

Dear Headteachers, Induction Tutors and NQTs

We write to inform you that **The Department for Education and Teaching Regulation Agency (TRA)** have **not** updated the guidance published on Wednesday 1<sup>st</sup> April 2020 – <https://www.gov.uk/government/publications/coronavirus-covid-19-induction-for-newlyqualified-teachers>

The TRA will be making regulatory changes that, ***subject to parliamentary agreement***, will mean that 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. However, they intend to amend the regulations to ensure that any absence related to the current COVID-19 public health emergency, including school closures, sickness or self-isolation, will not count towards this limit.

**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.**

We understand that many schools have a comprehensive plan of support in place to ensure that NQTs can continue to gather evidence towards the Teachers' Standards. However, below are some suggestions and revised requirements which may support NQTs and Induction Tutors when making judgements against the next assessment review point during Covid-19, whilst schools remain 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, such as distance learning 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, in accordance with the school's direction.
- All Induction Tutors and their NQTs are expected to hold discussions at least fortnightly e.g. phone call, video conference call to review and update progress towards meeting the Teachers' Standards.
- 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. ***\*This may require you to collate evidence in a different way than for previous assessment points so that your Induction Tutor has sufficient evidence to support their judgements, given the circumstances.***

The TRA still expects the next assessment review to be completed and therefore please see the attached guidance – ***Teachers' Standards Evidence Grid for school closures*** which may support the evidence of progress. Please note that both columns should be looked at as evidence can still be collated from both. This is a lengthy document that covers all of the Teachers' Standards. You may wish to focus on those standards where you feel you need the most evidence.

In addition to the ***Teachers' Standards Evidence Grid for school closures***, LTT have provided some extra optional learning prompts that you may find helpful to add towards your evidence collection. (Please see attached and note that completing these alone will not fulfil the evidence that you require).

If a 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.

If there are concerns that a NQT has not achieved the Standards by the end of their induction period, the TRA is strongly encouraging 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.

The TRA 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 documents, please do get in touch with the named contact for your Appropriate Body.

Best wishes

LTT Appropriate Bodies

