



IMPACT PUPIL REFERRAL UNIT

NQT/ECT INDUCTION POLICY 2021-2022

Co-ordinators . Mr Reid and Mr Whelan

APPROVED BY GOVERNORS: March 2022

POLICY TO BE REVIEWED: September 2022

NQT Induction Policy

The roles and responsibilities of all parties involved with the induction of newly qualified teachers are outlined in the DCFS Circular 00364-2008 . Statutory guidance on Induction for NQTsq

1. Rationale

The Head Teacher and Appropriate body must ensure that the duties of the NQT, his/her supervision, personal development and the conditions under which the NQT works are such as to enable there to be a fair and effective assessment of the NQT's conduct and efficiency against the core standards.

2. Implementation

Mr Reid is IMPACT Pupil Referral Units named NQT Induction Tutor. Mr Reid is named ECT, Mr Whelan is named ECM. It is the responsibility of the tutors / mentor to carry out the Monitoring and Evaluation Procedure.

IMPACT utilises the LA Handbook for the NQT Induction Tutors and is supported by Best Practice to deliver the Early Career framework

Both provide information and rationale for what needs to be delivered and the responsibilities and policies of the school.

A programme of meetings and training events are negotiated with the NQT/ ECT at an initial induction meeting at the start of each term in the school. Reference is made to the Career Entry and Development Action Plan at this point. Initial induction also covers the employee induction list

The Induction Support Programme is to include observations (at least 2 each term) progress reviews and formal assessments.

All NQT / ECT are entitled to a 10% PPA time as well as a 10% reduction of their teaching timetable in relation to other teachers in the school.

NQTs / ECT have access to the programme of support provided by the Sefton LA.

Attention will be drawn to the following School Policies

- *CPD*
- *Safeguarding and Child Protection*
- *Behaviour Management inc. Care and Control.*

3. Equal Opportunities

In line with our ***Equal Opportunities Policy*** we are committed to providing a safe work place where NQTs will feel valued and respected regardless of race, gender, religion, social background, culture or disability.