



BARNET • BRENT • ENFIELD

# Changes to School Led (previously Core) Induction for ECTs

## Sept 2025

# From 1 September 2025

- the ECF will be superseded by the updated ITTECF and as part of statutory induction schools are expected to ensure ECTs access a programme of training and support based on the ITTECF
- the term Early Career Teacher Entitlement (ECTE) will replace the term 'ECF-based training and induction' to more clearly capture what forms the two-year period of support and training for ECTs at the start of their career. This change is to simplify the terminology used and does not represent any additional requirements to statutory induction.

# Provider-led and School-led Inductions for ECTs

## **Provider led**

DfE-funded ECTE training programme designed and delivered by Lead Providers and their Delivery Partners

## **School led**

to mean an ECTE training programme designed and delivered by schools.

# Provider-led

**ECTE - based induction funded by the DfE – delivered through local delivery partners**



# School Led Early Career Training Programme

Now only two DfE accredited providers

Schools may use the high-quality professional development materials, which are freely available based on the ITTECF accredited by the DfE, provided by:

**National Institute of Teaching (NlOT)**

**University College London (UCL) Institute of Education**

# ITTECF Fidelity Checks for School led programmes

AB will have to check whether schools are opting to use the accredited materials from UCL or NIoT to deliver an ITTECF-based induction

- ☐ In full
- ☐ In part
- ☐ Not at all

ITTECF fidelity checks will formally take place at three points over the induction period.

- At the planning stage - the Appropriate Body will check that an induction programme has been designed with fidelity to the ITTECF.
- Review point 1: before the end of term 3, the Appropriate Body will check the implementation of the school's plans for Year 1 and the planned programme for Year 2.
- Review point 2: before the end of induction, the Appropriate Body will check actual delivery of the planned ITTECF-based induction

If ECTs started an ECF-based school-led training programme before 1st September 2025 (either using the existing DfE-accredited materials, or a programme designed by the school based on the ECF) they can continue to use the same course and materials based on the ECF for their remaining training programme

The existing DfE-accredited materials based on the ECF will be available until August 2027



Only the first year of the new school-led materials (UCL and NIoT) are available therefore schools intending to use the materials for programmes starting from September 2025 can only be expected to have year 1 design and content planned in full prior to the start of their programme

# School-led materials Fidelity Checks

## Questions asked



How are the school-led materials being used to deliver an ITTECF-based induction?

☐ In full ☐ In part ☐ Not at all

If using materials, which provider's school-led materials are being used to deliver an ITTECF-based induction? Information on the two options can be found online at:

- ☐ National Institute of Teaching
- ☐ UCL Institute of Education

# Opting for School-led materials **in FULL**

2a) With reference to the provider's school-led materials, if using them, outline how the ECT training sessions will be delivered. Schools will need to set out a termly breakdown of how the training sessions will be scheduled/sequenced over the course of the induction period and, if using them, which materials they plan to base the session on.

3a) With reference to the provider's school-led material, outline how the mentor sessions will be delivered. Schools will need to set out a termly breakdown of how the training sessions will be scheduled/sequenced over the course of the induction period.

4a) With reference to the provider's school-led material, outline how the self- directed study will be delivered

# Opting for School-led materials **in PART**

## Hybrid approach

For schools using the school-led materials in part, outline, including dates where appropriate, where delivery has diverged from the school-led materials. Outline how full coverage of the ITTECF statements will be achieved. Schools will need to set out a termly breakdown of how the ECT training sessions, mentor sessions, and self-directed study will be scheduled/sequenced over the course of the induction period.

# Opting for Schools designing their own training programme based on the ITTECF

## **Overview: scheduling/sequencing**

Give a termly overview of how the induction programme has been scheduled and sequenced across the full two-year induction period. This should cover the topics that you plan to cover each term and in what order. It should give an explanation and rationale for why specific topics will be covered in this order and how this learning will be consolidated in later terms

## **For each of the Teachers' Standards**

With reference to the relevant 'learn that' and 'learn how to' statements, explain how this statement will be delivered. Explanation, and robust rationale, should cover:

- Intended mode(s) of delivery (for example group training, virtual learning, 1:1) and the balance between contact time and self-directed study
- How mentoring will support ECT's learning of this statement

# New Fees from September 2025 for schools selecting the School Led route

- ☐ In full
- ☐ In part
- ☐ Not at all

# Opting for School-led materials **in FULL**

For schools wishing to use the high-quality professional development materials, which are freely available based on the ITTECF accredited by the DfE, provided by UCL or NIoT

the charge will be:

- **£250 per ECT**, per year or part year of their induction.

and an addition fee of

- **£400 per school per cohort of ECTs** (registered within the same year) for the Fidelity Checks

The additional fee is due to the statutory requirements of Fidelity checks throughout the length of induction for each ECT.

This service will provide schools with:

- A pre-induction Fidelity Check by the AB to ensure the materials and sessions are in line with the statutory guidance for induction and meet the ITTECF/ECTE induction programme standards.
- Two further Fidelity Checks – End of Year 1 and End of Year 2 to quality assure the ITTECF/ECTE induction programme.
- Fidelity Check in-school visit, which includes an observation of a facilitated session, a review of the delivery material, interviews with the Induction Lead/Tutor, Mentors and ECTs.

# Opting for School-led materials **in PART**

For schools wishing to use the high-quality professional development materials, which are freely available based on the ITTECF accredited by the DfE, provided by UCL or NlOT **in PART (Hybrid approach)** the charge will be:

- **£250 per ECT**, per year or part year of their induction.

and an addition fee of

- **£1,500 per school per cohort of ECTs** (registered within the same year) for the Fidelity Checks

The additional fee is proportionate to the amount of time and work necessary to complete the statutory requirements of Fidelity checks throughout the length of induction for each ECT.

This service will provide schools with:

- A pre-induction Fidelity Check by the AB to ensure the materials and sessions are in line with the statutory guidance for induction and meet the ITTECF/ECTE induction programme standards.
- Two further Fidelity Checks – End of Year 1 to check the implementation of the school's plans for Year 1 and the planned programme for Year 2 to quality assure the ITTECF/ECTE induction programme and End of Year 2.
- Fidelity Check in-school visit, which includes an observation of a facilitated session, a review of the delivery material, interviews with the Induction Lead/Tutor, Mentors and ECTs.



# Opting for Schools designing their own training programme based on the ITTECF

For schools wishing to completely design their own induction programme the charge will be:

- **£250 per ECT**, per year or part year of their induction.

and an addition fee of

- **£2,000 per school per cohort of ECTs** (registered within the same year) for the Fidelity Checks

The additional fee is proportionate to the extensive amount of time required by the Appropriate Body to complete the statutory requirements of Fidelity checks throughout the length of induction for each ECT to ensure the independently sourced material and designed programme meets the requirements.