

Introduction

Newly qualified teachers (NQTs) face many challenges during their induction year.

Many different demands will be made on you.

To meet the standards required to pass your induction, you will have to show that you have got the ability and the commitment to build on the professional skills, talents and expertise that you developed during your initial teacher training.

One of the first concerns you may have will be whether you will be able to handle the wide range of responsibilities that all teachers have to manage on a daily basis to meet the learning needs of the youngsters they teach. Becoming aware of these responsibilities and how to meet them is an important part of your induction programme. However, just as important is the level of support and guidance you receive in order to help you meet these challenges.

As an NQT, you have significant rights, which are designed to ensure that you get the most from your induction period.

Knowing your rights as well as your responsibilities, is essential if your induction period is to be productive and provide you with a firm foundation on which to build your future career.

It is also important for you to know what you can do if you are not getting the help and support to which you are entitled.

This leaflet sets out ten of your key rights and professional entitlements.

Keep this card in your induction folder to remind you of your rights and of what to do if you have any problems.

Ten key rights for NQTs

one

The right to a 10% reduction in timetabled teaching time in recognition of the additional support new teachers need. The time can be used for planning, observing other teachers, attending training events or any other activity designed to help you with your induction programme. This time allowance is in addition to the minimum guaranteed 10% PPA time that all teachers are entitled to from 1 September 2005.

two

The right not to teach outside the age range or subject for which you have been trained. The purpose of induction is to allow you to build upon the skills and expertise you gained during your initial teacher training. This is not possible if you are required to teach, on a regular basis, an age group or subject beyond the scope of your training.

three

The right to access and experience the planning procedures used by other teachers. Induction is designed to help you become familiar with the day-to-day responsibilities and demands placed on qualified teachers. Therefore, in planning and assessing the work of the pupils you teach, it is important that you are given the opportunity to use the established policies and procedures in place within your school. There is no reason or justification for schools to increase your planning and assessment workload simply because you are an NQT.

four

The right to an induction tutor or mentor. Your induction tutor/mentor should be a relatively senior and experienced teacher who will have considerable contact with you during the course of your NQT period. This is the colleague with whom you can discuss your progress, any difficulties you are having and with whom you can plan out the activities and experiences you will need in order to help you meet the Induction Standards.

five

The right not to teach routinely classes or individual children with particularly or especially challenging discipline problems. All teachers need time to develop the skills required to manage behaviour appropriately. However, in allocating groups of pupils for you to teach, your school must ensure that you are not expected to teach, on a routine basis, pupils or groups of pupils with particularly challenging behavioural problems.

six

The right to teach the same class(es) on a regular basis. An essential skill for a qualified teacher is the ability to establish an effective and productive working relationship with groups of pupils. By teaching the same class(es) on a regular, timetabled basis, you will have the opportunity to consolidate and develop further these essential skills.

seven

The right to receive regular feedback and support on your progress. It is important that you are aware of how well you are progressing during your induction period. To make sure you have the opportunity to reflect on your own practice, and identify where you are making good progress and the areas you need to focus on in order to help you to work towards the Induction Standards, you are entitled to three reviews a year, one per term. Regular meetings with your induction tutor are an essential part of ensuring a positive outcome to the review.

eight

The right to a comprehensive programme of support during your induction period. To ensure that you get the most from your induction, you are entitled to a structured and comprehensive programme of support devised in collaboration with your induction tutor. The programme should, among other things, indicate when you will have opportunities to meet with your induction tutor to discuss your progress, a timetable of lesson observations and a guide to the range of support activities that can be made available to you to help you in your work towards the Induction Standards.

Help and Support

NQTs

nine

The right to receive early warning of any perceived problems or difficulties with your progress. Judgements formed by your induction tutor, your line manager or your headteacher must be communicated to you on a regular and timely basis. As your induction period progresses, you should be in no doubt as to the view of these key staff on your developing progress. Problems or difficulties are far more likely to be resolved if they are dealt with as early as possible.

ten

The right to be treated as a professional. As a teacher, you have a wide range of professional rights and responsibilities. Key among these is the right to have an active involvement in your own professional development. This is just as important during your induction as it is at any other period of your career. Of course, you have a responsibility to take full account of the advice you are given by experienced colleagues but it is important to remember that induction is something done with you and not to you. Your views and opinions on your own induction period are very important and should always be respected and considered seriously by the colleagues involved in supporting you during your induction.

Additional information

For more information you may find the following helpful:

▶ **NASUWT Induction Period Guide** – for students and newly qualified teachers. A comprehensive handbook produced by the NASUWT which gives a step-by-step guide to the key features of induction.

To obtain your **FREE** copy, e-mail nasuwt@mail.nasuwt.org.uk or telephone 0121 453 6150.

▶ **The DfES TeacherNet Website** (www.teachernet.gov.uk) has an extensive range of advice for NQTs on induction-related issues.

Experiencing problems during your induction period?

Most schools are fully aware of their responsibilities towards NQTs and NQTs enjoy a rewarding induction period which provides a sound platform for future professional development.

Nevertheless, problems can, and do, occur.

Often these problems are a result of schools not being sufficiently aware of their responsibilities towards NQTs. In these cases, a discussion with your induction tutor will often ensure that problems are resolved quickly.

However, if you continue to have difficulties securing your rights, or if you feel that it would be difficult to raise your concerns at your school, your NASUWT Representative in the school or Local Association Secretary can discuss with you any problems you may be having and help you to find ways to resolve the difficulties.

Your NASUWT Regional Centre will also be able to give you advice and guidance.

Seeking support from the NASUWT is particularly important if you feel, or if you have been told, that there is a risk that you will fail to meet the Induction Standards.

All contact with the NASUWT is in complete confidence

NASUWT

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National **A**ssociation of **S**choolmasters **U**nion of **W**omen **T**eachers
The largest union representing teachers and headteachers throughout the UK

...WHAT RIGHTS DO I HAVE?

What every newly qualified teacher needs to know.

Putting
Teachers
First