

Orchard Community Primary School



NQT Policy

This policy was approved by the Governing Body of Orchard Primary School at their meeting on.....

Signed..... Chair of Governors

Version	Date	Author	Reason for Change
0.1	9/2018	FS	New Policy

Review Frequency	Next Review Date
Every 3 years	9/2021

RATIONALE

Orchard Primary School's policy for Newly Qualified Teachers is set in conjunction with the LA's guidelines for the induction of NQTs.

The support that is provided for Newly Qualified Teachers is a crucial factor in their future development in the profession. At Orchard we have a responsibility for ensuring that new entrants to the profession are not only competent for the task but are also able to provide the high quality and excellence in their work that the profession demands.

AIMS

- To ensure the effective induction into the School of Newly Qualified Teachers
- To enable Newly Qualified Teachers to achieve the highest standards of which they are capable in their teaching.
- To encourage Newly Qualified Teachers to become 'reflective practitioners'.

PURPOSES

To provide NQTs with the necessary information, guidance, support and care during their first year as independent practitioners and on-going support thereafter.

To enable NQTs to gain an understanding of the roles and responsibilities of both teaching and non-teaching staff.

To work in partnership with the LA to provide induction into the Authority and meet individual training needs.

BRIEF GUIDELINES

The task of ensuring the welfare and progress of Newly Qualified Teachers is a team responsibility; the Headteacher, the ITT co-ordinator and the staff of the school, the LA advisory service and other LA officers all have an important part to play.

The School's ITT co-ordinator has responsibility for the co-ordination of support for Newly Qualified Teachers and will organise an induction programme, which will provide familiarisation with School policies, practices and procedures. The ITT co-ordinator will meet on a regular basis with Newly Qualified Teachers in order to review and support their progress, to encourage and develop their professional competence, to plan appropriate action and to identify individual staff development needs.

Curriculum Leaders will be responsible for the subject-specific aspects of support for Newly Qualified Teachers and will ensure that they are provided with all necessary resources for effective teaching.

The whole-school team will be responsible for providing training on pedagogies and the use of the school's resources.

The ITT co-ordinator will liaise with the LA advisory service in the evaluation of Newly Qualified Teachers' competence as classroom practitioners in their specialist subjects and in the broader aspects of the role of the teacher.

At the end of the induction year the ITT co-ordinator will carry out a review of the induction programme for Newly Qualified Teachers and implement any necessary improvements.