



Primary Newly Qualified Teacher Induction

The London Borough of Hounslow has a long-standing commitment to offering high quality training and support for NQT induction. The Local Authority (LA) has a wide and varying role, including fulfilling the DfE designated Appropriate Body (AB) function for statutory NQTs in both maintained and non-maintained schools. The LA is strongly committed to fulfilling its statutory AB responsibilities, which include:

- **Monitoring schools' induction provision**, to ensure that NQTs receive their full entitlement to a structured programme of induction, including a 10% timetable release in the first year of teaching.
- **Ratifying the school's recommendation** regarding whether the NQT has satisfactorily completed the induction period.

The LA also demonstrates its commitment to NQTs by:

1. Having a designated person in the role of **NQT Coordinator** to advise school-based colleagues in respect of induction.
2. **Planning and delivering a year long induction programme for Primary NQTs.** This programme is constantly updated and is designed to address the Teachers' Standards; to provide opportunities for NQTs to consider issues on a wider level and to network. The half day sessions, which are phase specific and led by head teachers and school-based teaching staff, education advisers, advisory teachers and independent consultants, are held at both Hounslow Professional Development Centre and in a number of school settings. NQTs from many maintained and non-maintained schools attend the training.
3. Offering training and support for school-based **Induction Tutors**, to enable them to effectively fulfil their role in organising and providing a programme of monitoring, support and assessment for each individual NQT. The DfE requires each school to identify a designated induction tutor, the majority of whom are both trained and experienced in the responsibilities of the role.

The provision of high quality training and support for NQTs and induction tutors is a reflection of the LA's strong commitment to ongoing professional development for all school staff. A comprehensive programme of in-service training, which is mostly held at Hounslow Professional Development Centre, is on offer both for teachers in their first year of teaching and throughout their careers.