

HEAD TEACHER AND GOVERNOR BRIEFING:

DFE – NQT Reforms from September 2021

Context

On Monday 28 January, 2019, the Department for Education published its *Teacher Recruitment and Retention Strategy*.

<https://www.gov.uk/government/publications/teacher-recruitment-and-retention-strategy>

Central to the strategy is the need to provide further support for early career teachers. That is why, alongside the strategy, the DfE has published an *Early Career Framework*.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/773705/Early-Career_Framework.pdf

This is designed to underpin entitlement to a funded 2-year support package for all new teachers, which includes a dedicated mentor, and a reduced timetable, giving them the time and support to focus on their professional development.

The DfE began the consultation process in December 2017.

In May 2018, the government produced a document which outlined consultation feedback and provided the government's initial response and proposals. The document is *Strengthening Qualified Teacher Status and improving career progression for teachers*.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/704942/Government_consultation_response_-_QTS_and_career_progression.pdf

Under the proposals, QTS will remain, as now, at the end of Initial Teacher Training, but new teachers will spend 2 years in an induction period. An Early Career Framework has been produced which supports this move.

Transforming support for early career teachers

One of the 4 strategy priorities of the *Teacher Recruitment and Retention Strategy*, *Transforming support for early career teachers* outlines the government's attempts to address the high numbers of teachers leaving the profession within the first 5 years, with drop-out within the first 2 years particularly high. 3 strands of support are identified to help retain and support early year teachers:

- A. Providing funding to transform support given to teachers at the start of their career through a new Early Career Framework. The government are envisaging an annual investment of £130 million to support delivery of the Early Career Framework in full.

- B. Providing financial incentives to stay in teaching as well as for initial recruitment. Bursaries will be reformed to enable phasing in of payments over a number of years as well as in order to recruit in shortage subjects and areas.
- C. Ensuring early career teachers access high quality curriculum plans and materials. A £7.7 million Curriculum Fund will be used to fund a range of curriculum programmes to be piloted and shared this year.

The role of Appropriate Bodies

QTS will continue to be assessed in schools with independent verification from an appropriate body. The government are looking to strengthen the appropriate body function by introducing an accreditation process so that the expectations are “clear and consistent”, as well as a quality assurance process.

Early roll-out

An early roll-out of the strategy will start in the North East, Bradford, Doncaster and Greater Manchester from September 2020.

In addition, the Education Endowment Foundation are funding pilots from September 2019 to consider how to effectively train **National roll-out**

The national roll-out is expected to begin from September 2021 with the DfE committing to:

- Funding and guaranteeing 5% off timetable in the second year of teaching for all early career teachers;
- Creating high quality, freely available curricula and training materials;
- Establishing full high quality ECF training programmes;
- Funding time for mentors to support early career teachers for 2 years; and
- Fully funded mentor training.

Induction of NQTs 2019-2021

Statutory induction arrangements will not change until the reforms are rolled out nationally.

The Department for Education is continuing to develop the other proposals for reforming support for NQTs, as announced in May 2018 and have committed to sharing further details on the structure of induction, mentoring support, and strengthening the appropriate body system in due course.

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