**NQT**

At English Martyrs’ School we offer a supportive programme to develop a teacher new to the profession and this includes:

* a full induction
* weekly sessions where NQT’s are mentored by experienced staff and the topics include behaviour management techniques, lesson planning, literacy, questioning, differentiation and effective use of TA’s in the classroom and other topics
* a weekly coaching session with a subject mentor in which you will be helped to meet teaching standards
* opportunities to observe other colleagues both in your subject area and in other subjects
* attendance at the “Professional Learning Programme” run by the LA which provides training sessions where you can meet other NQT’s

**Action Research**

We offer opportunities for teachers to conduct Action Research on topics eg differentiation. Staff work with other colleagues on projects which develop research and a questioning approach to learning taking account of Student Voice and this empowers staff to initiate change in teaching and learning. The research also enables the school to engage on a deeper level with current thinking in education. The projects are completed in the context of the school and staff have autonomy in the research and delivery of the project and they provide INSET for other staff who with the help of students will evaluate the outcome of the project.