

**Capita**



UNIVERSITY OF  
BIRMINGHAM

**Capita's Early  
Career  
Induction  
Programme –  
Information  
Pack**



**Helping the next  
generation of  
teachers to thrive  
with the early career  
framework**

# Capita's early career induction programme information pack

**The early career framework (ECF), which became statutory in September 2021, is designed to help Early Career Teachers to focus on learning the things that make the most difference in the classroom and their professional practice.**



## **We can help you to achieve this**

Our induction programme will provide development opportunities that ensure your Early Career Teachers walk into their classroom with the practical skills, experience and insight they need to enhance their teaching and learning, and to ultimately create better outcomes for your pupils.

**Learn more about the Early Career Framework**

**Learn more about Capita's induction programme**

**Independent and British schools overseas**

**Get in touch to speak to a member of the team**

# Early Career Framework (ECF)

- The Early Career Framework is a two-year funded professional development programme that is available to Early Career Teachers at the start of their careers.
- It underpins what all early career teachers should learn based on expert guidance and the best available research evidence.
- It focuses on five key areas – behaviour management, pedagogy, curriculum, assessment, and professional behaviours.
- Schools can choose to deliver the programme themselves or select a provider to deliver it for them. There are three options to choose from:
  1. Select a funded provider-led full induction programme
  2. Deliver your own training using DfE accredited materials and resources
  3. Design and deliver your own ECF based induction

## The funding entitlement includes:

Two years of new, funded, high-quality training

Freely available high-quality development materials

Funding for 5% time away from the classroom for teachers in their second year

A dedicated mentor and support for these mentors including access to funded high-quality training

Funding to cover mentors' time with the mentee in the second year of teaching.

Find out more about your options and the support available

Learn more about the key changes

Learn more about the benefits of selecting a funded provider-led induction programme

Independent and British schools overseas

# The options and support available

	School-led induction programme delivered in school (design your own induction programme based on ECF)	Core induction programme delivered in school (deliver your own induction using DfE materials)	Full induction programme delivered by a provider
Content defined in the Early Career Framework	✓		
Time off timetable funded for ECTs and mentors in the second year of induction	✓	✓	✓
A sequenced two-year programme based on the Early Career Framework		✓	✓
Self-directed study materials		✓	✓
Materials to support mentor sessions designed to reduce mentor workload		✓	✓
Materials to adapt to deliver further training for ECTs		✓	
Funded training delivered directly to your ECTs by an external provider			✓
Funded training delivered directly to your mentors by an external provider			✓
Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable			✓

# What are the key changes?

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

# Benefits



It's funded by the DfE so free of charge to your school



Supports a seamless transition from initial teacher training



New teachers will feel more confident and in control at the start of their career



Evidence-based development programme



Designed by world-leading teacher education specialists at universities across England (including Russell Group)



Mentors will get training and funded time out of the classroom



Supports greater staff retention

## Did you know?

Only 85% of teachers who qualified in 2019 were still teaching one year after qualification compared to 88% in 2011.

Let's work together to give new teachers a boost and increase sector retention rates.

**Learn more about Capita's early career induction programme**

# Provider-led induction

## Why choose a provider-led induction programme?

- It's been designed to be the **simplest option** for schools.
- Training providers, including Capita, design and deliver a comprehensive programme of face-to-face and online training.
- The support will be fully funded so there **are no costs, time or resources required from your school.**
- Lead providers will be inspected by Ofsted so you can be assured that the training will be of the highest quality.
- Your school will benefit from greater funding by choosing a provider-led induction.
- There's no need to provide additional information to your appropriate body.

**Learn more about the options and support available**

**Learn more about Capita's induction programme**





# Capita in education

**Capita, alongside its joint venture partner Entrust, is committed to delivering the best possible outcomes for children and young people.**

**Outcomes:** We can evidence real impacts from our work – raising standards and aspiration, improving the school environment, ensuring access for all to education, and inspiring young people through enrichment activities such as Outdoor Education.

**Value:** We can demonstrate real value to customers, often working in collaboration with schools and local authorities to ensure that need is understood and met.

**Quality:** Our products and services are developed by experts with years of teaching experience and practical knowledge of how schools run.

- We delivered the DfE Governor development programme and DfE school resource management training to schools across England.
- We're an appropriate body service.
- We deliver the National Citizen Service and the Duke of Edinburgh's Award.
- We're one of the 19 STEM Ambassador hubs.
- We support multiple national education programmes including NPQ and Education Authority Northern Ireland.
- We're the Department for Education's Standards and Testing Agency for all primary school national curriculum assessment tests in England.
- We're an Adult Education Budget skills provider.
- We manage the Disabled Students' Allowance assessment services.

# Capita's early career teacher induction programme

Our early career induction programme will ensure your Early Career Teachers receive the support they need during their first two years of transition and development

- Content developed by our lead academic partner, the University of Birmingham School of Education
- Planned together with practitioners and senior school leaders to ensure balance of content and skills development
- Carefully planned with teacher workload in mind
- Peer-to-peer support is central to the programme, providing opportunities across the induction period to network and learn from other Early Career Teachers
- Non-onerous schedule for mentors
- Delivered locally in partnership with one of our delivery partners
- Facilitated programmes for part time and in-year starting Early Career Teachers

**Learn more about the  
University of  
Birmingham**

**Learn more about our  
Delivery Partners**

**Learn more about the  
induction journey**

**Learn more about the  
course content**

**Discover why you  
should choose Capita**

**Register now**

# Our lead academic partner – the University of Birmingham

Our lead academic partner, the University of Birmingham has worked with us to create an engaging induction that is accessible by all.

## About the University of Birmingham

- The University of Birmingham is England's first civic university, with a strong commitment to society.
- The School of Education is well-known for its high-quality research and education and is a field-leader in the areas of disability education, inclusion, race equality and character education.



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## Why choose the University of Birmingham?

- **They have experience** - they've worked on many teaching and research collaborations to advance the field of education.
- **They're committed to inclusion** - they emphasise on diversity, equality, and social justice.
- **They know education** - they develop and support innovative, inclusive and inspiring education professionals on a daily basis.
- **They're in it for the long term** - they equip their learners to be able to shape the field of education in the future, to the benefit of educators, learners and communities.

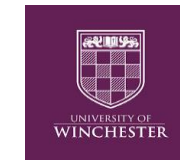
[Learn more about the induction programme](#)

# Our delivery partners

We have recruited delivery partners across England who share our values and ambition to deliver our induction programme to the highest standard.

Our partners will add local context to your Early Career Teacher's induction providing insight into teaching in cities, coastal or rural areas and in areas of high deprivation.

**Contact us to find out more about your local delivery partner**



# Why choose Capita?

**Together with schools, we're creating better outcomes for children and young people by helping the next generation of teachers to thrive**

- We have the perfect partnership with the University of Birmingham that offers the best of both worlds to our service delivery; a commitment to provide services that create better outcomes in schools with the commercial acumen, efficiency and effectiveness of the private sector.
- We're working with some of the best delivery partners across England to ensure our induction programme is tailored by locality so it's more relevant to your Early Career Teacher, your school and your pupils.
- We've built multiple learning platforms and software solutions that don't let our customers down. Our Early Career learning platform is no different – it will keep your Early Career Teachers on track, and most importantly, make completion of the induction easier for them.
- We have experience of working with schools and offering just the right level of support so you can focus on what you do best to achieve better outcomes.

**Learn more about Capita in education**

**Learn more about the University of Birmingham**

**Learn more about our delivery partners**

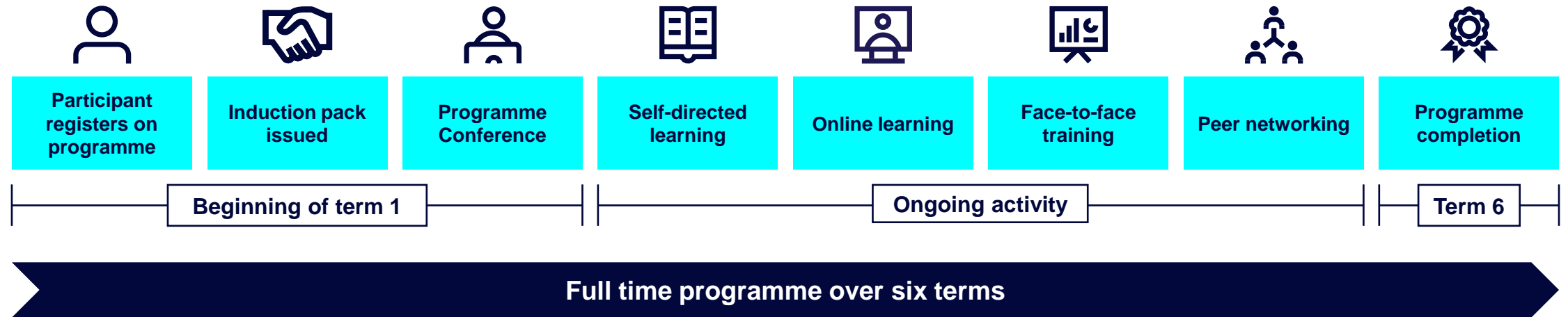
**Learn more about the induction journey and content overview**

**Register for Capita's induction programme**

# Capita's induction fast facts



# The induction journey



## Comprehensive support throughout the programme



Mentor engagement



Intuitive learning platform

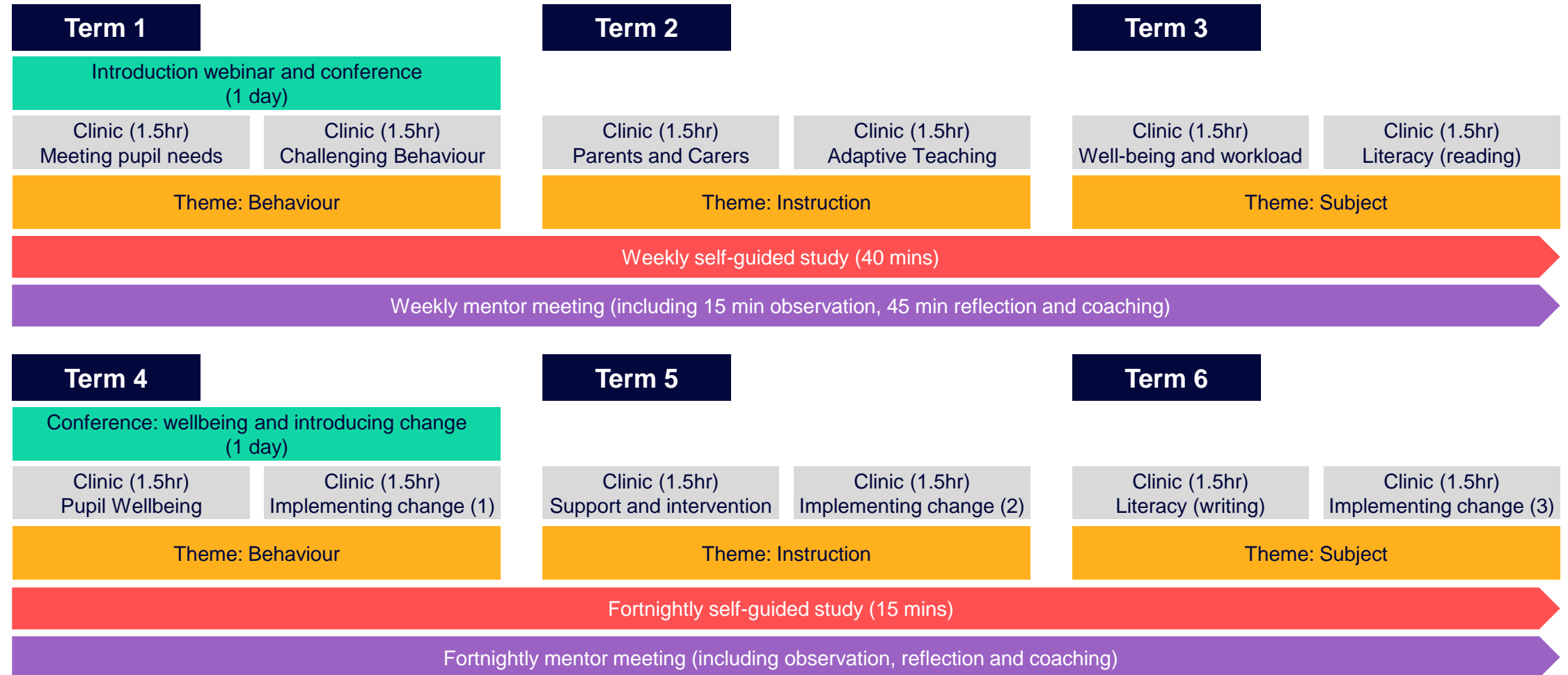


Contact centre support

## Dedicated time out to focus on your professional development in five core areas:

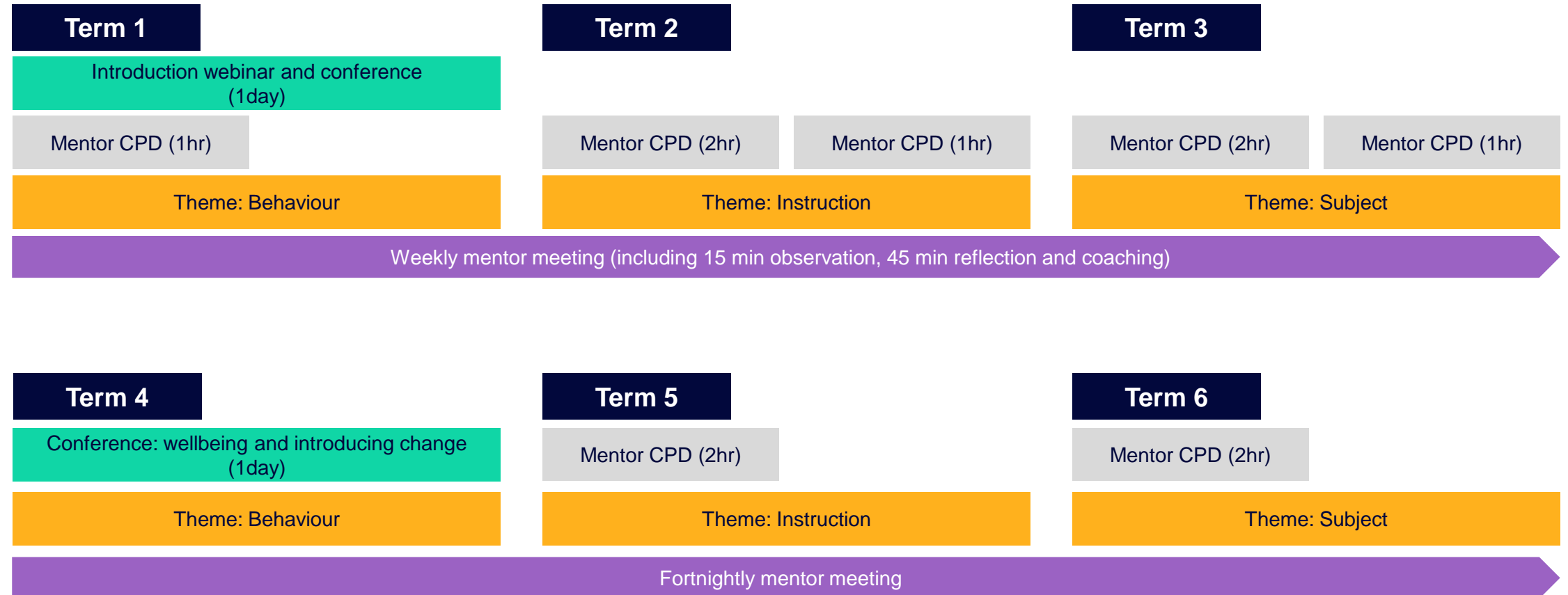
1. Behaviour management
2. Pedagogy
3. Curriculum
4. Assessment
5. Professional behaviours

# ECT– course overview





# Mentor – course overview



# Independent and British schools overseas

We're pleased to be delivering our induction programme to independent and British schools overseas.

## What you need to know...

- If you're an independent or British school overseas, the induction programme isn't funded by the DfE.
- You can still register for our induction programme but there is a charge applicable – see table.
- You will follow exactly the same induction as all other schools so will benefit from a great programme.

Participant	Price
Cost per Early Career Teacher	£1,400
Cost per Early Career Mentor	£1,400
<b>Total</b>	<b>£2,800</b>

Programme benefits

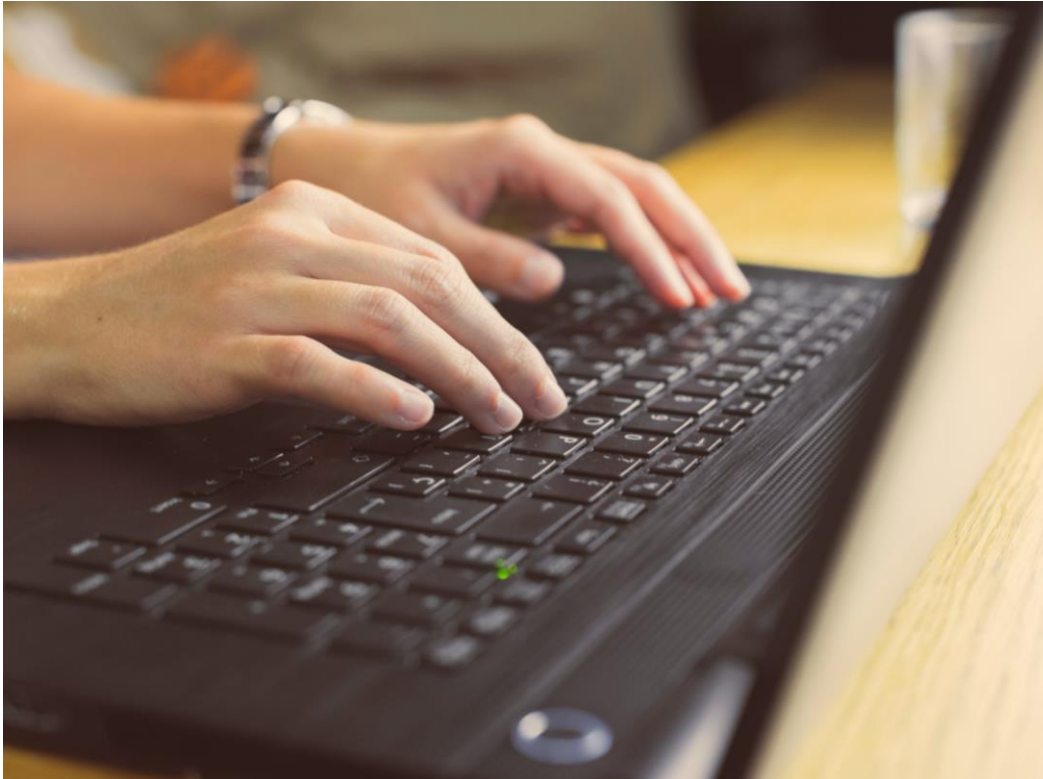
Induction journey and  
content overview

Why choose Capita?

Register

Get in touch

**Find out more or register today**



**Register for Capita's  
induction programme**



**Get in touch to speak to  
one of our experts**