



ECT Align 2026-28

The Hampshire offer for Early Career Teachers



We are delighted to introduce our comprehensive Early Career Teacher (ECT) Programme, designed to support and nurture new teachers as they embark on their professional journey. As part of their induction, all Early Career Teachers (ECTs) are required to complete an approved two year programme as part of their early career teacher entitlement (ECTE). By entering your induction with Hampshire Improvement and Advisory Service you will be open to accessing all the professional development opportunities that we offer on an ongoing basis.

Our ECT Programme (ECTP) spans two years, providing a structured and supportive environment for early career teachers. Throughout this period, participants will engage in high quality training sessions from experienced facilitators, receive personalised mentoring, and have access to a wealth of resources aimed at enhancing their teaching practice. Our goal is to build a strong foundation for a successful and fulfilling career in education.

Key features:

- **fully funded by the Department of Education (based on full participation)**
- **expert trainers with classroom examples and experience to draw on to help your ECTs in their journey**
- **aimed at sharing the joy and self fulfilment of teaching whilst balancing workload and wellbeing**
- **helping your ECTs become more confident, competent and expert in the classroom through our open approaches.**

Why choose ECT Align?

Evidence informed curriculum: the carefully sequenced, evidence informed programme provides a strong foundation for ECTs as they progress with their career, supporting consistent improvement and long term impact in the classroom. The curriculum supports ECTs to develop strong models of effective teaching.

Designed with flexibility in mind: we recognise we know that every school is different. That's why our programme is designed to fit around school life, with a 'little and often' approach that allows ECTs and mentors to engage with learning alongside their existing commitments.

Benefit from instructional coaching: ECTs benefit from regular instructional coaching sessions, where mentors provide focused, bite sized steps to practice each week. Coaching is responsive to individual classroom contexts, with regular observation and feedback enabling ECTs to keep getting better over time.

Tailored support: specialist content supports ECTs in meeting pupils' needs, including oracy, early cognitive development and special educational needs and disabilities (SEND). A wide range of training materials is available, with subject, phase and setting specific examples, ensuring a personalised pathway through the programme. This aligns strongly with Hampshire's commitment to inclusive, high quality teaching for every child.

Commitment to quality: Hampshire is dedicated to supporting teachers at all stages of their careers. We strive to ensure that every pupil across the county receives an excellent educational experience through quality first teaching.

ECT Align facilitators are highly experienced, successful classroom practitioners who understand local school contexts, strengths and challenges. Our programme is continuously refined through feedback, evaluation and a close working relationship with you, ensuring it remains responsive and effective.

New for 2026-28 is the offer of training in meeting the needs of pupils with specific educational needs facilitated by our experts in this area. This is alongside the adaptive teaching focus which explores further best practise for the classroom.

Hampshire shares Ambition Institute's mission to support teachers and school leaders at every stage of their careers, helping them to keep getting better. As a charity, Ambition Institute provides training and professional development based on rigorous research and evidence about what really works. Ambition Institute is a nationally recognised lead provider whose Early Career Training Programme has been judged Outstanding by Ofsted in 2025, reflecting their 'exemplary' programme design and training materials, 'exceptional training' of ECTs and 'high quality' mentor training and 'rigorous' quality assurance.

Ambition Institute:

- believes that high quality teaching has the greatest impact on pupil outcomes
- trains teachers and leaders to make a meaningful difference for all pupils, particularly those who are most disadvantaged
- aims to support educators to build long, fulfilling careers
- designs evidence informed programmes that offer practical tools to address real challenges in the classroom and across schools.

Hampshire's ECT Align programme is intelligently adapted, so ECTs can apply learning effectively in their own context. Ambition Institute's programmes are especially recognised for their expertise in practice, ensuring professional learning leads to measurable improvement in teaching. It is designed to equip ECTs with the knowledge and skills they need to succeed and thrive in the profession.

Delivered by Hampshire LA staff in collaboration with Ambition Institute, the ECT Align 2026-28 programme is **fully funded by the DfE** for all maintained, academy and Section 41 funded independent schools.

Non Section 41 funded independent schools are welcome to join our programme. Please contact us directly at ECT.Align@hants.gov.uk for information about fees.

Contact us

Should you have any questions, please contact us at ECT.Align@hants.gov.uk