

Northamptonshire
Teaching School Hub

led by Brooke Weston Trust

NEW

ECTE

September 2025

School leader briefing



Funded by



Department
for Education

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ECTE | September 2025 //

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Northamptonshire Teaching School Hub

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ECTE | September 2025 //

An enhanced training programme and Induction

The **NEW** Early Career Teacher Entitlement
(ECTE)



Summary of Changes //

From September 2025:

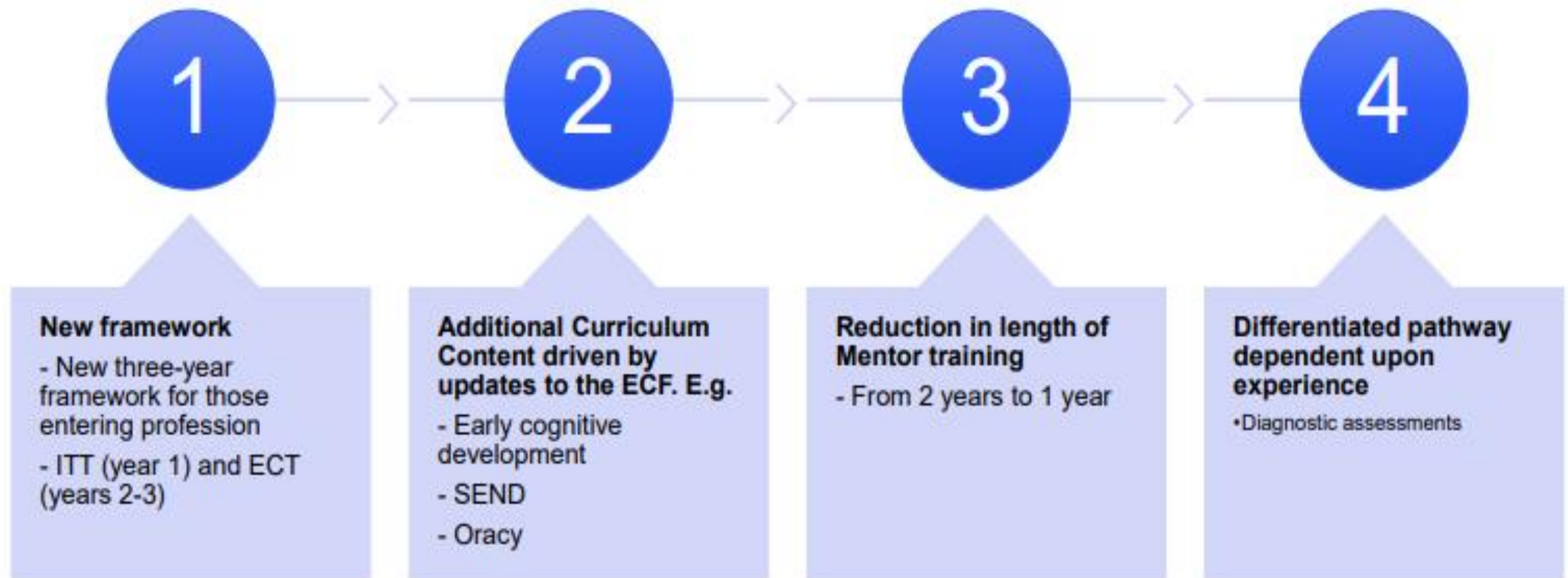
All new ECT Programmes are based on the ITTECF

- The term **Early Career Teacher Entitlement (ECTE)** will replace ECF-based training and Induction

In response to feedback, there will be changes to all the DfE funded provider-led training programmes:

- Mentor Training will be reduced to 1 year
- Programmes include mentor session material so they can spend time supporting their ECT rather than planning and creating resources
- Inclusion of diagnostic tools for both ECTs and Mentors
- Inclusion of more context specific materials- including SEND
- Pitch of programmes will recognise that most ECTs will begin their induction with a greater understanding of the new framework from their ITT

DfE reforms – 4 changes for 2025



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Updated DfE guidance //

<u>Early career teacher entitlement (ECTE) support</u>	Information on ETCE - the 2-year program of training and support for early career teachers (ECTs).
<u>Early Career Teacher Entitlement</u>	Information on the 2-year programme that supports early career teachers (ECTs) when they start their teaching career. This includes the changes to the programme for 2025.
<u>Early career teacher entitlement: roles and responsibilities</u>	How headteachers, induction tutors and mentors can support ECTs during their ECTE.
<u>Early career teachers: your training and support entitlement</u>	What ECTs can expect during their ECTE.
<u>Set up and manage the early career teacher entitlement</u>	What schools need to do to set up and manage training, support, assessment and changing circumstances for the ECTE.
<u>Eligibility and funding for early career teacher entitlement</u>	ECTE eligibility criteria and DfE grant funding for schools, ECTs and mentors.
<u>Statutory Guidance: Induction for Early Career Teachers (England)</u>	Guidance for appropriate bodies, headteachers, school staff and governing bodies

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ECTs and mentors who started training before September 2025 //

- ECTs or mentors who started training before 1st September 2025 should **continue** to use the same course and materials.
- If these ECTs have not completed their training programme by August 2027, they will be expected to receive training based on the ITTECF from September 2027 for the remainder of their ECTE.



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Induction from September 2025 //

No significant changes:

- ✓ 2 years in length
- ✓ termly reporting of progress to
Appropriate Body
- ✓ evidence against the Teacher Standards
- ✓ ECT Manager



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Early Career Training Programme (ECTP)

Teach First – Update //



ECTE

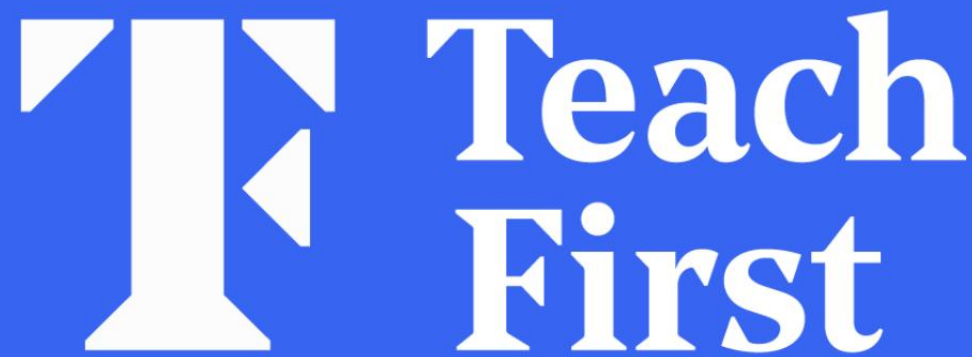
The **NEW** Early Career Teacher Entitlement

Official Early Career Training Programme (ECTP) lead provider

We're pleased to announce that we've been re-selected as an official Early Career Training Programme (ECTP) provider from September 2025 onwards.

Our new ECTP programme, brings tailored support to early career teachers and their mentors with a focus on supporting pupils to achieve their potential.

Rated 'outstanding' in all areas by Ofsted, it is supported and fully funded by the Department for Education.

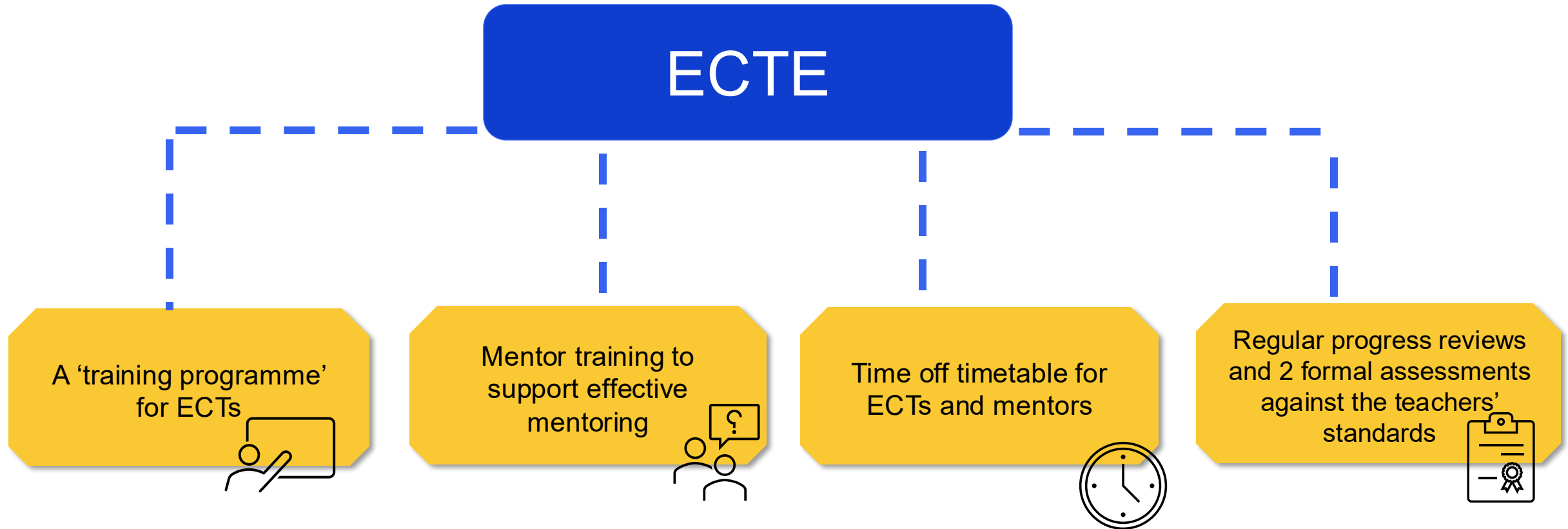


Funded by

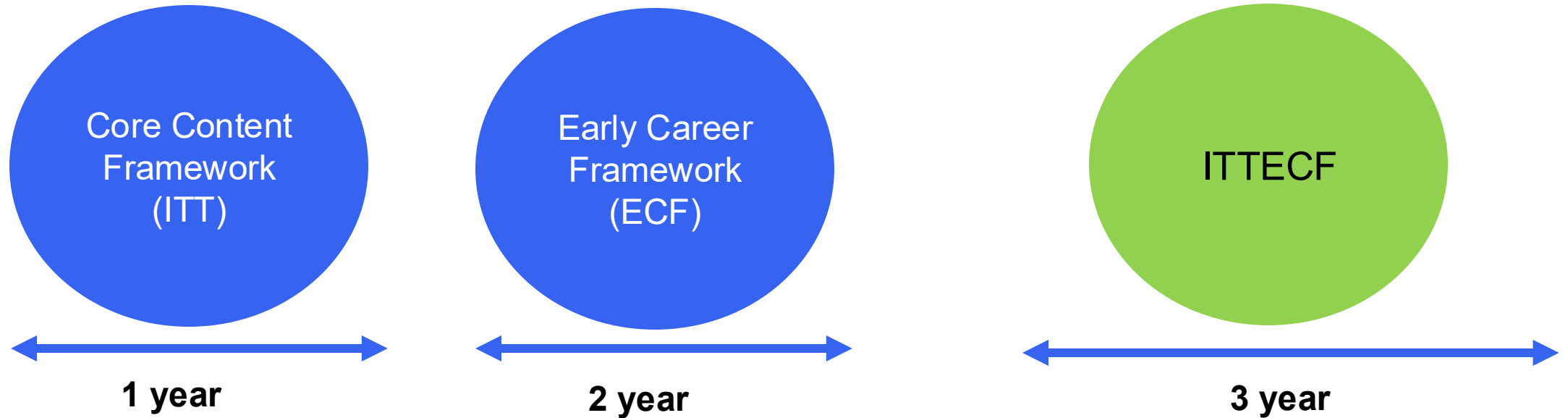


Department
for Education

The Early Career Teacher Entitlement (ECTE) ^T



Early Career Training Programme (ECTP)^T



Additional framework statements:

- SEND
- Oracy and developing oral language
- Early cognitive development

ECTP 2025

What's staying the same?

Welcome conference for ECTs and Mentors

6 modules in Year 1 – 1 per half term

Development cycles in Year 2

Flexibility in delivery (online/ in-person seminars)

Excellent Teaching in Special School Course

What's changing?

Diagnostic tool at the beginning of each module

'Core' and 'Summary and Stretch' version of each session

Further classroom exemplification for EY/Pri/Sec/Post-16/ Special School

More space for discussion and collaboration during seminars

Mentor training reduced to 1 year

Development cycle lasting a term

Year 1 overview



'Welcome to the ECTP' Conference day

6 hrs

Face-to-face (in person)

Module 1: How can you create an effective learning environment?

Diagnostic activity

Self-directed study: 5 x 45min sessions

Seminars x 2 1.5 hrs (x 1 covered in conference day)

Mentor meetings x 6 1 hr

Module 2: How do pupils learn?

Diagnostic activity

Self-directed study: 5 x 45min sessions

Seminars x 2 1.5 hrs

Mentor meetings x 6 1 hr

Module 3: What makes effective classroom practice?

Diagnostic activity

Self-directed study: 5 x 45min sessions

Seminars x 2 1.5 hrs

Mentor meetings x 6 1 hr

Module 4: How can you use assessment and feedback effectively?

Diagnostic activity

Self-directed study: 5 x 45min sessions

Seminars x 2 1.5 hrs

Mentor meetings x 6 1 hr

Module 5: How can you support all pupils to succeed?

Diagnostic activity

Self-directed study: 5 x 45min sessions

Seminars x 2 1.5 hrs

Mentor meetings x 6 1 hr

Module 6: How can you design a coherent curriculum?

Diagnostic activity

Self-directed study: 5 x 45min sessions

Seminars x 2 1.5 hrs

Mentor meetings x 6 1 hr

In person or online

SEND Specialism course (Optional)

Tailored



Diag
Ac

Session 1: What is the

Session 2: Identifying

Session 3: Sequencing

Session 4: Helping pupils
knowledge and skills

Session 5: Supporting
mental models

Done

Your agreed learning path

50 % 5 of 10 items complete

Session 1: What is the purpose of curriculum?

- ☐ Core content
- ☒ Summary and stretch content

Session 2: Identifying concepts, knowledge and skills

- ☒ Core content
- ☐ Summary and stretch content

Session 3: Sequencing teaching and learning

- ☒ Core content
- ☐ Summary and stretch content

Session 4: Helping pupils master important concepts

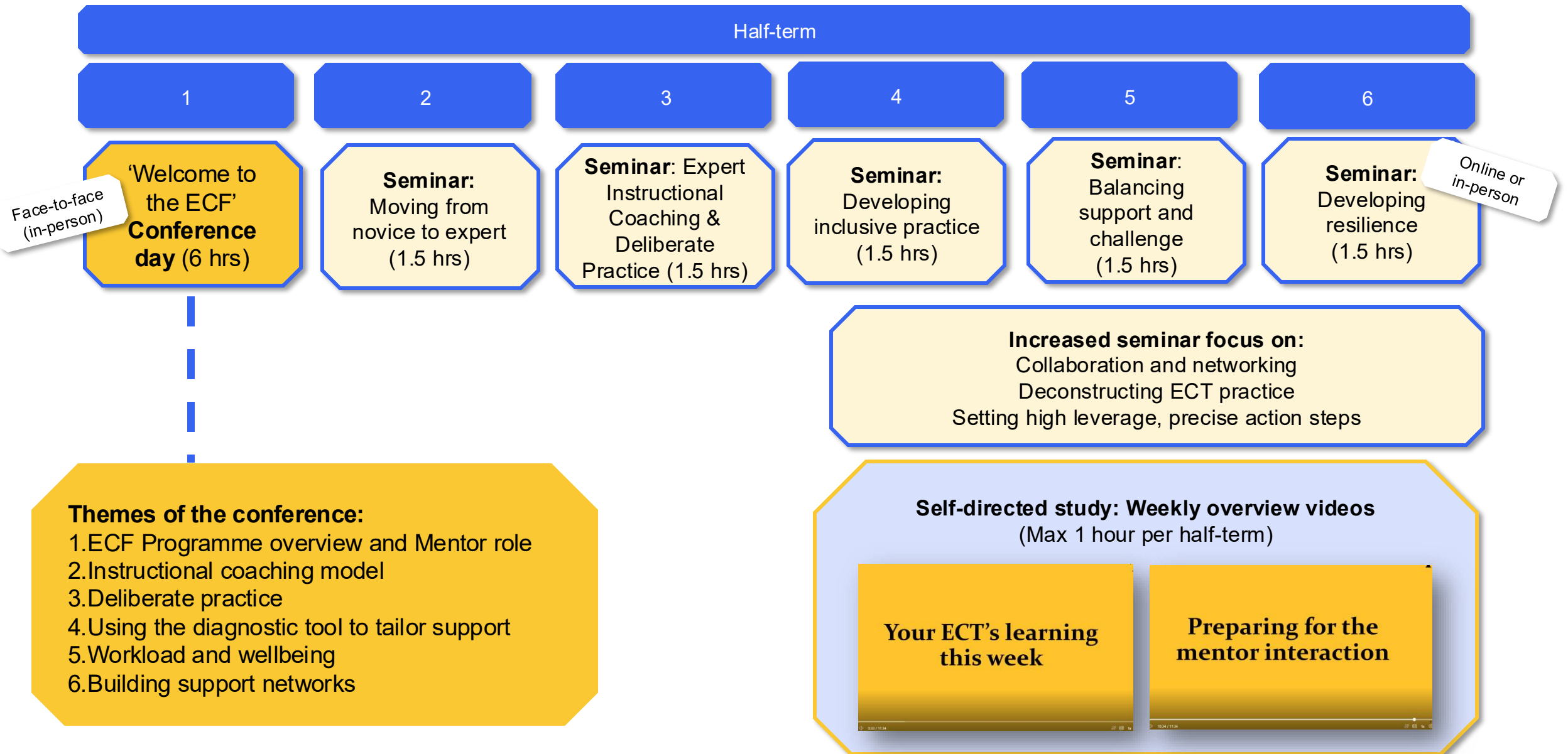
- ☐ Core content
- ☒ Summary and stretch content

Session 5: Supporting pupils to build increasingly complex mental models

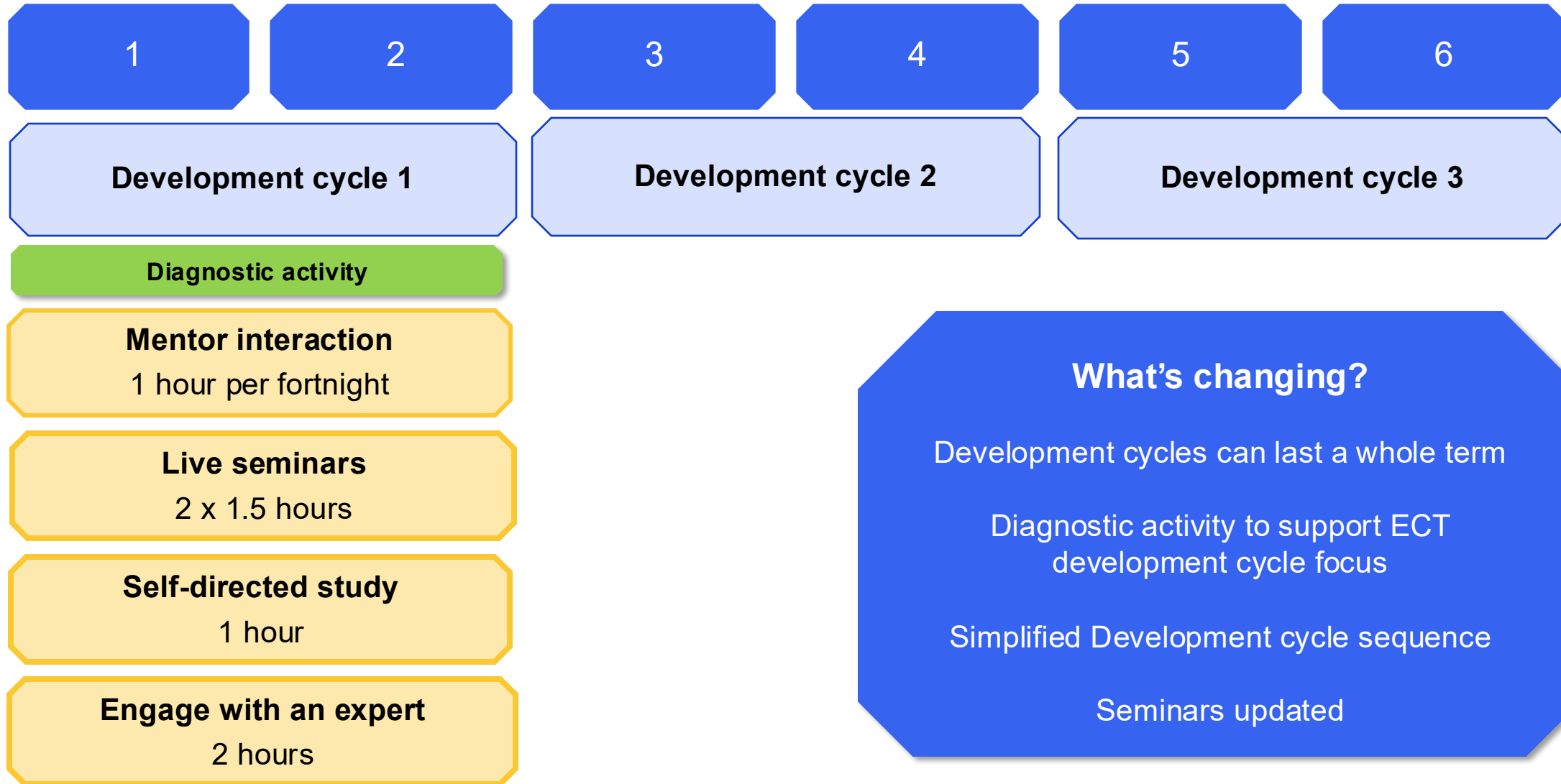
- ☒ Core content
- ☐ Summary and stretch content

End of module quiz

Mentor training overview



Year 2 overview



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Summary //

Mentors

- Mentor Programme now **one year**
- Support with granular Action Steps
- Mentor meetings focus on wellbeing
- More space for collaboration in seminars
- Support for Mentors after Year 1 to support their ECT as they move into Year 2

ECTs

- Diagnostic tool for ECTs and Mentors
- Further exemplification materials
- Move to 3 Development Cycles rather than 6

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Pause Point //

Any Questions?



How funding works

Schools are funded to cover:

- ECT time off timetable
- Mentor support during the 2-year early career teacher entitlement (ECTE)
- Plus 20 hours Mentor training

Year 1 funding

- Schools should use their core funding from the DSG to fund the ECTs first year of their entitlement.
- Core funding is not 'earmarked' for ECTE, but headteachers should use it to cover the cost of ECTs 10% time off timetable.

Year 2 funding

Schools will get a one payment at the end of the ECT's second academic year. Year 2 grant funding covers the cost of each ECT's:

- 5% time off timetable
- 20 hours of mentor support

Mentor training funding for September 2025 onwards

- Grant funding for mentor training is available to schools and establishments that use DfE funded training providers to deliver training as part of the ECTE.
- Mentors will be given up to 20 hours to carry out mentor training for one year. Schools will be funded to support the mentor to undertake the training.
- This funding will be paid in arrears at the end of each academic year. Payments will be based on evidence that the mentor participated in the training, as confirmed by NTSH and Teach First.
- **Mentors can only do this training once. They can continue their training even if their ECT transfers school or withdraws part way through their ECTE.**

Previously Trained Mentors //

- We recommend that previously trained mentors engage with our Mentor welcome conference in September to familiarise themselves with the new programme structure
- They do not need to undertake the full programme in September 2025

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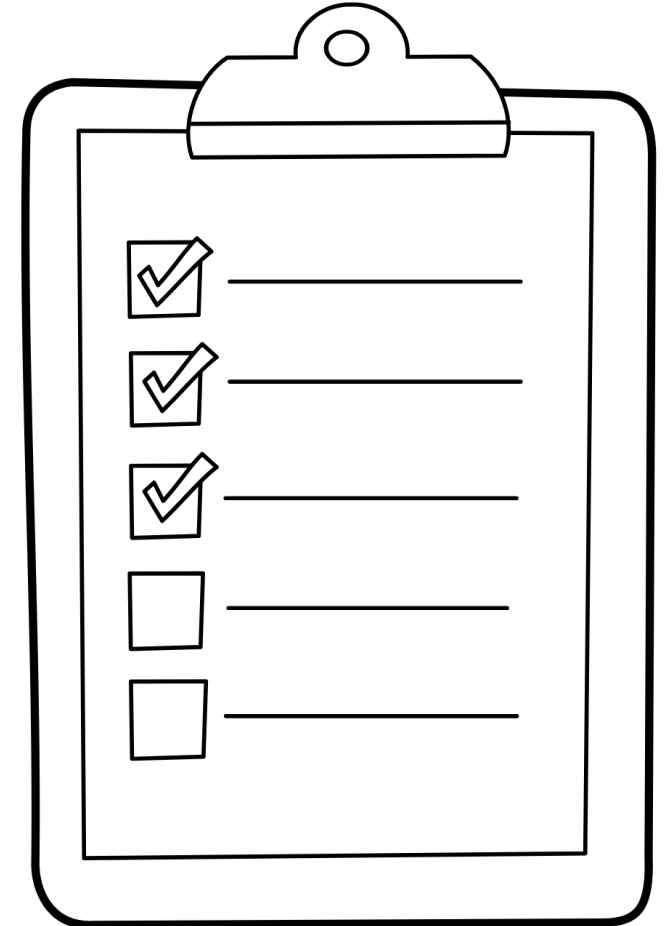
Maximising ECTE in your school //

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Considerations and Actions //

- **The guidance has changed!**
 - Take a look prior to September- 25th 'ECTE Lead Induction'
- **Choose mentors who:**
 - are expert teachers, and motivated to support novice teachers
 - are the same subject/phase as their ECT or if not, can contextualise material for their ECT
- **Support your mentors in:**
 - developing a professional, supportive mentor and ECT relationship
 - understanding their crucial role in the ECTs development
- **Consider your school's timetable**
 - 10% (Yr1) or 5% (Yr2) ECT time to complete their programme
 - Mentors need sufficient time to observe their ECT weekly, and meet with them (1hr)



Maximising the ECTP in your school //

- Ensure that ECTs and Mentors are using their protected time to engage in their programme and meet
- Support your mentor and ECT to participate in and utilise the Instructional Coaching model, and monitor fidelity with this
- Regularly check ECT and mentor engagement with their programme by accessing Brightspace
- Observe your ECTs practice once a half term and share precise feedback, as well as celebrating the ECT's successes
- Look for opportunities to utilise your expert mentors for wider school CPD i.e with Instructional Coaching



Employing an ECT for 2025? //

Your to-do list

1. **Initial Registration:** Please register your programme members with NTSH's outstanding Teach First Early Career Training Programme. This provider-led route will give your ECT and mentor with the knowledge and skills to thrive (and your school will receive DfE funding to support this).
2. **Register your ECT with the Appropriate Body** | Your ECT is required to be registered for statutory induction, as part of the early career teacher entitlement. This is a separate registration via ECT Manager and must be made ASAP or by 26th September 2025.
3. **Register on the DfE's 'Manage Early Career Teachers' Portal** | Select 'Teach First' as the lead provider for the ECTE. This training is fully funded by the DfE, so there's no cost for eligible schools. Induction Tutors, mentors and ECTs must also be registered with the DfE through the 'Manage Early Career Teachers' portal. You will need their: name, teacher reference number (TRN), date of birth and workplace email address. This ensures that your school gets funding for the ECT's entitlement. Manage and report changes in the portal and ensure your school ECF Lead, mentor and ECT details remain up to date.

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Key Dates //

Event

Expert Exchange

Who should attend?

ITT/ECTE Leads

Date & time

26th June | 2-4pm

**Year 2 Welcome
Conferences
(with Peps McCrea)**

Your **current** ECT1s

15th July **OR** 11th
September

**ECT2 Celebratory
event**

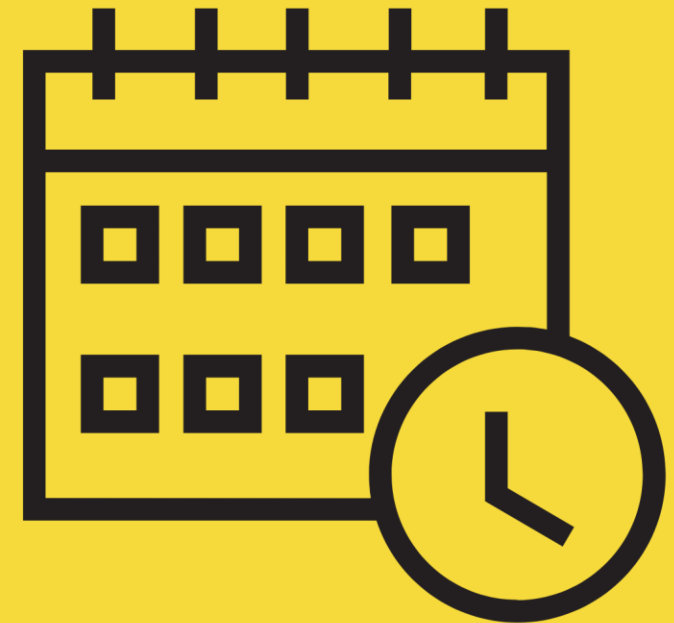
ECTs completing their
ECF, mentors, ECF Leads

1st July | 5-6.30 pm

ECTE Lead webinar

Induction Lead

12th September
10am-12pm



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THANK YOU //

... any questions?

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