



## Redland High School for Girls

### Newly Qualified Teacher Policy

#### Rationale

Redland High School sees its involvement in the ISCTip programme for the induction of newly qualified teachers as an essential part of its role in providing high quality induction for all staff. It ensures that a successful professional career is established for the NQT and that pupils benefit from the well planned and executed provision.

For experienced teachers, involvement in the NQT programme ensures continuing professional development, both as subject mentors of NQT and in their participation in the ISCTip framework.

#### Aims

- To provide quality support that will give newly qualified teachers the experience necessary to meet the standards set out by the Department for Children, Schools and Families.
- To provide coherent progression from the ITT process.
- To identify any difficulties at an early stage and support appropriately.
- To identify clearly defined channels of communication, monitoring and support.
- To provide a smooth transition into the School's system of Professional Development Review.

#### Practice

- The Deputy Head is the Induction Trainer.
- The Head of Department, where this is applicable, will be the Subject Mentor.
- Where appropriate and helpful, staff can take part in the ISCTip training programme provided.
- The NQT must have a timetable with an extra 10% of protected time for planning, preparation and marking. In the Senior School this means 15 free periods per week. In the Junior School this means 10 free periods.

- The timetable must identify regular periods at which access to the Induction Trainer and Subject Mentor is provided.
- The NQT should be enabled to attend the termly ISCTip training days.
- The School must ensure that every newly qualified teacher receives a full entitlement, matched to DCSF standards, which is in line with the ISCTip framework.
- Copies of all paperwork should be recorded, signed and filed by all those involved in the process.
- There should be clear and equitable procedures for the appointment of subject mentors / associate tutors.
- Despite the undoubted benefits to all concerned of accepting NQTs in the School, the School has a duty to ensure that pupils' right to a well delivered broad and balanced curriculum is ensured.
- Departments should be encouraged to use the ideas and practices of the NQTs to inform and enrich their own work and regard this as valuable INSET training and continuing professional development.
- The key to the success of the NQT process within the School is the notion of parity of experience in all departments and transparency of process. This shows respect for the needs of all concerned: experienced staff, NQTs and pupils

### **Monitoring and Evaluation**

This should be carried out on a continuing basis as objectives are set, reviewed and adjusted. The end of each assessment period provides the opportunity for all involved in the process to reflect on their practice and look forward to any alterations deemed necessary for the next assessment period. Periodically there will be a Quality Assurance visit from ISCTip, which will review the practice in the School and make recommendations.