

17th March 2020

Coronavirus - Impact on NQT Induction

Update following advice from the Teaching Regulation Agency

Essex County Council Appropriate Body are still advising Schools to keep a record of NQT absences in the event of closures or if NQTs are told to self-isolate.

If the government advises schools to close, Essex County Council Appropriate Body will consider all days of enforced absence due to school closure as part of the induction period. It is likely that teachers will be required to work from home by setting work and providing feedback by email or online learning platforms or undertaking other school-related tasks. It may therefore be possible for evidence to continue to accumulate to support judgements in relation to the teachers' standards. NQT assessment meetings may take place over the phone/internet and all Assessment Forms can be completed remotely. **Therefore, school closures will not impact on the timing of the completion of the NQT Induction period.**

We have been advised that the TRA has said that the current situation constitutes 'exceptional circumstances' within the terms of paragraph 2.28 of the Statutory Guidance on Induction which means that the Appropriate Body has the option, with the consent of the teacher concerned, to reduce the induction period (normally 3 terms if working full-time which is equivalent to 195 days) if the teacher has satisfactorily met the Teachers' Standards. The Appropriate Body should make this decision in agreement with the NQT and after advice from the school that they consider the standards to have been met.

If an NQT is at risk of not meeting the Teachers' Standards by the end of their induction period, and they have been affected either by school closures and/or illness, **the NQT will be entitled to an extension of their induction period**, in line with the Statutory Guidance on exceptional circumstances, to ensure that the NQT has additional time to demonstrate satisfactorily meeting the Teachers' Standards. If you are an induction tutor or mentor and have an NQT who you feel may be unable to satisfactorily meet the standards by the end of this academic year, whether because school closures will impact on the extent to which support can be provided or because there are areas where further evidence from classroom practice is needed, please email me as soon as possible and we can find an appropriate time to discuss the particular circumstances and how best to ensure fair treatment for the NQT.

We will continue to advise Schools on procedures for supporting NQT Induction through this difficult time, as and when more information is available. The term 2 reports for full time NQTs are due on 27th March.

Kind regards

Madeleine Knight

NQT strategic lead – Essex AB

If you have any questions, please get in touch via EssexNQT@essex.gov.uk