

Briefing Note : NQTs

02 April 2020

The Department for Education has issued an announcement to stakeholders regarding the impact of COVID-19 on NQT induction – <https://www.gov.uk/government/publications/coronavirus-covid-19-induction-for-newly-qualified-teachers>

Please share this link with **NQTs, mentors, governing bodies** and other relevant persons associated with NQT Induction within your setting.

Key messages:

- **Subject to parliamentary agreement**, the DfE will be making regulatory changes that will mean NQTs absent for reasons related to the current COVID-19 public health emergency will not have their induction period automatically extended (current arrangements state that ad-hoc absences totalling 30 days or more automatically extends induction by the aggregate number of days absent). This means that NQTs who are currently undertaking statutory induction can complete their induction this academic year as expected, provided they meet the Teachers' Standards.
- Head teachers and appropriate bodies should continue to judge whether a NQT has met the Teachers' Standards upon completion of the induction period, which for most, will be the end of the academic year.
- If there are concerns that a NQT has not achieved the standards by the end of their induction period, the DfE would strongly encourage head teachers and appropriate bodies to exercise their discretion to recommend an extension, allowing the NQT further time and opportunity to demonstrate their ability to meet the standards.
- As many NQTs continue to work with schools in some form during this unprecedented period the DfE would encourage induction to continue. Head teachers and appropriate bodies should then take into account the change which, subject to parliamentary agreement, the DfE will introduce on absences related to COVID-19.
- It is acknowledged that many NQTs are continuing to work in schools in some form despite many schools being closed. Where possible, it should be encouraged that NQTs continue with their professional development and maintain frequent contact with their induction tutor and/or mentor.
- Head teachers and appropriate bodies should continue to make a decision on whether a NQT has met the Teachers' Standards based on their performance throughout their induction. This decision is still to be made at the end of the induction period, which for most would be the end of the academic year regardless of their absence due to the current COVID-19 public health emergency. In line with regular reporting procedures, the Teaching Regulation Agency should be notified of the outcome of induction.

- Head teachers, induction tutors and appropriate bodies should continue to refer to the NQT induction statutory guidance about the assessment process. The final assessment meeting should remain at the end of the induction period for the majority of NQTs and evidence should continue to be collected if the NQT is still working in schools in some form. This process will be kept under review.
- Head teachers and appropriate bodies should continue to make a decision on whether a NQT has met the Teachers' Standards throughout the period of their induction, notwithstanding absences due to COVID-19. This may include looking at previous assessment records, discussions with the induction tutors and consideration of non-routine teaching practice during the COVID-19 disruption.
- If at the end of the induction period there are concerns that a NQT, with absences related to COVID-19, has not achieved the standards, we would encourage appropriate bodies to exercise their discretion to recommend an extension, allowing the NQT further time and opportunity to demonstrate their ability to meet the standards.

We will be liaising with our Appropriate Body partner, Tykes TSA, to review this information and consider any further updates from the department and we will inform you of any additional information released.

In the meantime if you need any further clarification for NQTs in particular circumstances for example, then please do not hesitate to contact:

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