



## Number of early career teachers and mentors participating in the early career framework

Changes to the statutory induction for early career teachers (ECTs) came into force in September 2021 as part of the early career framework (ECF) reforms [1]. The early career framework reforms were introduced to improve support for early career teachers by providing a funded entitlement to a structured two-year package of high-quality professional development based on the ECF. Early career teachers are paired with a fully trained mentor to support their development during their ECF induction.

Schools have three choices in how they provide ECF-based induction. State-funded schools can choose to work with one of 6 providers accredited by DfE to deliver the ECF induction. Using a DfE-funded training provider has been designed to be the simplest option. This is sometimes referred to as a 'full induction programme'. Schools can also choose to deliver their own training using DfE-accredited materials and resources, or they can design and deliver their own ECF-based induction.

An early roll-out of the ECF reforms was launched for eligible schools in the North East, Greater Manchester, Bradford and Doncaster in autumn 2020, ahead of national roll-out from September 2021. In response to the coronavirus pandemic, ECTs outside of early roll-out areas were given a one-year package of additional support based on the ECF. This is also referred to as the 'early roll-out expansion'.

This transparency release provides a regional breakdown of:

- the number of ECTs and mentors who have started the full induction programme since September 2021 [2];
- the number of ECTs who have completed the first year of the early roll-out in autumn 2021 and mentors who were trained as part of the programme;
- the number of ECTs outside of early roll-out areas who have completed the one-year package of support based on the ECF in autumn 2021 and mentors who were trained as part of the programme.

The data are being published as a one-off release.

## ECTs and mentors in the national roll-out of the full induction programme

Table 1 provides a regional breakdown of the number of ECTs and mentors reported to have started the full induction programme from September 2021 [2].

To date, 25,119 ECTs are reported to have started the full induction programme since the national roll-out of ECF, each supported by one of 22,956 mentors who have received training. We cannot say what proportion of early career teachers are participating in the national roll-out of the full induction programme, as the School Workforce Census (SWC) data from 2021 is not yet available. However, for comparison, the school workforce census from 2020 reports that there were around 23,855 full-time-equivalent newly qualified teachers in 2020, 25,461 in 2019 and 26,041 in 2018 [3]. This suggests that the vast majority of ECTs in England are enrolled in the full induction programme.

**Table 1. ECTs and mentors in the national roll-out of the full induction programme [2]**

Region	ECTs	Mentors
East Midlands	2,120	1,974
East of England	2,761	2,627
London	4,676	4,406
North East	996	821
North West	3,026	2,560
South East	4,155	3,939
South West	2,109	1,871
West Midlands	2,719	2,406
Yorkshire and the Humber	2,540	2,271
Not available	17	81
Total	25,119	22,956

## ECTs and mentors in the early roll-out induction programme

The early roll-out of the ECF reforms was launched for eligible schools in the North East, Greater Manchester, Bradford and Doncaster in autumn 2020. In response to the coronavirus pandemic, early career teachers outside the early roll-out areas were given a

one-year package of additional support based on the ECF. This is also referred to as the 'early roll-out expansion'.

Table 2 provides a regional breakdown of the number of ECTs who completed either the first year of the early roll-out programme or the one-year package of additional supported based on the ECF outside of the early roll-out areas. It also provides a regional breakdown of the number of mentors who were trained as part of the early roll-out or the one-year additional support package outside of the early roll-out areas. Because the early roll-out was launched before the changes to the statutory induction came into force in September 2021, teachers who started their induction as part of the early roll-out were able to complete their statutory induction after one year.

In total, 1,784 ECTs have completed the first year of early roll-out programme and 3,937 ECTs have completed the early roll-out expansion programme, and 2,044 mentors were trained as part of the early roll-out programme and 4,275 mentors were trained as part of the early roll-out expansion programme.

**Table 2. Mentors trained and ECTs in the early roll-out of the programme after year 1**

Region	Early roll-out		Early roll-out expansion	
	ECTs	Mentors	ECTs	Mentors
East Midlands	-	-	539	622
East of England	-	-	591	637
London	-	-	781	774
North East	547	632	-	-
North West	830	921	244	272
South East	-	-	401	451
South West	-	-	284	281
West Midlands	-	-	520	571
Yorkshire and the Humber	407	481	577	667
Not Available	-	10	-	-
<b>Total</b>	<b>1,784</b>	<b>2,044</b>	<b>3,937</b>	<b>4,275</b>

*Note: The early roll-out induction is a two-year programme, whereas the early roll-out expansion was a one-year induction programme.*

## Data limitations

The figures relating to the number of ECTs and mentors participating in the ECF full induction programme are based on management information submitted to the Department by lead providers. The data are accurate as of 22 February 2022 and are subject to change. The data do not capture all ECTs who are doing their ECF induction but only those ECTs and mentors whose details were submitted to the Department by lead providers. A small number of mentors who were trained as part of the early roll-out or early roll-out expansion programmes may have gone on to be a mentor in the national roll-out of the ECF induction. A small number of mentors replaced mentors who withdrew from the early roll-out or early roll-out expansion programmes. Replacement mentors are also counted towards the total number of mentors trained as part of these programmes.

## Footnotes

[1] An overview of the ECF reforms is available at:

<https://www.gov.uk/government/publications/early-career-framework-reforms-overview/early-career-framework-reforms-overview>.

[2] The number of ECTs and mentors reporting to have started the full induction programme from September 2021 only includes participants whose details were submitted to the Department by lead providers before 22 February 2022. It is expected that a small number of ECTs will start the full induction programme later in the academic year.

[3] The total headcount of ECTs is not published, so the number of full-time ECTs from the school workforce census release is reported instead: <https://explore-education-statistics.service.gov.uk/find-statistics/school-workforce-in-england>.