



## NQTs

At Wexham, we invest heavily in CPD and this is particularly true for NQTs. Our support is fully aligned with the DfE's Early Career Framework and sets out what all early career Teachers should learn about and learn how to do during the first 2 years of their careers.

### CPD Curriculum

It includes sections on:

- Behaviour management
- Pedagogy
- Curriculum
- Assessment
- Professional behaviours

We select from the DfE accredited materials and resources to put together a thorough yet personalised training package for each individual NQT. Over those first two years, NQTs will:

- Observe great practice with their mentor to enable powerful discussion
- Engage in discussion and reflection on evidence-based strategies using a variety of media
- Be set short term, bite sized improvement steps to iteratively build knowledge and skills
- Be able to join PLCs in their areas of interest

### Expert mentors

Our NQT mentors are not only experienced and expert teachers themselves, but highly trained in mentorship to support NQTs in the formative years of their careers. All undergo regular training themselves to become even more knowledgeable and proficient in supporting early career teachers.

### Time

We ensure that NQTs have sufficient time not just to survive, but to thrive. We offer PPA time in teams to facilitate fruitful discussion of the curriculum and pedagogical approaches. NQTs have specified time out of class alongside extra time when required. We recognise that, at different points in the year, there are different demands on Teachers' time and prioritise additional time for NQTs to learn the wider role of teaching whilst keeping standards in the classroom high.



### **School Culture**

Effective teamwork is central to our approach at Wexham and we pay keen attention to staff workload and wellbeing. We regularly review our practices and only keep those that are effective and efficient.

At Wexham Court Primary School, we believe that we work best as one community supporting each other. Our team ethic enables quality CPD, effective communication and work life balance. We are committed to ensure we work smart at School and rest well at home. As such, we listen to weekly staff feedback and work together to get it right.