

Dear Headteachers, Induction Tutors and NQTs

We write to inform you that The **Department for Education** has not yet provided any further updates to statutory NQT induction following the PM's announcement on Monday 4<sup>th</sup> January 2021. The last update to the impact of the coronavirus outbreak on statutory NQT induction was published in August 2020 and can be found here - <https://www.gov.uk/government/publications/coronavirus-covid-19-induction-for-newly-qualified-teachers/covid-19-induction-for-newly-qualified-teachers-guidance>

We can confirm that they have extended the period to 1<sup>st</sup> September 2021, during which NQT absences related to coronavirus (COVID-19) will not contribute towards the absence limit that would extend statutory induction, including school closures, sickness or self-isolation. Absences totalling 30 days or more that are not related to coronavirus (COVID-19) will continue to extend the induction period.

As some of you may be aware, when the pandemic began last academic year in March 2020, the DfE/TRA made it clear that those NQTs who were currently undertaking statutory induction could complete their induction as expected, provided they met the Teachers' Standards. We understand this will also be the case for the academic year 2020-2021.

Below are some suggestions and revised requirements to support NQTs, Induction Tutors and Headteachers when making judgements against the next assessment review point during Covid-19, whilst schools remained closed to the majority of pupils.

- All NQTs should continue reviewing their practice and progress to date against the Teachers' Standards.
- All NQTs should engage in professional learning activities, as advised by their Induction Tutor/Headteacher, to address any gaps identified in their progress.
- All NQTs should make every effort to undertake teaching duties remotely, such as distance learning or supporting the provision for vulnerable and/or critical worker children in school, in accordance with the school's direction.
- There is still an expectation that NQTs and their Induction Tutors will hold discussions at least fortnightly e.g. phone call, video conference call to review and update progress towards meeting the Teachers' Standards
- All schools involved with the expansion to the early roll-out of the Early Careers Framework (ECF) are to continue to access materials to support with Teachers' Standards. Further information regarding this will have come/be coming from your ECF provider.
- Evidence collated should be robust and quality assured to enable Induction Tutors and Headteachers to be confident that the Teachers' Standards are being met, given the circumstances, and that the NQT has satisfactorily completed the assessment point. ***\*Please note that this may require collating more evidence than previous assessment points to support these judgements, given the circumstances.***
- A lack of lesson observations, due to partial school closures, should not preclude an NQT from evidencing Teachers' Standards.
- Any NQTs that are currently cause for concern need careful communications with the named contact at the Appropriate Body.

At present, we anticipate that the TRA will still expect the next assessment review to be completed and therefore please see the attached revised guidance – **Teachers’ Standards Evidence Grid for school closures** to support the evidence that could support the progress.

If an NQT is completing their final assessment point, the next steps targets are going to be vital in order to support the NQT in the next stages of their teaching career.

Headteachers, Induction Tutors 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. This may include looking at previous assessment records, discussions with the induction tutors and consideration of non-routine teaching practice during the coronavirus (COVID-19) disruption. As stated in statutory guidance on NQT induction, the decision about whether an NQT’s performance against the relevant standards is satisfactory upon completion of induction should take into account the NQT’s work context. It must be made on the basis of what can reasonably be expected of an NQT by the end of their induction period within the framework set out by the standards.

If there are concerns that a NQT has not achieved the standards by the end of their induction period, we anticipate that the TRA will strongly encourage Headteachers 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.

We are confident that we will receive an update from the DfE/TRA in light of the announcement and will continue to keep the situation under review, working with the sector on the practical implications of this approach, and will publish further information in due course.

If you have any questions in relation to this letter or the supporting document, please contact the named contact for your Appropriate Body. A copy of this letter will also be found on the LTT website and each Appropriate Bodies’ website.

Best wishes

LTT Appropriate Bodies

