

Newly Qualified Teachers at Normanby Primary School

Normanby Primary school has an excellent record for supporting and developing Newly Qualified Teachers, with all NQTs successfully completing their induction year and many becoming valuable members of our permanent staff. Each NQT has a dedicated, trained mentor who is an experienced member of staff. Mentors meet regularly with their NQTs to develop and monitor support plans and set and review targets. They ensure that their practice is observed regularly and feedback is provided to support their development. NQTs receive their full entitlement of 10% release time which is planned to ensure that they gain experience of observing and working alongside experienced teachers both in school and across our MAT. NQTs receive a full induction programme from the Headteacher and senior leaders in school which incorporates Safeguarding, SEND and Health and Safety inputs. They participate in all planned CPD activities and attend all relevant training sessions as part of the Redcar and Cleveland NQT programme who carry out their Statutory assessment in conjunction with the school based mentor. NQTs are well supported by their cohort colleagues in planning, delivery and assessment of the curriculum.