



**Mission Statement:**

The Sacred Heart is a Community committed to the education of its pupils in a Catholic Christian ethos, where each person is invited to serve God and others in faith, hope and love.

**Aims:**

- To foster spiritual growth in Christian faith and values
- To value, appreciate and enjoy learning.
- To work for excellence
- To further curiosity and creativity
- To aspire to high ideals
- To stimulate generous service of others

**Staff:**

## **NQT Induction Policy:**

**Aim:**

The aim of this policy is to ensure that newly qualified teachers complete the required period of induction in line with the arrangements stipulated by the Independent Schools' Council Teachers' Induction Panel (ISCTip) so that they will become fully qualified to teach in both the independent and state maintained sectors.

**Objectives**

1. To provide high quality support to NQTs enabling them to develop their potential in all aspects of their practice as fully as possible in this year.
2. To designate appropriate colleagues to ensure the procedures are as beneficial as possible to the development of the NQT and that the induction process is carried out rigorously and fairly.
3. To submit the required reports to the ISCTip and at the end of the induction period to make recommendations based on rigorous and fair assessment as to whether or not the NQT has met the induction standards.

**Responsibilities:**

1. Inspect the PGCE qualifications in full before the NQT starts work.
2. Register the NQT with ISCTip before the start of the first term in which the NQT is employed by the school
3. Appoint an Induction Tutor who will co-ordinate the induction process, ensure that the ISCTip procedures are followed and ensure that each NQT receives adequate support with which to meet the induction standards by the end of the induction period.
4. Appoint for each NQT a subject mentor.
5. Provide the NQT with a 10% reduced timetable in which induction activities may take place
6. Ensure that the NQT teaches the same classes regularly, that these classes are within the age range and subject range for which the NQT is qualified and provide a carried teaching experience within these ranges.
7. Provide experience of tutor duties, with the opportunity of assisting an experienced tutor.
8. Provide advice and means of support to cultivate the NQT's development conducive to meeting the induction standards.
9. Inform ISCTip and NQT, in the assessment meetings and at the end of term if any NQT is at risk of failing to meet the induction standards by the end of the induction period. The Headteacher will observe the NQT teaching and will inform him/her clearly in writing of the consequences of failing to make the necessary improvements. A copy will be attached to the termly report and sent to ISCTip.