



Give the best start to your early career teachers with our Early Career Framework-based training

Capita's Early Career Framework (ECF)-based training programme aims to improve pupil outcomes and life chances through the development of high-quality, highly skilled and motivated teachers, who are committed to their own professional development and refinement of their practices.

Education led partnership

Our programme has been created by academic experts in education and is led by University of Birmingham, working in partnership with a range of universities and multi-academy trusts who have recognised expertise in initial teacher training and post graduate programmes.

We will, in partnership, facilitate the delivery of their ECF-based training programme. It focuses on the key areas of behaviour management, pedagogy, curriculum, assessment, and professional behaviours. It'll give your new teachers the tools to thrive – and to make the most difference in the classroom.

Capita's unique programme

- **Flexible curriculum design** – comprising three distinct elements: live training, on-line self-directed study and in school specialist mentor support. Self-directed learning can be accelerated or managed to suit school workload.
- **All training for ECTs and mentors is live**, either face-to-face or online with no pre or post reading or preparation required.
- **Mentor training** is designed to provide a fully resourced and supported mentor training experience and enhances schools' existing quality of teaching and learning provisions by equipping mentors to be skilled and confident to work with all teachers, regardless of experience.
- **Responsive, specialist support** which is directly available to schools and participants via a dedicated mailbox, so that support is personalised, timely and effective.
- **A dedicated ECF-based training learning platform** hosting all materials, online learning, reference materials and access to event information — it's like a one-stop shop.
- **Distinct ECF-based training programme start dates** for ECTs in January and April.
- **A dedicated programme** designed specifically for Special Schools.

ECF-based training at a glance



Two years of funded high-quality training.



Access to free learning and development materials.



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



A dedicated mentor and the right support for them, including access to funded high-quality training.



Funding to cover mentors' time with the early career teacher in the second year of teaching.

Top Tips for a great start to your ECF-based training programme

1. Register on the DfE portal
2. Register with an Appropriate Body early
3. Identify your Induction Lead
4. Identify your mentors
5. Ensure ECTs have their time protected
6. Ensure mentors have their time protected
7. Check in with your ECT
8. Provide your Induction Lead with the full calendar of training
9. Consider how your mentors can benefit the wider teaching and learning culture in your school
10. Promote the opportunity to continue to study and to research

To find out more about our induction programme and what it involves get in touch. Contact ECF@bcu.ac.uk