators through their formal agreements with the DfE.

This makes Teaching School Hubs ideally placed to offer high-quality and consistent appropriate body services. The DfE is intending to work closely with the Teaching School Hub Council to build capacity in and encourage consistency across appropriate bodies, ensuring all schools have access to a high-quality service.

Q: How is the Department helping TSHs with capacity?

A: During academic year 2022/23 the Teaching School Hub Council is providing a programme of training and peer support to help Teaching School Hubs build their capacity and expertise. Teaching School Hubs will also be provided with templates and asked to create local transition plans in partnership with local authorities and neighbouring Teaching School Hubs. Rainbow Teaching School Hub has submitted draft transition plans to the Teaching School Hub Council and is on target to complete all transition activities in time for the beginning of the transfer of services in September 2023.

The Department will work alongside the Teaching School Hub Council to ensure that throughout the transition process there is capacity to meet the demand for appropriate body services.

Q: What happens to induction records after Local Authorities cease to be Appropriate Bodies - what is their responsibility regarding the data they hold? Can they share this with my new Teaching School Hub Appropriate Body?

A: As part of their duties in providing appropriate body services, organisations agree to hold ECT data for a minimum of six years in line with GDPR requirements. It remains the responsibility of the appropriate body that provided these services to keep these records of the ECTs that they offered services to, regardless of whether the organisation continues to function as an appropriate body.

For any ECTs transferring to a new appropriate body before they complete induction, schools and ECTs may be asked by their current/previous appropriate body to provide permission to share information with their new appropriate body. Schools are encouraged to provide the necessary permissions around data when requested, to facilitate a well-supported transition for any ECTs moving from one appropriate body to another during their induction.

Q: Where can I get more information?

A: For information about your local appropriate body services or moving to a new appropriate body, please speak to your current appropriate body in the first instance. All local authorities and Teaching School Hubs have been tasked with working together on transition planning and should be able to provide coordinated information about how long local authority appropriate body service will be available in your local area and what Teaching School Hub appropriate body service options are open to schools in your area. You can also contact your local Teaching School Hub directly. A list of appropriate bodies is available on this page: [Find an appropriate body - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/find-an-appropriate-body) and the contact details for the Rainbow Teaching School hub are at the end of this document.

Information about statutory induction can be found in the Induction statutory guidance: [Induction for early career teachers \(England\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/induction-for-early-career-teachers) and guidance for appropriate bodies: [Appropriate bodies guidance: induction and the early career framework - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/appropriate-bodies-guidance)

Q: How do I set up my school's Early Career Framework training programme with the DfE's digital service?

A: To sign up to a provider-led programme for ECF-based training in their school, or sign up to access accredited materials, nominated induction tutors must set up their programme through [DfE's online Manage training for early career teachers service](https://www.gov.uk/guidance/manage-training-for-early-career-teachers). Induction tutors need to have been nominated or sent sign in details to access this service.

For more information on DfE's online service and how to get an account, please visit this GOV.UK page: <https://manage-training-for-early-career-teachers.education.gov.uk/check-account>.

Q: How do I contact The Rainbow Teaching School Hub?

A: If you have any questions about our Hub Services, the appropriate body service transition or registering your ECT with us for appropriate body services, we will be happy to help.

Our website is: [Rainbow Teaching School Hub - Home \(rainbowtsh.org.uk\)](https://rainbowtsh.org.uk)

Our email address is: AB@remat.org.uk