



Thornaby Church of England Primary School

Induction of NQTs Policy

Rationale

It is our aim at Thornaby Church of England Primary School to make all new teaching staff feel welcome and supported as they start their role in the school. Newly Qualified Teachers (NQT) need specific support because their first year is part of their training and successful achievement of this year contributes to their Teaching Qualification.

Purposes

- To follow legal requirements regarding NQT's.
- To support the NQT in completing their induction year, using their Professional Targets identified during their final training year.
- To be aware of the needs of the NQT and their personal requirements to develop successfully in the role.
- To help them to develop their role as a teacher in school.
- To encourage the NQT to become an active member of the staff.
- To ensure all assessments and records are kept up to date and to inform the LA of any issues that may affect the NQT in school.

Guidelines

1. The school will inform the LA of any NQT's in post and ensure all LA and National Guidelines on the support of NQT's are carried out.
2. All NQT's will carry a 90% teaching load.
3. NQT's will have a mentor who contributes towards their assessments. The Mentor and senior staff will monitor the NQT's teaching and provide helpful, constructive feedback.
4. The Head, NQT mentor and Senior Members of Staff, will support the NQT to develop his/her professional skills in all areas of school life.
5. Subject Leaders will support the NQT by ensuring resources and curriculum information are available when necessary.
6. The NQT mentor will be responsible for ensuring that records and assessments are kept up to date.
7. The NQT will be given opportunity observe other teachers and partake in CPD.
8. The NQT will have access to the NQT training programme provided by the LA.

October 2008 - to be revised October 2010

Revised October 2010 - to be revised October 2012

Revised October 2012 - to be revised October 2014

Revised October 2014- To be reviewed October 2016

Revised October 2016- To be reviewed October 2018

Revised October 2018- To be reviewed October
2020