

# Newly Qualified Teachers

## Service Level Agreement

2017-18



# Newly Qualified Teachers

Register your Newly Qualified Teachers with Southwark LA as the Appropriate Body for NQT Induction to benefit from a service designed by experienced school-based NQT Induction Co-ordinators. Induction with Southwark LA goes beyond the minimum statutory requirements to ensure the best possible start to the careers of our next generation of teachers.

NQTs registered with Southwark LA have priority, discounted, access to a range of support programmes and training specifically designed for NQTs in primary, secondary and special schools.

It is a statutory requirement that newly qualified teachers undertake induction. As the appropriate body for Southwark we are fully committed to supporting your NQTs through this period

## What's new for 2017

- Website access and resources – \*NEW FOR 2017-2018\*
- Accredited Mentor Programme (PGCert in mentoring)
- Induction Tutor Champions
- Secondary support programme

## Key Features

- registration on our on-line support system NQT manager
- consultancy support and advice
- administration and liaison with the DfE and unions as appropriate;

- access to Local Authority resources through NQT manager
- work by the LA NQT Panel to monitor and approve the induction period including the review of formal
- Advice, support and QA of assessments
- electronic copy of the advice and guidance files provided to NQTs and Induction Tutors
- an opportunity for your Induction Tutor to attend our Local Authority Induction Tutor briefing (charges may apply) – **at least one tutor from your organisation must attend an Induction Tutor briefing per year**
- an opportunity for your NQT to attend our Induction conference (charges apply)
- telephone and email support
- Support for NQT recruitment and retention through representation at Teaching Fairs, links with universities.
- monitoring of your School Induction programme
- consultancy support and advice for any NQT at risk of failing induction

## Service Level Agreement

Paragraphs 2.20 and 2.21 of the NQT Statutory induction states that

*Independent quality assurance of statutory induction, through the role of the appropriate body, is important both for ensuring that schools provide adequate support for their NQTs, and that their assessment is fair and consistent across all institutions.*

An NQT cannot start their induction until their appropriate body has been agreed. All NQTs who are starting in your school in September must be registered on NQT manager <https://southwark.nqtmanager.com/> by 6/10/2017

## PRICES 2017-18

|   | Maintained School Charges <sup>1</sup>         | Academy School Charges <sup>1</sup>  |
|---|--|--|
| <b>Appropriate Body Fees<sup>1</sup></b>                    | £270 per NQT                                   | £290 per NQT   |
| <b>Onsite bespoke twilight induction tutor/NQT training</b> | £270 to include up to 8 supporting tutor packs | £290 to include up to 8 supporting tutor packs<br>Additional packs may be purchased at £10 per head. |
| <b>Additional Consultancy</b>                               | £230 half a day/ £455 per day                  | £280 half a day/£505 per day   |
| <b>Primary/EYFS Full Programme Costs</b>                    | £800 (full programme) or £160 per session      | £850 (full programme) or £185 per session  |
| <b>Additional breakfast sessions</b>                        | £55  | £75  |

<sup>1</sup> We make a one off charge for any NQT registered with us, regardless of whether they are to complete the Induction Programme. There are no additional charges for extensions or extra support. NQTs working in Maintained/Academy Schools may serve induction providing certain conditions are met. One such condition sets out that the school must arrange for an "Appropriate Body" to validate the quality of the induction and to make the final decision on successful completion..

# KS1 & KS2 NQT Programme

Southwark NQT and RQT training is a sustained, coherent programme which includes structured, collaborative in-school activities for teachers to refine ideas and embed approaches. The Teachers' Standards set out a number of expectations about professional development; namely, that teachers should:

- ➔ keep their knowledge and skills as teachers up-to-date and be self-critical;
- ➔ take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- ➔ demonstrate knowledge and understanding of how pupils learn and how this has an impact on teaching;
- ➔ have a secure knowledge of the relevant subject(s) and curriculum areas;
- ➔ reflect systematically on the effectiveness of lessons and approaches to teaching; and
- ➔ know and understand how to assess the relevant subject and curriculum areas.

Effective professional development for NQTs is a core part of securing effective teaching. It cannot exist in isolation, rather it requires a pervasive culture of scholarship with a shared commitment for

teachers to support one another to develop so that pupils benefit from the highest quality teaching.

Our Newly Qualified Teachers will be developed as effective learners within a culture of team working within a family of our Southwark schools. This collaboration is growing and strengthening year on year, and aims to draw on excellent local practice and expertise. We are committed to working in a way that nurtures a strategy of 'School to School Improvement' where one school's outstanding practice systematically benefits the wider family of schools. All schools can demonstrate exceptional practice and particular expertise that other schools can learn from. It is this culture of sharing that will help to sustain excellent standards and secure outcomes for our children and young people into the future.

This year's NQT programme retains core elements of last year's highly rated programme with some additional elements and sessions including more structured opportunities to visit and learn from other schools within Southwark culminating with an end of year NQT led research based reflective conference and an opportunity to publish their findings on the Southwark Schools Council website.

| Date         | Theme                                      | Overview   | Timing    | Venue         |
|--------------|--|--|-----------|---------------|
| 29/09/ 2017  | Welcome Event                              | Workshops on Welcome to Southwark Council<br>Statutory induction & safeguarding<br>Health and wellbeing as an NQT                          | 9.15-3.15 | Tooley Street |
| 20/10/2017   | Maths (P/T 1)<br>Literacy (P/T 1)          | Subject knowledge and modelling of addition and subtraction in mathematics<br>Reading (literacy)   | 9.15-3.15 | Tooley Street |
| 03 /11/2017  | School Based session                       |  | 9.15-3.15 |               |
| 24 /11/2017  | Maths (P/T 2 KS2 only)<br>Literacy (P/T 2) | Subject knowledge and modelling of division and multiplication in mathematics<br>Writing (literacy)  | 9.15-3.15 | Tooley Street |
| 19 /01/2018  | AFL<br>Dialogic teaching                   | Statutory assessment and AFL i<br>Talk for learning and creating a dialogic classroom.   | 9.15-3.15 | Tooley Street |
| 02/02/2018   | School Based Session                       |  | 9.15-3.15 |               |
| 09/02/2018   | KS1 Maths (1/2 day)<br>Additional session  | KS1 modelling mathematics using resources  | 9.15-3.15 | Tooley Street |
| 09/03/2018   | Phonics<br>Science                         | Understanding phonics and how to teach it<br>Planning and teaching for Working Scientifically in the primary classroom                     | 9.15-3.15 | Tooley Street |
| 20 /04/ 2018 | Inclusion<br>More Able                     | Depth and mastery – an inclusive approach<br>An inclusive approach to whole class teaching for children with a variety of individual needs | 9.15-3.15 | Tooley Street |
| 04/05/ 2018  | School Based                               |  | 9.15-3.15 |               |
| 25/05/2018   | Art, Music, Foundation subjects            | Teaching a broad and balanced curriculum   | 9.15-3.15 | Tooley Street |
| 29/06/ 2018  | NQT Celebrations                           | Sharing research and celebration event   | 9.15-3.15 | Tooley Street |

# EYFS NQT Programme

Young children in our borough have access to a wide range of high quality early years schools provision and in turn many dedicated and hard working professionals who are committed to raising outcomes for all children.

In Southwark 93% of schools including Nursery schools are judged as good or outstanding by Ofsted.

Our borough is consistently above national and London levels for children achieving a Good Level of Development (GLD).

We are very proud to support Early Years professionals and in particular EYFS NQTs within schools and Southwark's aim is to ensure that all early years teachers and Foundation Stage Leaders are equipped with all the necessary information, support, training and guidance to allow them to provide high quality experiences for young children.

We value exceptional quality and the importance of sharing outstanding provision for the development of others which is why EYFS NQTs teachers will have a bespoke programme of support.

This EYFS programme encourages NQTs to:

- ➔ keep their knowledge and skills as teachers up-to-date and be self-critical;
- ➔ take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- ➔ demonstrate knowledge and understanding of how pupils learn in the EYFS and how this has an impact on teaching;
- ➔ have a secure knowledge of the EYFS and the assessment



| Date         | Theme                                       | Overview  | Timing    | Venue                |
|--------------|---|---|-----------|----------------------|
| 29/09/ 2017  | Welcome Event                               | As KS1&2  | 9.15-3.15 | Tooley Street        |
| 20/10/2017   | Assessment for learning                     | This session is designed to familiarise you with the assessment requirements of the revised EYFS framework. There will be opportunities to observe and report on how children demonstrate the characteristics of learning and assessment feeds into planning. | 9.15-3.15 | Tooley Street        |
| 03/11/2017   | Literacy                                    |   | 9.15-3.15 | School Based session |
| 24 /11/2017  | Maths                                       | The session will provide the opportunity to consider how children become mathematical thinkers and how to support mathematical development in the early years.  | 9.15-3.15 | Tooley Street        |
| 19 /01/2018  | Planning                                    | An opportunity to consider how to plan effectively in the early years to meet the needs of young learners.  | 9.15-3.15 | Tooley Street        |
| 02/02/2018   | Child Development and the role of the adult | This session will consider the importance of child development in providing outstanding provision for young children. T   | 9.15-3.15 | School Based Session |
| 09/02/2018   | Additional session                          | As KS1&2  | 9.15-3.15 |                      |
| 09/03/2018   | Inclusion                                   | The session delivered by specialist from the Early Years Autism support team  | 9.15-3.15 | Tooley Street        |
| 20 /04/ 2018 | Profile Moderation                          | This session will cover the requirements of the EYFS profile and provide an opportunity to explore the exemplification materials.   | 9.15-3.15 | Tooley Street        |
| 04/05/ 2018  | The learning environment                    | This session will ask NQT to reflect on how to use the environment effectively as the 'third teacher' to improve children's outcomes.   | 9.15-3.15 | School based Session |
| 25/05/2018   | Art<br>Music<br>+ AN Other (TBC)            | As KS1&2  | 9.15-3.15 |                      |
| 29/06/ 2018  | NQT Celebrations                            | As KS1&2  | 9.15-3.15 | Tooley Street        |

# Secondary NQT Programme



This programme aims to

- ➔ deepen their knowledge and skills as teachers and continue to be up-to-date and be self-critical;
- ➔ take responsibility for improving teaching through appropriate professional development
- ➔ demonstrate knowledge and understanding of how pupils learn and how this has an impact on teaching;
- ➔ have a secure knowledge of data and how to use it within the classroom.

Cost

|                             | Maintained School Charges <sup>1</sup>   | Academy School Charges <sup>1</sup>      |
|-----------------------------|--|--|
| <b>Full Programme Costs</b> | £300 (full programme) or £80 per session | £325 (full programme) or £90 per session |

The quality of education in Southwark depends on the quality of the teachers in our Southwark schools. England has a very young workforce when compared internationally – 48% of our teachers in secondary school have over 10 years experience and that compare with 64% in other countries and the pressure on teachers' time can mean professional development is squeezed out of timetable and not prioritised.

We know that many of our secondary schools carry out a lot of their CPD in house which can be very effective, but as we have heard previously, external expertise is often beneficial and also allows our schools to network and strengthen our family of Southwark schools and build relationships.

Therefore this year we have added a more generic CPD programme that is suitable for Secondary NQTs, returners to teaching and teachers in their initial stages of their career.

| Date           | Theme   | Aims  | Timing     | Venue         |
|----------------|---|---|------------|---------------|
| Fri 06/10/2017 | Initial Years of Teaching (IYT) CPD Programme: <b>Creating a Positive Learning Culture</b> (Primary/Secondary/Special/Nursery)                            | <b>This session will look at developing a classroom where pupils feel safe and conducive to learning. It will cover: classroom organisation, climate and relationships</b> which make all this possible   | 8.30-11.30 | Tooley Street |
| Fri 01/12/2017 | Initial Years of Teaching (IYT) CPD Programme: <b>Creating a Talk for Learning Culture (dialogic teaching) Part 1</b> (Primary/Secondary/Special/Nursery) | Dialogic teaching harnesses the power of talk to stimulate and extend students' thinking and advance their learning and understanding. It helps the teacher more precisely to diagnose students' needs, frame their learning tasks and assess their progress. It empowers the student for lifelong learning and active citizenship. Dialogic teaching is not just any talk. It is as distinct from the question-answer and listen-tell routines of traditional teaching as it is from the casual conversation of informal discussion. | 8.30-11.30 | Tooley Street |
| Fri 12/01/2018 | Initial Years of Teaching (IYT) CPD Programme: <b>Creating a Talk for Learning Culture (dialogic teaching) Part 2</b> (Primary/Secondary/Special/Nursery) | <b>This session will build on the first to focus on : discussion and argumentation</b> which probe and challenge rather than unquestioningly accept   | 8.30-11.30 | Tooley Street |
| Fri 02/03/2018 | Initial Years of Teaching (IYT) CPD Programme: <b>Using Data to Inform Planning</b> (Primary/Secondary/Special/Nursery)                                   |   | 8.30-11.30 | Tooley Street |

# Induction Tutors and Mentors

From 2017-18 the Southwark NQT team are looking to expand their offer of support to include a targeted support and development package for induction tutors and mentors that is across the EYFS, Primary, Secondary and Special Schools. We are hoping to strengthen this partnership with our Southwark family of schools and fund six teachers to become **Southwark's Leading NQT/RQT Induction Tutor Champions**.

We have developed a programme that builds capacity and support for our NQT and RQTs in Southwark and also work with teachers who have developed expertise and have experience in this area.

## Rationale

There is evidence to suggest that high quality mentoring is critically important for teachers in the initial years of their career (Hobson and others, 2009). Effective mentoring has wider benefits, providing professional development opportunities for mentors and building the capacity of the school as a whole. Effective mentors are outstanding teachers and subject experts, who are also skilled in reflecting upon and explaining their own practice. We have found that the best programmes also give careful thought as to how to train and recognise mentors effectively.

However, evidence suggests that mentoring across England is not as good as it should be (Hobson and Malderez, 2013). Methods used for identifying, recruiting and training mentors and quality assuring them have been found to be variable. Given its importance, we feel that mentoring should have much greater status and recognition, within our Southwark schools and within education system as a whole. The qualities of effective mentors should be better understood across the system and where there is already excellent practice it needs to be shared

## Training for mentors 2017-18

| Date       | Theme                                  | Timing     | Venue         |
|------------|--|------------|---------------|
| 14/09/2017 | New to the Induction Tutor Mentor Role | 8.30-10.30 | Tooley Street |
| 28/09/2017 | New to the Induction Tutor Mentor Role | 8.30-10.30 | Tooley Street |

To benefit from this support it is recommended that ***your organisation should***

- ***attend an Induction Tutor briefing per term***
- book new mentors/induction tutors onto training
- give your induction tutors/mentors time to support their NQTs.

## Mentor Briefings

| Date       | Theme            | Timing      | Venue         |
|------------|------------------|-------------|---------------|
| 29/11/2017 | Briefing session | 16.00-17.00 | Tooley Street |
| 07/03/2018 | Briefing session | 16.00-17.00 | Tooley Street |
| 27/06/2018 | Briefing session | 16.00-17.00 | Tooley Street |

\*price included in the AB fees

## Certified CPD for Mentors

There will be a PGCert in Coaching and mentoring designed in partnership with LSBU. This will begin in September 2017 and will be a year long programme.

## Southwark's Leading NQT/RQT Induction Tutor Champions

There will be six Southwark NQT/RQT Induction Tutor Champions beginning in September 2017. They will be available to support and develop with NQT/RQT in schools. More details will be announced in September 2017.



# Welcome and contact details

As members of the 0-19 Standards team the NQT team is committed to supporting teachers early on in their career.

If you are an enthusiastic and dynamic NQT, who is aspiring to make a difference to improving the life chances of Southwark's young people, then we would like to invite you to work in Southwark. You would form an integral part of our school community. In return Southwark can offer excellent schools in a rich and diverse community where we all continuously strive for high standards for every child. Our schools community is enthusiastic, committed to children and their learning and celebrates the success of the schools and their teachers. Your hard work and commitment as an NQT will be rewarded with some of the best training and support available, as well as exceptional opportunities for career progression. If this sounds like you, then apply to become a teacher in Southwark.

## Our NQT team are committed to supporting you with your induction

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[www.schools.southwark.gov.uk](http://www.schools.southwark.gov.uk)



*'Thank you so much for your support . I do think this is the right decision for NQT and for the school.'*  
**Headteacher**

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*'Thank you very much for taking the time to come in yesterday. The meeting was very useful and I am happy with the achievements and area for development that we discussed. Thank you for writing the draft assessment so quickly.'*

**NQT**

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*'Thank you very much for the support you are providing to the NQT and to us'*

**Headteacher**

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*'I enjoyed the panel and look forward to being involved again later this term'*

**NQT Mentor**

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*'Thank you for coming in. I have read and felt that my feedback was very beneficial and I am pleased that I will get the support from you. What I liked about the feedback session was that you had given me examples of how to improve'*

**NQT**

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*Incredibly helpful as this is my first time as a mentor so it was a useful opportunity to know what my role is, areas of responsibility I needs to do etc.*

**NQT Mentor**

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Southwark | NQTs