

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

The Scottish Government issue, annually, details of the expected minimum number of Newly Qualified Teachers each local Authority should accommodate in both the primary and secondary sectors

When deploying NQTs consideration should be given to any opportunities to reduce class sizes. In the secondary sector Head Teachers should consider the school timetabling as a whole.

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

1. The distribution of NQTs across the authority will be monitored by the LNCT joint secretaries.
2. Consultation between management and the teacher trade union representatives should take place at school level when requests for NQTs are submitted. No school or subject department should normally be required to take a disproportionate number of NQTs.
3. The probationary contract and associated SNCT advice must be strictly adhered to in all respects e.g. maximum class contact.
4. NQTs will 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 be released from class teaching for consecutive years. However it should be noted that release from class teaching provides opportunities for staff development.
7. Once the total East Renfrewshire Council allocation of NQTs is known, this should be communicated to the teaching Trade Unions at local level.
8. CPD opportunities will be made available to support teachers mentoring or supporting 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.