



INDUCTION ARRANGEMENTS DURING COVID-19 – FAQS

Q: Can I complete induction this year?

A: we want to be able to support you to complete induction if you were due to do so this summer. We want to provide you with some flexibility to be able to do this. In some circumstances you will be directed by your school and if you remain short on sessions, you are able to undertake some professional learning. This will be dependent on your own circumstances. If it is not possible for you to commit to this during the summer term, you can resume induction when schools reopen.

The flexibility includes some PL, distance learning and some absence.

Q: Can NQTs log sessions during the Easter holiday/Whitsun towards their number of sessions, or is it only PL, teaching or resource preparation undertaken during term time which can count?

A: We recognise that during this period, teachers' working arrangements have changed to accommodate the re-purposing of schools. To minimise the impact that these temporary arrangements have on NQTs completing induction, NQTs may choose to log any professional learning or resource preparation they undertake in the Easter holiday/ Whitsun, as well as any sessions that they undertake in 'hub' schools.

Q: What about summer holiday?

A: This will be reviewed at the end of this academic year

Q: Will NQTs be able to record more than 60 sessions during the term? We have some part-time/short-term supply NQTs who may wish to use this opportunity to record the maximum 120 sessions during the term in order to meet the required 380 sessions by the end of the summer term.

A: In the current circumstances, we do not expect NQTs will be able to complete 120 sessions of teaching, resource preparation or PL during the summer term. Therefore, the maximum number of sessions that NQTs will be able to log is 60. Sessions logged will be subject to verification by the EV.

Q: Will part-time/short-term supply NQTs who have completed 260 sessions by the end of the spring term be able to record 60 sessions of absence and 60 sessions of teaching, resource preparation or PL to meet the required 380 sessions?

A: Yes.

Q: What about other STS or PT NQTs who were not due to complete induction this year?

A: They can record any sessions that they undertake and 60 sessions of absence

Q: Will NQTs who were late registering in the category of school teacher with the EWC need to continue their induction into the new academic year?

A: Only if the number of sessions logged is less than 380.

Q: Will we still have targets for the final term?

A: Yes. EVs and IMs will review and amend the summer term targets with you.



Q: A review was due for a NQT who was on a school based action plan at step 1 of cause for concern. The review was due at the end of the spring term and due to school closures, it didn't take place. What happens here?

A: Your IM and EV will discuss your progress with you.

Q: A NQT has reached the required 380 sessions by the end of the year but has not been observed by an IM or an EV. Can a recommendation still be made to pass induction?

A: If one observation has been completed satisfactorily, this will allow the recommendation to be made. If they have not been observed, a continuation of induction would apply and an observation will take place as soon as possible.

Q: When is the cut-off date for the completion/submission of the profiles?

A: June 19th 2020 in all consortia.

Q: What is PL, are activities such as updating SOLs, creating resources and virtual teaching all considered PL?

A: It can include research, recommended online learning, such a Microsoft Educator or Hwb, planning for teaching, resource development and completing your induction profile. All PL will be verified by the EV.

Q: Can short term supply teachers count the last two weeks of the spring term as absences?

A: You can log all sessions that you worked in the spring term.

Q: Can all STS log 60 sessions of absence and 60 sessions of teaching or PL, regardless of how many sessions they have completed?

A: All teachers engaged in induction can log a maximum of 60 sessions of absence and 60 sessions of teaching or PL during the summer term of 2020.

Q. When should NQTs log the absence?

A: NQTs should log 60 sessions of absence during the summer term of 2020. They should be aware that no further absences will be permitted throughout their induction and they will still need to demonstrate the professional standards for teaching and leadership.

Q: If an NQT has less than 60 sessions of their induction remaining to complete, do they need to record sessions of PL, or can they just record the remaining sessions as absences, providing their overall number of absences does not exceed 60 sessions?

A: Yes, if the NQT has logged 320 sessions by May half term, they can log the sessions of absence. Any other periods of absence must be subtracted from the 60 sessions.