

Newly Qualified Teachers

Service Level Agreement

2018-19



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 2018

- Website access and resources – *NEW FOR 2018-2019*
- Accredited Mentor Programme (PGCert in mentoring)
- Induction Tutor Champions
- Number of school based sessions at Evelina Hospital and Beormund Primary school.
- Access to support from highly qualified mentor champions.

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
- consultancy support and advice for any NQT at risk of failing induction

Service Level Agreement

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 21/09/2018

PRICES 2018-19

	Maintained School Charges ¹	Academy School Charges ¹
Appropriate Body Fees¹	£270 per NQT	£290 per NQT
Onsite bespoke twilight induction tutor/NQT training	£270 to include up to 8 supporting tutor packs	£290 to include up to 8 supporting tutor packs Additional packs may be purchased at £10 per head.
Additional Consultancy	£230 half a day/ £455 per day	£280 half a day/£505 per day
Primary/EYFS Full Programme Costs	£800 (full programme) or £160 per session	£850 (full programme) or £185 per session

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
14/09/2018	Welcome Event	Workshops on Welcome to Southwark Council Statutory induction & safeguarding Health and wellbeing as an NQT	9.15-3.15	Tooley Street
28/09/2018	Behaviour Management Working with TAS		9.15-3.15	Tooley Street
12/10/2018	Maths (P/T 1) Literacy (P/T 1)	Subject knowledge and modelling of additional and subtraction in mathematics Reading (literacy)	9.15-3.15	Tooley Street
09/11/2018	School Based session		9.15-3.15	
07/12/2018	Maths (P/T 2 KS2 only) Literacy (P/T 2)	Subject knowledge and modelling of division and multiplication in mathematics Writing (literacy)	9.15-3.15	Tooley Street
18/01/2019	AFL Dialogic teaching	Statutory assessment and AFL i Talk for learning and creating a dialogic classroom.	9.15-3.15	Tooley Street
01/02/2019	School Based Session		9.15-3.15	
08/03/2019	Phonics Science	Understanding phonics and how to teach it Planning and teaching for Working Scientifically in the primary classroom	9.15-3.15	Tooley Street
03/05/2019	Inclusion More Able	Depth and mastery – an inclusive approach An inclusive approach to whole class teaching for children with a variety of individual needs	9.15-3.15	Tooley Street
24/05/2018	Local History and Geography and music	Teaching a broad and balanced curriculum	9.15-3.15	
07/06/2019	School based session		9.15-3.15	
28/06/2019	NQT Celebrations	Sharing research and celebration event	9.15-3.15	TooleyStreet

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 92% 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
14/09/ 2018	Welcome Event	As KS1&2	9.15-3.15	Tooley Street
12/10/2018	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
09/11/2018	Literacy		9.15-3.15	School Based session
07 /12/2018	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
18 /01/2019	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
01/02/2019	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
08/03/2019	Inclusion	The session delivered by specialist from the Early Years Autism support team	9.15-3.15	Tooley Street
03 /05/ 2019	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
24/05/2019	Local History and Geography and music	As KS1&2	9.15-3.15	
07/06/ 2019	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
28/06/ 2019	NQT Celebrations	As KS1&2	9.15-3.15	Tooley Street

Induction Tutors and Mentors

From 2018-19 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 2018-19

Date	Theme	Timing	Venue
06/09/2018	New to the Induction Tutor Mentor Role	8.30-10.30	Tooley Street
21/11/2018	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
21/11/2018	Briefing session	16.00-17.00	Tooley Street
27/03/2019	Briefing session	16.00-17.00	Tooley Street
19/06/2019	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 2018 and will be a year long programme.

Southwark's Leading NQT/RQT Induction Tutor Champions

This will be an extremely exciting year for our six Southwark NQT/RQT Induction Tutor Champions. They will be placed in localities to support and develop NQT/RQT in schools and assist with the Quality Assurance Process. More details will be announced in September 2018.



Southwark | NQTs

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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¹ 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..

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

Headteacher

'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

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

Headteacher

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

NQT Mentor

'Looking forward to our celebrations on Friday. A big thank you to and the rest of the team for all your help ,support and advice throughout my NQT year.'

NQT

'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

'I've really enjoyed being an NQT in Southwark and would recommend it to any new teacher! '

NQT

