



ISLINGTON SCHOOLS FORUM

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SCHOOLS FORUM

MEETING DATE	15 July 2021
AGENDA ITEM 11	Early Career Framework Funding Arrangements
RECOMMENDATIONS	That Schools Forum: a) Notes the proposals and provide comments

1 Context

1.1. Early Career Framework

Early Career Framework (ECF) replaces the previous New Qualified Teacher (NQT) Programme from the 1 September 2021. NQTs will now be known as Early Career Teachers (ECTs). Their induction period was initially 12 months; this is now replaced by a 24 month period of induction.

1.2. Appropriate Body provision in Islington

Islington will be the Appropriate Body for all Islington Schools. We have recommended that schools participate in the full induction programme offered by Ambition.

Each cohort will receive the following package as part of the Appropriate Body work undertaken by Islington:

ECT First Year support

Targeted support per ECT	<ul style="list-style-type: none"> • Appropriate Body reporting Year 1
Targeted support per school	<ul style="list-style-type: none"> • Appropriate Body programme outline in guidance • Access to ECT Manager • Equivalent 3 full days of face to face training – please note these are mandatory dates as part of the full induction programme <ul style="list-style-type: none"> ○ EYFS/Primary – 3 face to face whole days ○ Secondary – 6 face to face sessions after school • Up to 3 days additional consultant support per school for identified ECT support • Regular updates at Deputy Head Teacher Meetings each half term • Mentor support – termly supervision meetings – 6 groups – either face to face/virtual (TBC) • Email/phone support as required

ECT Second Year support

Targeted support per ECT	<ul style="list-style-type: none"> • Appropriate Body reporting Year 2
Targeted support per school	<ul style="list-style-type: none"> • Appropriate Body programme outline in guidance • Access to ECT Manager • Equivalent 3 full days of face to face training – please note these are mandatory dates as part of the full induction programme <ul style="list-style-type: none"> ○ EYFS/Primary – 3 face to face whole days ○ Secondary – 6 face to face sessions after school

Targeted support per ECT	<ul style="list-style-type: none"> • Appropriate Body reporting Year 2
	<ul style="list-style-type: none"> • Up to 3 days additional consultant support per school for identified ECT support • Regular updates at Deputy Head Teacher Meetings each half term • Mentor support – termly supervision meetings – 6 groups – either face to face/virtual (TBC) • Email/phone support as required

1.3. Proposed funding arrangements for Appropriate Body Provision of ECF from September 2021

With the changes in the ECT induction provision, the proposed arrangements are that schools with ECTs do not pay anything towards the Appropriate Body provision, training, support and assistance. The services are to be covered via the de-delegated ECT budget via Schools' Forum. **As such, no additional charges will apply to schools.** The position will be reviewed at year end in line with de-delegated regulations.

A comparison between the current and proposed ECT (NQT) funding arrangements:

Arrangements up to August 2021	Proposed arrangements from September 2021
Previously, one off funding was provided to schools with NQTs. This was done annually, usually around end of November and once the number of NQTs were established for the borough. The arrangement meant that a few teams were involved thus taking time in administrative functions. The funding was submitted via Statement of charges by Schools HR before being processed by Finance, School Business managers then had to allocate the income to their own budgets and monitor the spending.	Time for administration, budget review and monitoring will be saved as it is proposed that the ECT (NQT) funding is allocated to School Improvement for the Appropriate Body services as outlined above. The team should submit annual progress summary to Schools' Forum regarding services provided to schools.
Funding covered 1 year of support.	Proposed funding will cover 2 years of support.
This funding covered training suite provision by Islington and appropriate body involvement.	The proposed arrangement will cover targeted support, updates, training, supervision, monitoring and reporting by Islington as appropriate body.
Previous one off funding per ECT (NQT) per school varied between 1,675 to £1,950.	Across 2 years, value of proposed funding arrangements based on activities listed within support plan up to the value of total: £3,000.

1.4. Further DfE funding

All state-funded schools offering statutory induction will receive additional funding to deliver the ECF reforms. The funding will cover:

- 5% off timetable in the second year of induction for all early career teachers to undertake induction activities including training and mentoring
- mentors for early career teachers in the second year of induction - this is based on 20 hours of mentoring across the academic year

Funding (year 2)	Inner London Area
Rounded cost per Early Career Teacher	£1,500
Rounded cost per mentor	£1,100
Total	£2,600

Funding is calculated by taking the average salary of mentors and early career teachers, split by region, and uses the hourly rate to calculate a total funding figure.

This data will be collected through the school workforce census to ensure there is minimal administrative burden for schools. State schools undertaking statutory induction will receive a single payment for their early career teachers and mentors in the summer of the second year of induction.

Schools using a DfE-funded, provider-led programme will also receive additional funding for mentor backfill for time off timetable for training, as follows:

Mentor's unit cost (years 1 and 2 time off timetable for training)	Inner London area
36h cost (2 years of training)	£1,929.24

2 Conclusion and Reasons for Recommendations

- 2.1 With the changes in the ECT induction provision, the proposed arrangements are that schools with ECTs do not pay anything towards the Appropriate Body provision, training, support and assistance. The services are to be covered via the de-delegated ECT budget via Schools' Forum. **As such, no additional charges will apply to schools.** The position will be reviewed at year end in line with de-delated regulations.
- 2.2 It is recommended that the £61k underspend b/fwd from 2020-21 remains within the ECT budget for this financial year only, to allow the new system to be embedded. The position will be reviewed at the year-end along with any variances arising from 2.1.
- 2.3 The proposed arrangement will be beneficial for schools in a number of ways not only in saved time within budget administration and monitoring but in terms of better value for money of the services that will be provided across 2 years. This arrangement will ensure the Local Authority streamlines the ECF provision to provide a better value for money support.

Contact

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