

TEACHING SCHOOL HUB

★ FOCUS ★

Hello...

A warm welcome to the second edition of our Teaching School Hubs (TSHs) Newsletter. So much has happened since our first newsletter!

Our focus has been on meeting with colleagues in each of our four areas: Trafford, Salford, Manchester and Stockport. We are extremely encouraged by the support we have received from Local Authority colleagues and they recognise the added value that both TSHs and the **golden thread** of teacher development will bring.

We are delighted to have established really productive seamless working relationships, blending the work of the Early Career Framework (ECF) and the Appropriate Body (AB) services with what was in place through the Local Authority in most areas, making things incredibly easy and simple for schools to access.

We have also been working closely with the DfE to ensure we think carefully about:

- Early Career Framework (ECF) Lead Providers, carrying out robust due diligence
- National Professional Qualifications (NPQs) Lead Providers, carrying out robust due diligence
- Strategic Approaches to SEN/D Provision
- Strategic Approaches to Early Years Provision
- Areas Based Needs Analysis

We have attended many local Headteacher meetings to introduce ourselves, share the **golden thread** and the future work of TSHs.

We have been running ECF information sessions and confirming our national Lead Provider for both ECF and NPQs. We are thrilled to announce we are partnering with **Teach First** for the ECF and NPQs and **you can read why here >>**

We have met with Research Schools, Curriculum Hubs and the EdTech network. We are delighted to be developing our relationships with DfE approved Continuous Professional Development (CPD) programmes. We have begun to work collaboratively to signpost schools toward their local Research Schools, Curriculum Hubs and EdTech network who offer a range of initiatives to raise standards through a network of primary and secondary schools who support the use of evidence to improve teaching practice.

We have reached out to current Teaching Schools in our TSH areas, we appreciate this is a sensitive time regarding Teaching School de-designation. We are building on existing partnerships, as well as making some new relationships, with these outstanding schools to become part of our school-led delivery infrastructure for the **golden thread** which will include the ECF and NPQs.

Without doubt this is a time of significant reform and change, the biggest changes in teacher development for a generation.

We have put **together a series of FAQs >>** and we hope these will help colleagues to better understand the changes ahead.

Our team at Bright Futures TSHs are keen to work with **everyone** across our schools in Trafford, Salford, Manchester and Stockport to share best practice at all levels.

We invite you to be part of our journey in shaping what these changes look like in order to build on all that is working well in localities and to ensure excellence in teacher development for the benefit of all our children and young people.

Best wishes,

Lisa Fathers

Director of Development, Partnerships & Teaching School Hubs

Only Teaching School Hubs can offer the Early Career Framework Full Induction Programme AND Appropriate Body Services



Lisa Fathers

Director of Development, Partnerships & Teaching School Hubs



Eleanor Davidson

Deputy Director of Teaching School Hub ECT/ITT Manchester/Stockport



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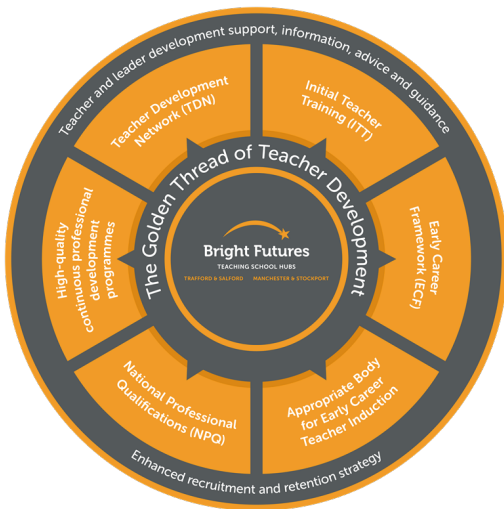
Deputy Director of Teaching School Hub NPQs/CPD Trafford/Salford

National Changes

From September, the Teaching School Hub (TSH) programme will replace the previous network of around 800 teaching schools. The DfE has designated 87 TSHs nationwide. The designation was a robust, rigorous and competitive process with the best schools and multi-academy trusts (MATs) chosen to lead teacher training and development in each region.

“It is important that teachers and school leaders feel supported in their career. The hubs will make this substantially easier, with expert practitioners able to give experienced advice to those schools able to benefit from it.”

Nick Gibb, Schools Minister



Core activities that TSHs will be expected to undertake are:

- Delivery of the Early Career Framework (ECF)
- Delivery of National Professional Qualifications (NPQs)
- Delivery of Initial Teacher Training (ITT)
- Providing Appropriate Body (AB) services for Early Career Teachers (ECTs)
- Other Continuous Professional Development (CPD)

As the designated TSHs for both Trafford & Salford and Manchester & Stockport, we have been tasked with embedding the **golden thread** of professional development. A priority of the DfE is to support all teachers and leaders to continuously develop their knowledge and skills throughout their careers. Here at Bright Futures, we will ensure that all staff in our Hub areas are kept up to date with their career pathways and given the opportunity to receive the Continuous Professional Development (CPD) to which they are entitled.

“There are no great schools without great teachers, and no other profession is as important in shaping the lives of the next generation. A strategy to support teacher recruitment and retention should not be dictated by government. To that end, this strategy has been developed collaboratively with teachers, headteachers, representative bodies, initial teacher training providers and leading experts.”

From DfE Teacher Retention and Recruitment Strategy, January 2019

[DFE Teacher Retention Strategy Report >>](#)

The Golden Thread





Early Career Framework (ECF)

Through our Bright Futures Teaching School Hubs (TSHs), we are delighted to offer our support for Early Career Teachers (ECTs) through our Early Career Framework (ECF) package with Teach First and through our Appropriate Body (AB) induction programme. **We have held AB status for over five years with a proven successful track record of recruiting and retaining high quality ECTs.**

After a challenging year for trainee teachers, it is more important than ever that new teachers receive the best possible support at the start of their careers. This change is to ensure the DfE's intention to offer a robust package of training and support which extends on the core content framework (CCF) delivered during Initial Teacher Training (ITT) programmes, developing into the ECF. Both programmes set out an entitlement to new evidence-based support and training over the first three years of an ECT's career, as well as support for their Mentors.

The ECF reforms are designed to ensure that ECTs develop the skills and confidence they need. **If your school offers statutory induction, you will need to replace your current induction process and we would suggest the best route would be through offering a DfE approved and fully funded programme of professional development and support.**

Early Career Framework reforms: what's changing?

From September 2021, statutory induction arrangements are changing. These new arrangements will **replace** current induction requirements.

	Current Arrangement	from September 2021
Length of support	One year	Two years
Timetable reduction	10% reduced timetable for one year	10% reduced timetable in Year One 5% reduced timetable in Year Two.
Content	No defined content	Induction should be based on the Early Career Framework
Role of the mentor	Role of the mentor not defined as separate from the induction tutor.	Access to two years of support from a designated mentor separate from the induction tutor
Assessment	Marked against Teacher Standards Three formal assessment points	Marked against Teacher Standards Two formal assessments – supported by regular progress reviews Early Career Framework is not an assessment tool
Funding	Funding for induction included as part of core school budget	Schools will receive additional funding to deliver ECF based induction to fund the additional activity in the second year.
ECT Pay	Following first year, teachers can progress up the pay scale	Still be able to progress on the pay scale as current arrangements allow, both during and after induction
Role of the Appropriate Body	Checking new teachers receive statutory entitlements and are fairly and consistently assessed	Checking new teachers receive statutory entitlements, are fairly and consistently assessed, and receive a programme of support and training based on the ECF

Bright Futures Teaching School Hubs (TSHs) golden package for Early Career Framework (ECF)

We believe this is the best package to guarantee high quality and the easiest package for schools and multi-academy trusts (MATs), we will deliver this in partnership with Teach First. It simplifies and streamlines procedures, saving you time and resources, and giving you total assurance that your Appropriate Body (AB) and Early Career Teacher (ECT) responsibilities are fully covered and supported. It also gives you lots of additional support and services exclusive to Bright Futures TSHs.

Our Golden Package gives you:

- Access to the fully funded DfE ECT programme (in partnership with the DfE approved provider Teach First for the duration of the induction phase)
- Access to our Full AB service

AND it also includes a range of additional support exclusive to Bright Futures TSHs, including:

- Access to Bright Futures TSHs highly acclaimed ECT conferences (two over the induction period)
- Free membership of the Chartered College of Teaching
- Additional subject/phase-specific support through our expert subject and phase-specific Specialist Leaders of Education (SLE) Team
- High quality Mentor support as detailed below
- ECTs become part of our network and can collaborate across the network

Our package is designed to support schools in the induction process and enable all ECTs to be clearly assessed against the Teachers' Standards.

The cost is £355 over the two-year induction period and grants you full access to the AB induction support and incorporates the DfE fully funded ECF programme in partnership with Teach First.

<p>Option 1 Full Induction package AB/ECF</p>	<p>Bright Futures Teaching School Hubs act as the appropriate body for your school/settings over the two-year induction period. Bright Futures Teaching School Hubs will support schools and settings with the tracking of ECT progress across the duration of the two-year. We offer full training for the induction tutor as well as an ECT induction session. Bright Futures Teaching School Hubs will always be on hand to offer any additional support that might be needed for the induction tutor or ECT. We have a well established reputation regarding our high quality provision. We offer access to additional CPD and conference opportunities to support the development of the ECT.</p> <p>Option 1 also includes access to the DfE fully funded ECF programme over the two-year ECF induction and support programme. This is in partnership with a DfE approved Lead Provider.</p>
<p>Option 2 Appropriate body only</p>	<p>Bright Futures Teaching School Hubs act as the appropriate body for your school/settings (see above). Your ECF package is delivered by another Lead Partner or your school has its own internal ECF plans in line with the DfE guidance .</p>
<p>Option 3 ECF only route</p>	<p>You enrol your ECT on to the Bright Futures Teaching School Lead Partner, fully funded ECF programme. Another Hub/LA acts as your appropriate body.</p>

Appropriate Bodies (ABs)

Appropriate Bodies (ABs) will continue to play an important role in statutory teacher induction. As they have always done, ABs will be expected to check that all teachers are receiving their statutory entitlements (such as reduced timetable), and they will continue to have their role in assessment for all teachers. There is a cost for the AB package of support, and through our Teaching School Hubs (TSHs) **we are able to offer both the AB and the Early Career Framework (ECF) service. It is statutory that all Early Career Teachers (ECTs) have access to an ECF/ECT package and are registered with an AB.**

From September, the AB role is expanding to reflect the expectation that every new teacher has access to an ECF-based induction. ABs will be expected to check that teachers are receiving a programme of support and training based on the ECF, alongside the other checks that they do. The DfE is referring to this as “ECF-Fidelity checking” i.e. checking that an induction programme is faithful to the ECF.

The AB role, and the level of fidelity checking, will vary depending on the induction route a school has chosen:

Full Induction Programme (FIP)

For schools who have enrolled on the provider-led programme, the AB does not need to carry out fidelity checks, because the providers of the programme will be subject to a separate quality assurance process.

Core Induction

Where schools choose to deliver the high quality DfE materials, or design their own induction programme using the ECF, the AB will be expected to check that the support and training being provided is faithful to the ECF. (A more in-depth level of checking will be expected where schools are designing their own programme).

Please note, the AB will need to ECT-Fidelity check your ECT package.




DIY Induction

Schools self-design their own ECF/ECT package of support using the ECF to construct a coherent and well sequenced curriculum.

Please note, the AB will need to ECT-Fidelity check your ECT package.*

The cost for the AB only route is £355 and grants you access to the AB induction package, please note the AB will need to ECT-Fidelity check your ECT package.

*this is likely to incur an additional cost

Early Career Framework - 3 routes for schools			
	Full Induction	CORE Induction	DIY Induction
ECF Induction Programme	<p>Use a training provider</p> <ul style="list-style-type: none"> - Fully sequenced 2 year programme - Funded training delivered by external provider - Funded backfill for mentor to undertake training - Reduced mentor workload 	<p>Access DfE accredited materials</p> <ul style="list-style-type: none"> - Develop a programme based on the freely available materials for ECTs 	<p>Design your own two year programme which must cover the ECF</p> <ul style="list-style-type: none"> - Develop a programme based on the freely available materials for ECTs 
Appropriate Body role	<p>Checking new teachers receive statutory entitlements, are fairly and consistently assessed</p>	<p>Checking schools have provided a breakdown of how the core elements of the Core Induction Programme will be scheduled/sequenced</p>	<p>Checking a greater level of detail where schools have opted to design their own school based programme due to the greater risk that a school based induction does not fully embed the ECF intentions</p>

Bright Futures partnership with Teach First for Early Career Framework (ECF)



Teaching School Hubs (TSHs) have a remit and role to deliver the Early Career Framework (ECF). To achieve this TSHs must partner with one of six organisations that have been accredited by the DfE as a Lead Provider. In order to identify the most suitable Lead Provider, we used the following criteria to create a rationale for a preferred accredited partner choice by identifying both strengths and possible limitations:

Lead Partner Characteristics | Delivery Model | Funding and Accountability | Scale and Coverage

Why we chose Teach First

- **Experience** in ECF early roll out
- Modules contain 'stretch' content, going beyond ECF
- Diagnostic to support **tracking of progress**
- Training involves **engaging and interactive techniques** and the application of theory
- High-quality training for Mentors including insight into the ECF and **instructional coaching** techniques
- Year Two delivered through a **subject lens** e.g. subject and phase-specific sessions
- Opportunity for **local tailoring and relationship building** e.g. curriculum designed flexibly to specifically support different schools
- Track record of **supporting schools in disadvantaged communities** with Initial Teacher Training (ITT), ECF and National Professional Qualifications (NPQs)
- **Experience** of working with a range of sectors e.g. Special/Alternative Provision, ensuring we embed SEN, and across all age ranges so we can make our offer age-phase bespoke
- Commitment to providing **additional support/funding** for schools serving disadvantaged communities (**based on sparsity/pupil premium**)





National Professional Qualifications (NPQs)

As a continuation of the **golden thread**, a new suite of National Professional Qualifications (NPQs) will be launched in September 2021. The updated NPQ programmes see a huge shift in the knowledge, skills and behaviours that will be developed for programme participants. **The NPQML has been removed and in its place are three specialist NPQs:**

- **NPQ in Behaviour & Culture** - for teachers who have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school
- **NPQ in Leading Teacher Development** - for teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school. They may have responsibilities for the development of all teachers across a school or specifically trainees or teachers who are early in their career
- **NPQ in Leading Teaching** - for teachers who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase

The three existing NPQs in Senior Leadership, Headship and Executive Leadership have been refreshed, ensuring that they are underpinned by the latest evidence of what works effectively.

As with the Early Career Framework (ECF), we have chosen to partner with Teach First as our Lead Provider. We have closely examined the **golden thread** links between the ECF and the provision of a strong pathway offering clear career progression for teachers in the suite of NPQs. Our vision is that we will deliver leadership programmes in an exemplary way, providing a coherent teacher development journey from trainee through to executive headship. We have begun to work collaboratively with local partners to ensure a strong school-led delivery infrastructure, using local knowledge of context and expertise. We will ensure the NPQ programmes are delivered by local and regional experts and we are looking for facilitators, trainers, coaches and content developers.

We are currently awaiting confirmation from the DfE of funded routes for NPQs.



In the next issue...
Spotlight on
Curriculum Hubs
Research Schools
EdTech network

Next Steps

Over the coming weeks we will continue to provide updates and information sessions for our schools and partners.

We will be holding further virtual information events, here are some dates for your diary and links to book on the events:

Early Career Framework Information Sessions

- Thursday 20th May at 4pm [book here >>](#)
- Thursday 10th June at 4pm [book here >>](#)

Keeping in touch...

Please do keep in touch with us via the following Hub email addresses and twitter accounts:



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