

EAST RENFREWSHIRE LNCT AGREEMENT
GUIDANCE ON THE DEPLOYMENT OF NEWLY QUALIFIED TEACHERS

The LNCT has agreed the following guidelines on the deployment of newly qualified teachers:-

1. The number of NQTs to be requested from the Education Department should be the subject of full prior consultation with the teaching trade unions at school level.
2. No school or subject department should be required to take a disproportionate number of NQTs.
3. The probationary contract must be strictly adhered to in all respects e.g. maximum class contact.
4. NQTs should not be required to mentor students.
5. Adequate time must be given for mentors to undertake their duties.
6. Normally, no teacher should be required to 'give up' class teaching for more than one year.
7. When deploying NQTs consideration should be given to any opportunities to reduce class sizes.
8. Volunteers, from all teaching staff, should be sought regarding possible project/development work they could undertake as a result of NQT deployment.
9. CPD opportunities will be made available to assist teachers in working with NQTs.

Should schools require further clarification on the interpretation or implementation of these guidelines, the matter should be referred to the appropriate Joint Secretary of the LNCT.