**NQT recruitment during the Coronavirus school closures**

It has been announced by the DfE [here](https://www.gov.uk/government/publications/coronavirus-covid-19-initial-teacher-training-itt/coronavirus-covid-19-initial-teacher-training-itt) that **trainee teachers due to qualify this year will be judged by providers on their completed assessments and their progress towards the Teachers' Standards and therefore trainees on a positive trajectory will be granted QTS.**

We fully appreciate that recruitment remains a priority; especially for the start of the new academic year in September 2020. Many NQTs beginning their career will still be looking to secure teaching posts and schools will need NQTs in order to begin to fulfil vacancies.

**The Recruitment Process:**

As confirmed In the CCC and PCC guidance update issued on 25th March 2020 interviews can still take place during this period of school closures. We know some recruitment for September 2020 has already taken place.

***FAQ: Can I still interview for staff vacancies and use Skype?***

***A: Interviews can be conducted via conference call/skype. Any offer would be subject to the usual pre-employment/safeguarding checks.***

It is vital that the statutory guidance surrounding safer recruitment still applies, especially whilst schools are closed. Please refer to all guidance as usual issued by the DfE and your HR provider regarding safer recruitment. The number of personnel (staff and governors) required to be involved in the interview process will be determined by the school Delegation Planner approved by the governing body.

The interview process should then be conducted as it would usually; using a pre-determined set of questions matched to the Person Specification which are applied to each candidate in turn. It is recommended that a question relating to strengths and areas for development would be pertinent in order to begin to ascertain an NQT’s individual skillset matched against the current profile of the school.

It may be possible to ask the candidates to also complete other tasks linked to the skills being assessed via the Person Specification. These could include:

* analysis of anonymised data,
* book scrutiny,
* lesson planning,
* marking of pupil work
* reading a favourite poem to the panel
* planning and delivering a 5 minute lesson starter

During these current times you may choose to invite the candidates to submit to you an example of high quality planning, marking, assessment they have produced during this last year whilst training in order to demonstrate their skillset.

It will also be vitally important that references sought from ITT providers detail those Teacher Standards which are strengths and those which are areas for development for each NQT.

**NQT Induction Provision:**

In line with usual good practice we advise you to consider the following with particular care for NQTs commencing their career in September 2020:

* Who will be the Induction Tutor/mentor for the NQT? Do they have the necessary skills and experience to support the NQT effectively? NQTs may have gaps in subject knowledge, pedagogy, behaviour management owing to their reduced training and experience in schools. Please note it is not recommended that a RQT is a NQT Mentor.
* Have all the Mentors and Induction Co-ordinator / Professional Tutor accessed training to fulfil their roles to the best of their ability? Please see the training schedule organised by your NQT Appropriate Body).
* Have all the Mentors / Induction Coordinators received amended Job Descriptions which detail the specific roles and responsibilities required?
* Has the school created a formalised induction programme for all NQTs?
* Has the Mentor / Induction Co-ordinator been given sufficient time in order to support the NQT and work alongside them in the classroom? This could prove vitally important in the year ahead.
* Is the school using the final targets set by the Initial Teacher Training provider to its full advantage at the beginning of the year in order to inform the initial targets for the NQT?
* Has the school planned for the NQT to observe experienced teachers both in school and beyond?
* Is the use of the NQT 10% release time being planned alongside the NQT to ensure that this is protected time to support meeting the Teachers’ Standards to a satisfactory standard and not additional PPA time?
* How is the NQT recording how they utilise their 10% release time and evidencing the impact of this time upon meeting the Teachers’ Standards?
* How is the NQT’s programme for CPD being planned across the year? Are there opportunities for in-school and outside school support? This can be generic CPD but will also need to be bespoke depending upon the individual needs of each NQT. This could incorporate training/support offered by Teaching Schools, Local Authority and MATs.

The **NQT Induction Handbook for 2020/21** will be available in the Summer Term and will be accessible from the resources section of the NQT Manager website. It provides a comprehensive source of information and guidance. Please ensure all Mentors, Induction Co-ordinators and NQTs have access to this document.

We do hope this guide is helpful. With specific questions or queries please do not hesitate to get in touch.

Best wishes,

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<https://www.cambslearntogether.co.uk/services-to-schools/nqt>