



## **Staff Induction/ Support**



### **New staff induction programme**

All new staff benefit from:

- A dedicated induction day to introduce you to key aspects of school life.
- An Induction Coach to provide personal support and a point of contact/friendly face outside of your department to help you settle in.
- You will receive weekly training and development CPD sessions. These run parallel which run parallel to the whole school weekly CPD training provided for all staff.

NQTs also benefit from:

- A personalised programme of training and support
- A dedicated subject specialist mentor with weekly meetings
- Access to CPD both in house and through Stockton Local Authority
- An Ian Ramsey NQT Handbook
- Regular meetings with the School Tutor to support your progress and development
- Networking opportunities with other NQTs

### **Quotes from new staff and NQTs:**

“The support I received as an NQT was outstanding ... “

My NQT mentors were extremely approachable and helped me with any support/questions.”

“The school and support from my NQT year have allowed me to develop and grow in confidence as a teacher. “

“Ian Ramsey CE Academy has allowed me to blossom as an individual and as a teacher allowing me to enhance my development.”

“I can confidently say that if there have been any issues or worries, the staff will go above and beyond to put you and your happiness first.”

### ***Maths Teacher***

“I started at Ian Ramsey in the final term of my NQT year and the support that I received was second to none. The Academy offers a great programme of CPD for new members of staff and trainee teachers which allows us to reflect upon our practice and gain insight from more experienced colleagues. It also provided an opportunity to network with other newly and recently qualified teachers.”

### ***MFL Teacher***

I have been warmly welcomed by all staff and students. I have been impressed by the students' desire to do well and the commitment and dedication of all staff.

### ***Assistant Head Teacher***

I would just like to say how supportive and friendly the staff, and the overwhelming majority of the students, have been and that I now feel trusted as a professional again to carry out the job I know I can do.

***Maths Teacher***

I really appreciate the positive feedback. It is difficult to know how you are getting on in a new job sometimes and it is reassuring to know that people think I am doing well. You will be pleased to know that I have thoroughly enjoyed my first few weeks here. The support from the department and staff around school has been wonderful. Everyone has been so eager to help. The overwhelming majority of the students I teach have very positive attitudes to learning, as well as being extremely pleasant and polite. I have been made to feel very welcome and as though my experience is valued.

***English Teacher***

Our NQT programme has been rated as 'GOLD STANDARD' by the Local Authority.

Our NQT/ITT programmes at Ian Ramsey have been shared with Stockton Local Authority as examples of best practise. Ian Ramsey is currently shaping the future of Stockton SCITT provision our school based mentor sits on the SCITT Strategic management board for Stockton.