

Difficulties during statutory induction

The summary below are the main points from the “*Statutory Guidance on Induction for Newly Qualified Teachers (England) revised September 2015*”. This is available on-line and also from the support website.

We recommend you:

- familiarise yourself with the key points on this document - then read the whole document - **this document does not cover everything!**
- discuss any concerns with your induction mentor - or others in your school
- if necessary contact the named contact for wider support
- in certain circumstances you may want to contact your union (see website for details)

Please note that the guidance states (p21) that assessments should, “*not be shared directly with anyone not directly involved in the induction process*” (p22). Those directly involved are normally you, your employer, Induction Mentor, and the Appropriate Body.

Key Points

- All qualified teachers who are employed in a relevant school in England must, by law, complete an induction period satisfactorily, subject to specified exemptions (Annex B in the document)
- Statutory induction is not a legal requirement to teach in Further Education (FE), independent schools, academies, free schools or Behavioural Support Units but may be served in these institutions
- An appropriate body has the main QA process within the induction process

A: The induction process

- An NQT only has one chance at induction (Section 1.9 p7) and cannot repeat induction though they may appeal against the judgement (Sections 4.6-4.7). They do not lose QTS they cannot be employed in a relevant school.
- The teachers’ standards will be used to assess the NQT’s performance at the end of their induction period - these should be applied according to the principle of “*what can reasonably be expected of an NQT by the end of their induction period*” (Section 1.5, p7)
- There is no legal requirement to complete an induction period if an NQT intends to work solely in the independent sector or in an academy, a free school a BSO and independent nursery school or in the FE Sector.
- Induction cannot be served in a secure training centre, a school in special measures, an FE institution in category 4 for leadership and management

- An NQT may continue to serve induction if a school entered special measures after they were involved in training (via a SCITT or SD) or employed before the institution went into special measures.
- An NQT cannot enter induction if they have not been awarded QTS
- Start date for induction must be determined by the appropriate body and must be agreed by the HT and the NQT
- Teachers who have QTS (after 1st Sept 2007) and who has not completed induction may work supply (for less than 1 term continuously in any school) for a maximum period of 5 years - those these do not count towards the induction period.

B: A suitable post for induction

- In order for the NQT to serve induction the HT / principal and appropriate body must agree the post is suitable, the post should (Section 2.17 pp11-12)
 - Have a HT to make the recommendation about the NQT's performance against standards;
 - have a prior agreement with an appropriate body to act in this role to quality assure the induction process;
 - provide the NQT with the necessary employment tasks, experience and support to enable them to demonstrate satisfactorily perform against the standards
 - ensure the appointment of an induction tutor with QTS
 - provide the NQT with a reduced timetable. The HT should ensure an NQT has a timetable of no more than 90% of the TT of the existing teachers (Section 2.19)
 - not make unreasonable demands upon the NQT
 - not normally demand teaching outside the age range / subjects for which the NQT has been employed to teach
 - not present the NQT, on a day-to-day basis with discipline problems that are unreasonable for the setting
 - involve the NQT regularly teaching the same classes
 - involve similar planning, teaching and assessment processes to those in which other teachers working in similar institutions are engaged
 - not involve additional non-teaching responsibilities without the provision of appropriate preparation and support

C: The appropriate body for quality assurance induction (Section 2.21 pp13-14)

- **Community schools, Nursery or PRU** - a Local Authority with which an agreement has been reached, a teaching school, the National Induction Panel for Teachers (NIPT), the LA in which the school is geographically situated.
- **Academies, free schools or city technology college** - a Local Authority with which an agreement has been reached, a teaching school, the National Induction Panel for Teachers (NIPT) or the Independent Schools Teachers Induction Panel (ISTIP) [for their members only]

- A teaching school that is an accredited ITT provider cannot be the appropriate body for an NQT for whom it recommended that the award of QTS should be made or for an NQT that is employs or who has served induction in that school.

D: The induction period

- The induction period is the full-time equivalent of one school year (Section 2.27, p15) and this must take place in periods of at least one term.
- If NQTs are working part-time must serve the full-time equivalent (FTE) period. So an NQT working a 0.5 FTE would have to serve 2 years etc...
- A suitable monitoring and support programme must be in place, this must include:
 - Support and guidance from a designated induction tutor who has QTS and has the time and the experience to carry out this role;
 - Observation of the NQT's teaching and follow-up discussion;
 - Regular professional reviews of progress;
 - NQT's observation of experienced teachers either in the NQT's own institution or in another institution where effective practice has been identified

E: Formal Assessments

- NQTs should have formal assessment carried out by the HT or the induction tutor - these could be termly. Evidence used in assessment must be clear and transparent and copies provided to the NQT and the appropriate body (Section 2.39, p17)
- Formal meetings should be informed from evidence gathered during the previous assessment period - NQTs should be kept up to date and their should, "***be no surprises***" (p17)
- Formal reports should be written and these should show assessment of the NQT's performance against the relevant standards at the time of the assessment.
- The final assessment meeting should be at the end of the induction period

F: If there are problems

- If it becomes apparent that an NQT is not making satisfactory progress the appropriate body should be informed and the HT must assure that additional monitoring and support are put in place (Section 4, p27)
- If an NQT fails induction or has their induction extended the appropriate body must advise the NQT of their rights to appeal and the timescales involved more details can be found at: <https://www.gov.uk/newly-qualified-teacher-nqt-induction-appeals>