



Company Name	Highgrade Recruitment LTD
Document	Newly Qualified Teacher Status (NQTS)
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Highgrade Recruitment Ltd is committed to supporting newly qualified teachers (NQTs) to gain experience in the classroom. When an NQTs is registered with Highgrade Recruitment Ltd, proof of QTS will be required along with the regulated documents required for registration, identification purposes and legal checks.

Highgrade are affiliated with Education Achievement Service SEW, they advise us of training and learning sessions available to NQTs.

Teachers undertaking short term supply work must complete the Short-Term Supply Teacher Notification Form, which must be submitted to EWC within 10 working days of the first session of supply teaching work.

The Education Workforce Council (EWC) confirms the award of Qualified Teacher Status (QTS) for school teachers in Wales, on behalf of the Welsh Government. Qualified teachers in Scotland, Northern Ireland or within the EEA can apply to the EWC for recognition as a school teacher in Wales. The Graduate Teacher Programme and Teach First are employment based teachers training schemes which can lead to a recommendation to the EWC to award QTS. QTS may also be awarded through a course of initial teacher training in Wales see the "Education workforce statistics" section of the EWC website.

The EWC has revised the guidance to accommodate the Covid-10 pandemic, they state:

Professional learning 2015 Regulations There is currently no provision for the time NQTs spend on stand-alone sessions of professional learning to count towards induction. 2020 Regulations NQTs may count time spent engaged on stand-alone professional learning towards their induction period. A maximum of 16% of the length of their induction period can be used to undertake professional learning.

The professional learning must be:

- undertaken between 26 March 2020 and 31 August 2021
- a minimum of 3 hours duration (whether consecutive or not) to count as a session, and
- approved by the AB.

What does this mean in practice? This change reflects the significance of career-long professional learning which has even greater importance at this time, when the opportunities for NQTs to complete their induction period have been affected by COVID-19 and teachers may need to develop their skills to teach via distance or blended methods. The change enables NQTs to count a maximum of 16% of the total number of sessions that NQTs undertake in order to complete induction, to be sessions of professional learning.

It is important that NQTs and those supporting them ensure that there is a balance between professional learning and practice.

An NQT with a disproportionate amount of professional learning compared to teaching practice may not have sufficient practical experience to be able to meet the professional standards and complete induction.

For example:

- if an NQT has taken three terms / 380 sessions to complete their induction profile and demonstrated that they meet the professional standards, then a maximum of 60 sessions of professional learning, approved by the AB, may count towards the total 380 sessions
- if an NQT has taken 220 sessions to complete their induction profile and demonstrate that they meet the professional standards, then a maximum of 35 of the 220 sessions could be made up of stand-alone sessions of professional learning.