

Part of **Education, universities and childcare during coronavirus**



Guidance

# Induction for newly qualified teachers during the coronavirus outbreak

Updated 21 June 2021

Contents

- [Absences related to COVID-19](#)
- [Completion of the induction period](#)
- [Assessment points](#)
- [Deciding if the NQT has met the Teachers' Standards](#)
- [Extending the induction period](#)
- [Additional funding for those currently undertaking induction](#)

Print this page

This guidance explains the changes to the induction process for newly qualified teachers (NQTs). This includes information on absences related to the coronavirus (COVID-19) pandemic.

## Absences related to COVID-19

The vast majority of NQTs will continue to complete their induction as usual. However, we recognise the current COVID-19 pandemic may have an impact on the number of absences NQTs take in the coming school year.

We have laid regulations that, subject to parliamentary procedures, will mean that NQTs absent for reasons related to the current COVID-19 pandemic will not have their induction period automatically extended.

Induction arrangements state that ad hoc absences totalling 30 days or more automatically extend induction by the aggregate number of days absent.

In May 2020 we laid regulations that amended existing provisions. Any absence related to the current COVID-19 pandemic, including school closures, sickness or self-isolation, that was taken before 1 September 2020 would not count towards this limit. We have now laid new regulations that will extend this provision by a year, until 1 September 2021.

This means that NQTs who are currently undertaking statutory induction can complete their induction as expected, provided they meet the [Teachers' Standards](#).

Absences totalling 30 days or more that are not related to COVID-19 will continue to extend the induction period.

## Completion of the induction period

We expect the vast majority of NQTs to continue to work and complete their induction as usual.

Headteachers and appropriate bodies should continue to make a decision on whether an NQT has met the Teachers' Standards, based on their performance throughout their induction.

This decision is still to be made at the end of the induction period, which for most would be the end of the academic year regardless of possible absence due to the current COVID-19 pandemic.

In line with regular reporting procedures, the Teaching Regulation Agency should be notified of the outcome of induction.

## Assessment points

Headteachers, induction tutors and appropriate bodies should continue to refer to the [NQT induction statutory guidance](#) about the assessment process.

The final assessment meeting should remain at the end of the induction period for the majority of NQTs and evidence should continue to be collected.

The Teaching Regulation Agency aims to follow existing schedules for collecting outcome data following the end of assessment. The Teaching Regulation Agency will work with appropriate bodies affected by COVID-19 to support them in their data returns.

## Deciding if the NQT has met the Teachers' Standards

Headteachers and appropriate bodies should continue to make a decision on whether an NQT has met the Teachers' Standards throughout the period of their induction, notwithstanding absences due to COVID-19.

This may include looking at previous assessment records, discussions with the induction tutors and consideration of non-routine teaching practice during the COVID-19 disruption.

As stated in statutory guidance on NQT induction, the decision about whether an NQT's performance against the relevant standards is satisfactory upon completion of induction should take into account the NQT's work context.

It must be made on the basis of what can reasonably be expected of an NQT by the end of their induction period within the framework set out by the standards.

## Extending the induction period

If at the end of the induction period there are concerns that an NQT, with absences related to COVID-19, has not achieved the standards, we would encourage appropriate bodies to exercise their discretion to recommend an extension, allowing the NQT further time and opportunity to demonstrate their ability to meet the standards.

## Additional funding for those currently undertaking induction

In recognition of the challenging initial teacher training and induction newly qualified teachers (NQTs) have experienced due to the pandemic, all state-funded schools that currently have an NQT who is due to complete induction this summer will have access to a one-off payment to further support the development of this cohort.

### What you'll get

All state-funded schools that currently have an NQT who is due to complete induction this summer will be eligible for a one-off payment of funding for the equivalent of an additional 5% off timetable for next academic year so these teachers have additional time to invest in their development.

This time off timetable is not statutory but it has been designed to be used flexibly so that as many new teachers as possible can benefit from this additional support. We trust schools and their leaders to know what works best for them and their staff. Time off timetable can be grouped together in different ways, for example, taken as whole days or half days off.

### Funding

The funding has been calculated as an equivalent to 5% off timetable every week for an NQT over the next academic year (2021 to 2022).

The funding amount will be calculated by taking the average salary of NQTs, split by region.

NQT unit cost	England (excluding the London area)	Inner London area	Outer London area	Fringe area
<b>Rounded NQT unit cost</b>	£1,200	£1,500	£1,400	£1,300

The funding 'unit cost' is based on 5% off timetable time (teaching time) for NQTs in the 2021 to 2022 academic year and equates to 44 hours. We have used the minimum threshold on the main pay range for the NQT time.

Funding will be based on school workforce census returns. Payment will be made in arrears, in the summer term of 2022, to ensure that the payments are as accurate as possible and to avoid issues around teachers having moved schools.

Schools will receive this funding as part of their normal payments from ESFA.

Schools who have employed NQTs who have moved schools post-induction will still be eligible to receive this funding. The process by which these NQTs will be identified and how payments will be made, will be confirmed in due course.

### Assurances

As payment will be made in arrears, we will ask schools to confirm that the money has been spent in the way intended. Acceptance of the funding will be taken as confirmation.

In advance of accepting any funding, schools will have the opportunity to let us know they do not want to receive this funding or notify us of any changes, if, for example, the teacher changes school during the academic year.

We will ensure that as part of this grant payment process, there is clear communication around the terms and conditions for accepting the funding and the subsequent requirements for schools related to assurance. Schools should keep some record of this expenditure - such as a receipt for classroom cover, or a timetable for the NQT(s) involved, but we will not mandate what form this record should take, and trust school leaders to use their judgement.

We reserve the right to conduct light-touch, proportionate assurance such as spot checks with individual schools, asking for sight of such records.

We will confirm how we will collect confirmation schools do not want to receive this funding, or of changes to circumstances, in the grant conditions.

### Early career framework development materials

This funding is designed to support the development of NQTs who are due to complete their induction this summer. Funding should be used to provide this cohort with additional time to invest in their development given the disruptions they have experienced during their initial teacher training and induction as a result of the pandemic.

Schools will have access to [DfE-accredited development materials](#) based on the early career framework to use during this time off timetable. There are a range of materials available that have been designed for teachers at the start of their careers to use independently. It is not compulsory to use these materials.

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