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**NQT Provision  
2020-21**



**RSA**

Teaching Schools Alliance

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National College for  
Teaching & Leadership



**MATTHEW PURSLOW**

Director RSAA Teaching Schools

The RSA Academies' Teaching Schools act as an Appropriate Body for the registration and formal Statutory Induction process, which provides support for Newly Qualified Teachers.

The appointment of an Appropriate Body is a statutory requirement for the induction period of NQTs. It is the responsibility of the Appropriate Body to ensure that there is sufficient evidence to support the final decision as to whether an NQT has met the Teachers' Standards on the recommendation of the Head teacher/Principal. The service that we offer is available to all local authority maintained schools and academies. The main responsibility of the Appropriate Body is to quality assure the NQT induction process. The Appropriate Body must monitor and support, assess and guide to ensure procedures are fair and appropriate.

### **RSA Academies' Teaching Schools' NQT Programme Aims:**

1. To undertake the statutory responsibilities and duties of the Appropriate Body for the professional induction of Newly Qualified Teachers (NQTs) – **NQT Registration Programme**
2. To provide a 'bespoke' and comprehensive training programme to secure individuals into the early stages of their career progression – **NQT Training Programme**

### **To do this RSA Academies' Teaching Schools will:**

- Provide, collate and submit all appropriate assessment documentation
- Provide a named contact at RSAA Teaching Schools
- Keep schools up to date and informed of changes to legislation, taking the main responsibilities of administration

It is the responsibility of the employing school to ensure that they commit appropriate resources to the induction of NQTs. It is the responsibility of the Appropriate Body to ensure the quality of this induction provision.

## NQT Registration Programme



### 1) NQT Registration Programme (not including the NQT Training Programme):

**£180 (non - alliance partners)**

**£150 (alliance partners)**

These costs will include the following:

- Register and monitor the progress of NQTs and report to NCTL with assurance that QTS has been awarded
- Make decisions on the outcomes of statutory induction for individuals
- Give advice where NQTs are at risk of failure and advise on appropriate support packages
- Provide advice and guidance on the induction legislation for NQTs
- Provide an introductory session to Induction Tutors and NQTs
- Provide voluntary training for Induction Tutors
- Phone / email support for Head teachers / Principals and Induction Tutors
- Quality assure schools' systems for monitoring, supporting and assessing NQTs

The following schedule has been put together, with supporting documentation in order to support quality assurance and assessment procedures to be followed. It is vital that deadlines are met to enable RSAA TSA to inform NCTL of individuals and progress. If these are not met additional administration costs will be charged at £15 per day.

Timeframe	Action	Responsibility
<b>September</b>	<b>NQT Registration forms returned to RSAA TSA by 4.9.20</b>	<b>Headteachers / Principals</b>
	For NQTs in first term - Undertake initial lesson observation and hold First Review Meeting to set priorities (to be recorded on NQT Action Plan)	NQT and Induction Tutors / Mentors
<b>Autumn Term</b>	Undertake 4 lesson observations – record on NQT Progress Record. These observations should be completed by Curriculum Leader/Mentor/SLT/ Deputy Curriculum Leader.	NQT and Induction Tutors / Mentors
	Hold 2 professional progress reviews – record outcomes on NQT Progress Record and formulate next Action Plan	NQT and Induction Tutors / Mentors
<b>December</b>	Complete assessment observation and appropriate assessment form (dependent on number of terms completed – first and second assessment form or final assessment form) and return by <b>4.12.20</b>	Induction Tutor – signed by Head teacher / Principal
<b>January</b>	<b>New NQT Registration forms returned to RSAA TSA by 08.1.21</b>	<b>Headteachers / Principals</b>
	For NQTs in first term - Follow programme above	NQT and Induction Tutors / Mentors
<b>Throughout Spring Term</b>	Undertake 2 lesson observations 1 per 1/2 term– record on NQT Progress Record	NQT and Induction Tutors / Mentors
	Hold 2 professional progress reviews – record outcomes on NQT Progress Record and formulate next Action Plan	NQT and Induction Tutors / Mentors
<b>March</b>	Complete appropriate assessment form (dependent on number of terms completed – first and second assessment form or final assessment form) and return by <b>19.3.21</b>	Induction Tutor – signed by Head teacher / Principal
<b>April</b>	<b>New NQT Registration forms returned to RSAA by 23.4.21</b>	<b>Headteachers / Principals</b>
	For NQTs in first term - Undertake initial lesson observation and hold First Review Meeting to set priorities (to be recorded on NQT Action Plan)	NQT and Induction Tutors / Mentors
<b>Throughout Summer Term</b>	Undertake 2 lesson observations – record on NQT Progress Record Hold 1 professional progress review– record outcomes on NQT Progress Record and formulate next Action Plan	NQT and Induction Tutors / Mentors
<b>June/July</b>	Complete appropriate assessment form (dependent on number of terms completed – first and second assessment form or final assessment form) and return by <b>9.7.21</b>	Induction Tutor – signed by Head teacher / Principal

## NQT Training Programme



### 2) NQT Training Programme (including NQT Registration Programme):

**£380 (non - alliance partners)**

**£300 (alliance partners)**

The cost for two NQTs in one school setting is:

**£700 (non - alliance partners)**

**£550 (alliance partners)**

Flexible pricing is available for schools with 3 NQTs or more.

### 3) NQT Training Programme only:

**£100 per session (non - alliance partners)**

**£75 per session (alliance partners)**

We have developed the following programme to enhance individual's early steps into their profession. The core underpinning is to provide opportunities for participants to reflect upon and celebrate their successes, in a safe, confidential and innovative environment. The opportunity to share experiences and practices with other individuals is an invaluable aspect of developing and enhancing teaching and learning practice. All of the sessions are delivered by a range of experts from across the RSAA Teaching schools and teaching professionals within an 'outstanding' setting.

#### RSAA TSA NQT Training Programme

Within the NQT programme there are two bespoke Teaching School led NQT training sessions. These sessions are excellent in supporting NQTs in their current practice, and look into the future to help them develop within their careers. Sessions focus on key areas for NQTs including behaviour management; teacher presence and influence; time management as well as progression planning.

Sessions will be interactive as well as discursive, and will continue to develop NQTs reflective practice as they gain opportunities to share practice and expand upon their portfolio of evidence.

Date and Time Arrival 9am	Presentation 9.30-10.15am	Workshop 10.35-11.20am & then 12—12.45pm
Saturday 7 <sup>th</sup> November 2020 9am – 1pm	Social mobility in education	Secondary colleagues choose one of the two options to focus on throughout the workshop time: <b>1. Teacher persona &amp; developing resilience</b> <b>2. Positive behaviour management &amp; classroom expectations</b>
		Primary/Middle curriculum – EYFS, KS1, KS2 colleagues go to this workshop
Saturday 6 <sup>th</sup> March 2021 9am — 1pm	Teacher Legacy & Influence	Secondary colleagues choose one of the two options to focus on throughout the workshop time: <b>1. Effective classroom strategies</b> <b>2. Student leadership and independence</b>
		Primary/Middle curriculum – EYFS, KS1, KS2 colleagues go to this workshop



Our training takes place in the centrally located Assay Studios in Birmingham; the base for our Central RSA. Refreshments will be provided as well as all resources (electronically & paper-based) for all participants. It is an excellent opportunity to also meet and reflect with colleagues from across a range of subjects and from across the RSA family of academies. We extend the caveat and consideration that for academic year 2020-21, we will work in line with **government guidance on social distancing**; we anticipate that the first session in November will be possible, however should this not be the case, then an alternative solution will be sourced through remote facilitation. The RSAA Teaching schools will keep all interested parties up to date with developments and planning.

These training sessions are a compulsory element of the RSAA TSA NQT programme for RSA Academies only and for those external partners opting for either option 2 or 3 on the previous page. For each session, respective Professional Mentors will communicate all logistics regarding attendance and choosing workshops ahead of the training. NQTs will be able to attend all four workshops across the two sessions, and thus give full coverage of this CPD. Additionally; there will be a opening presentations on two themes of importance – Time Management & Teacher Legacy.

#### What our NQTs said about our RSAA CPD 2019-20

*“I loved the training sessions at the Assay Studios – they were really beneficial; the networking was a great way to meet with other RSA schools and fantastic to look at others' opinions. It was a great location.”*

*“The Saturday sessions were brilliant; I really enjoyed the consistency of the training. The catering and venue are perfect.”*

*“The RSAA CPD sessions have been extremely beneficial, I have taken a lot from this. It was good to work with the other schools and interesting to talk through ideas as well as how we can work together - that is the most positive. The logistics were well organised and facilitation of a high standard.”*

*“All in all, this CPD has been really useful; it was targeted at NQTs so I got the feeling that it was all about us the NQTs. Inspirational sessions. Thank you”*

# RSA Academies' Teaching School Alliance

## Mentor Training



We host mentor training for all schools that have NQTs within our programme. This is at no extra cost to the programme. We highly recommend this training to new mentors of NQTs.

Date and Time	Session Focus	Which mentor?	Location & Facilitator
9th July 2020 12-1pm	Preparing for the new NQT cohort (Administration, paperwork, addressing gaps in knowledge post-COVID from ITT year)	All	TEAMS Matthew Purslow Teresa Wilson

### Additional Support

RSA Academies' Teaching Schools will support your NQTs in every way possible. If you feel additional support is required we will create a personalised support programme for your NQT, this may include:

- Support and guidance from a member of the NQT panel
- Visits and / or lessons observations as appropriate
- Coaching sessions with developmental observations

### Booking Information

If you are interested in booking NQTs on either programme or to make an enquiry please call:

Matthew Purslow, Director of RSAA TSA on 01527 357324  
or email [mpurslow@rsaatsa.org.uk](mailto:mpurslow@rsaatsa.org.uk)



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