

INDUCTION FOR NEWLY QUALIFIED TEACHERS

REVISED ARRANGEMENTS - JULY 2020 - AUGUST 2021

FAQs

The Welsh Government has worked with regional consortium induction leads to make changes to the statutory induction Regulations. The changes are intended to mitigate the impact that the current working arrangements have on newly qualified teachers (NQTs) undertaking induction. The changes come into effect from 15 July and will end on 31 August 2021. Detailed information and guidance can be found on the [induction page of Hwb](#).

Length of the induction period

Q: Can I complete induction in one term/110 sessions?

A: Whether you successfully complete induction is dependent on meeting the professional standards for teaching and leadership. Most NQTs take around three terms/380 sessions to do that and provide evidence in their induction profile. The period of one term/110 sessions is set to provide flexibility for those NQTs who may have met all the standards but (under the old arrangements), would have to continue induction until they met the three terms/380 sessions.

Q: Can I take longer than three terms/380 sessions to complete induction?

A: Yes. If after three terms, you and your mentor consider you need more time to demonstrate the professional standards descriptors, you may be granted an extension of up to three terms.

Q: How do I know if I am ready to submit my induction profile for assessment?

A: That will be a joint decision by the NQT and their mentor, following discussion and review of the induction profile.

Q: I am working part-time, how quickly can I successfully complete induction?

A: The recent changes mean that the focus for completing induction is on gathering professional experience and demonstrating that you meet the standards, rather than the duration of time that you have worked as an NQT. You and your mentor should review your progress, identify achievements and set targets to broaden your experience in order to complete your induction profile.

Q: I have a contract to work as a teacher for two terms, can I submit my induction profile at the end of the two terms?

A: That will be a joint decision by the NQT and their mentor, following discussion and review of the induction profile.

Activities that count towards induction

Q: I did not register as a teacher with EWC until after my employment started. Can the 'pre-registration' period of employment count towards induction?

A: No. NQTs must be registered with EWC in the category of 'school teacher' in order for periods of employment as a teacher and periods of professional learning to count towards induction.

Q: I attended an online half-day professional learning session without my mentor's verification, can I still count that as a session towards my induction?

A: You may ask your mentor to consider it for verification after you have attended. If they authorise the professional learning as being valid for you, you may log the session. You may not count the session without your mentor's verification.

Q: I am employed by a supply agency and I have undertaken work as a tutor at the request of a parent / carer – does that count towards my induction?

A: No. Only sessions where you are employed to work for a school (either remotely, or at the school) may be counted.

Professional learning

Q: Are supply agencies obliged to provide professional learning for NQTs?

A: Agencies who are on [The National Procurement Services Supply Teachers Framework for Wales](#) are required to provide professional learning or cover the cost of an NQT attending professional learning. Agencies not on the framework may provide professional learning but are not obliged to.

Q: What is professional learning, do activities such as updating schemes of learning, creating resources and virtual teaching count?

A: It can include research, recommended online learning, such as Microsoft Educator or Hwb, and completing your induction profile. All professional learning will be verified by the EV and approved by the AB.

Q: I am on a school-based action plan at step 1 of cause for concern. The review was due at the end of the term and due to the current working arrangements, it didn't take place. What happens here?

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

Q: I have evidenced all of the professional standards but have not been observed by an IM or an EV. Can a recommendation still be made for me to pass induction?

A: At least one observation must be carried out before a recommendation can be made. If you have not been observed at all, a continuation of induction would apply and an observation should take place as soon as possible.