



National Teacher
Accreditation

Annual Report 2018-2019

*A year of growth
development and
professionalisation*



Teachers
Change
Lives

Who we are

- NTA (formerly NIPT) was originally set up in 2013 at the request of the DfE, to provide an independent sector-led alternative to the NQT accreditation services provided by LAs.
- The organisation has seen significant growth and is now the largest national Appropriate Body providing its service to schools and trusts of all types and phases including a number of international school and a growing number of larger trusts including Ark, Astrea and ULT.
- As an established high-quality provider of this important service, we are increasingly the “go-to” organisation, setting the standard and demonstrating good practice for the induction process.



What we believe

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- The quality of an education system cannot exceed the quality of its teachers.
- Parents and carers trust teachers with the education and safety of their children.
- Teachers have the ability to make a huge difference to society by ensuring all children, regardless of socio-economic background or perceived ability, reach their academic and personal potential.
Teachers change lives.
- We believe in the value and potential of teachers, and in the power of professional learning throughout a whole career but particularly in the induction period and the early career years.

What we do

- Support our registered schools and trusts to deliver a high quality early career curriculum and induction process that enables teachers to meet the Teachers' Standards and to feel valued, supported and confident.
- We maintain high standards for the sector through continuous improvement, keeping processes under review and identifying opportunities to raise the bar.
- 40% of registered schools are visited routinely every year and additional supportive visits are provided if an NQT is at risk.
- Provide an advice service that is accessible daily to all schools.

What sets us apart from other providers

- Our dedicated service – we specialise in this area rather than it being one of a range of services offered.
- Our service is different in that it is primarily delivered online but is supplemented by telephone support and personalised customer service.
- Our approach minimises the disruption to children’s learning and associated hidden costs caused by staff being out of school.
- Our capped, inclusive price per NQT has no subsequent add-ons which gives cost certainty.
- Our flexible service can be tailored to meet in-house needs such as different term structures and particular individual circumstances.
- Our commitment to our experienced quality assurance team providing feedback on each and every assessment.
- Our specialist help, support, advice and high quality training.
- Our partnership approach with rapid response times and dedicated QAO support.

What sets us apart from other providers -

Added value for larger trusts

- One consistent robust process across all trust schools rather than managing different LA processes of varying quality and cost.
- The reporting capability enabling central oversight of the progress of the entire trust-wide cohort of NQTs.
- One point of contact rather than dealing with multiple LA's and for larger trusts, the provision of a dedicated quality assurance officer.
- We work with schools and trusts using a partnership approach to create a service that acknowledges specific contexts and is supportive of their systems and procedures, meets their specific needs and supports their customised in-house programme.

Ark



Leila MacTavish, Strategic Lead for Ark Teacher Training, talks about her experience of the NTA service and why it works so well for this highly respected, successful group of academies.



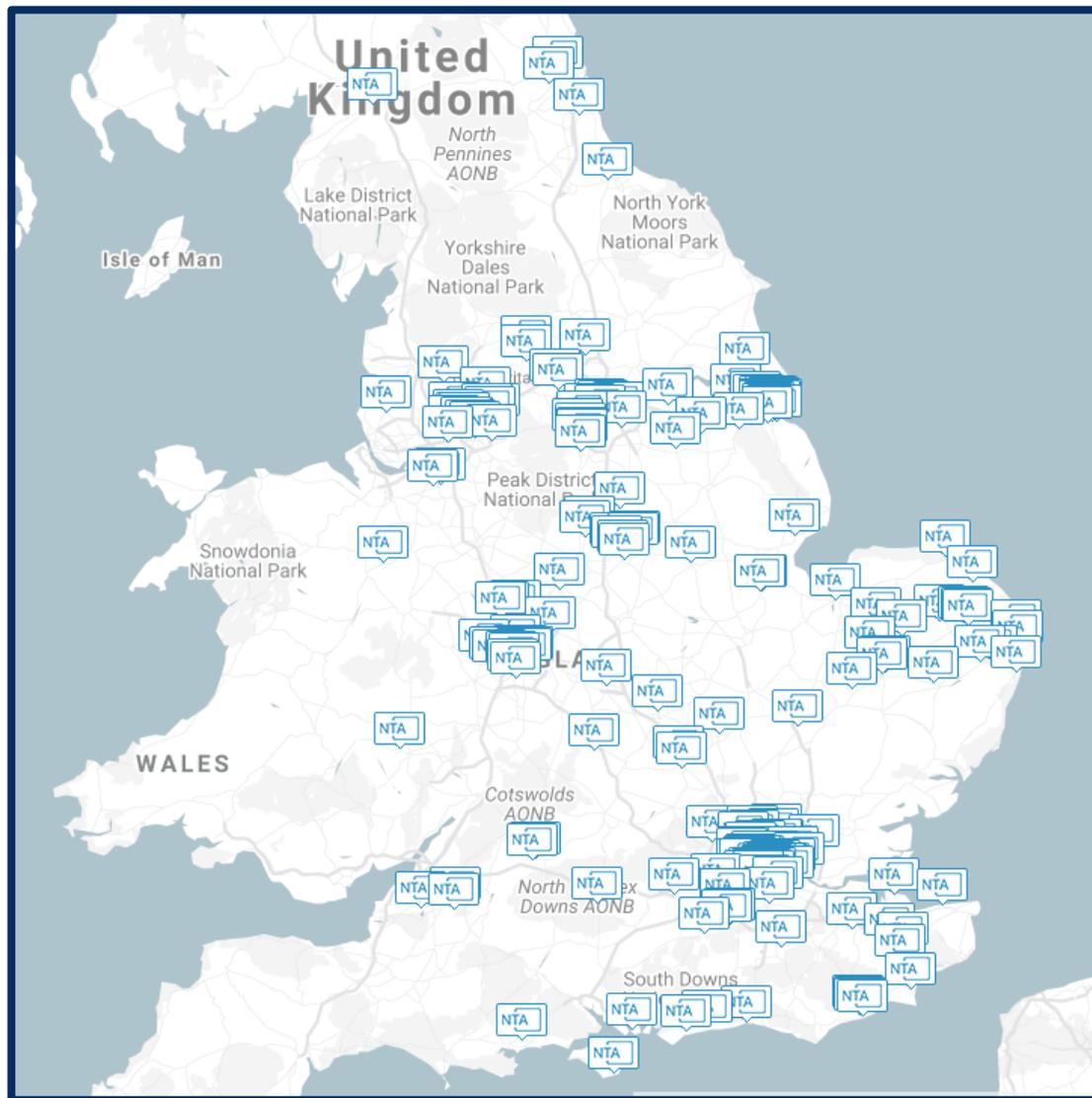
We have been able to use NTA's core process and procedures as a foundation on which to layer our own tailored programme of support.

NTA ensures that we meet our statutory responsibilities whilst giving us freedom to layer on specific Ark content. Creating this programme has allowed us to work across all four of our geographical hubs in a consistent and standardised way.

We have one central point of communication through which to funnel our queries, and one dedicated quality assurance officer for all our schools.



Our national coverage

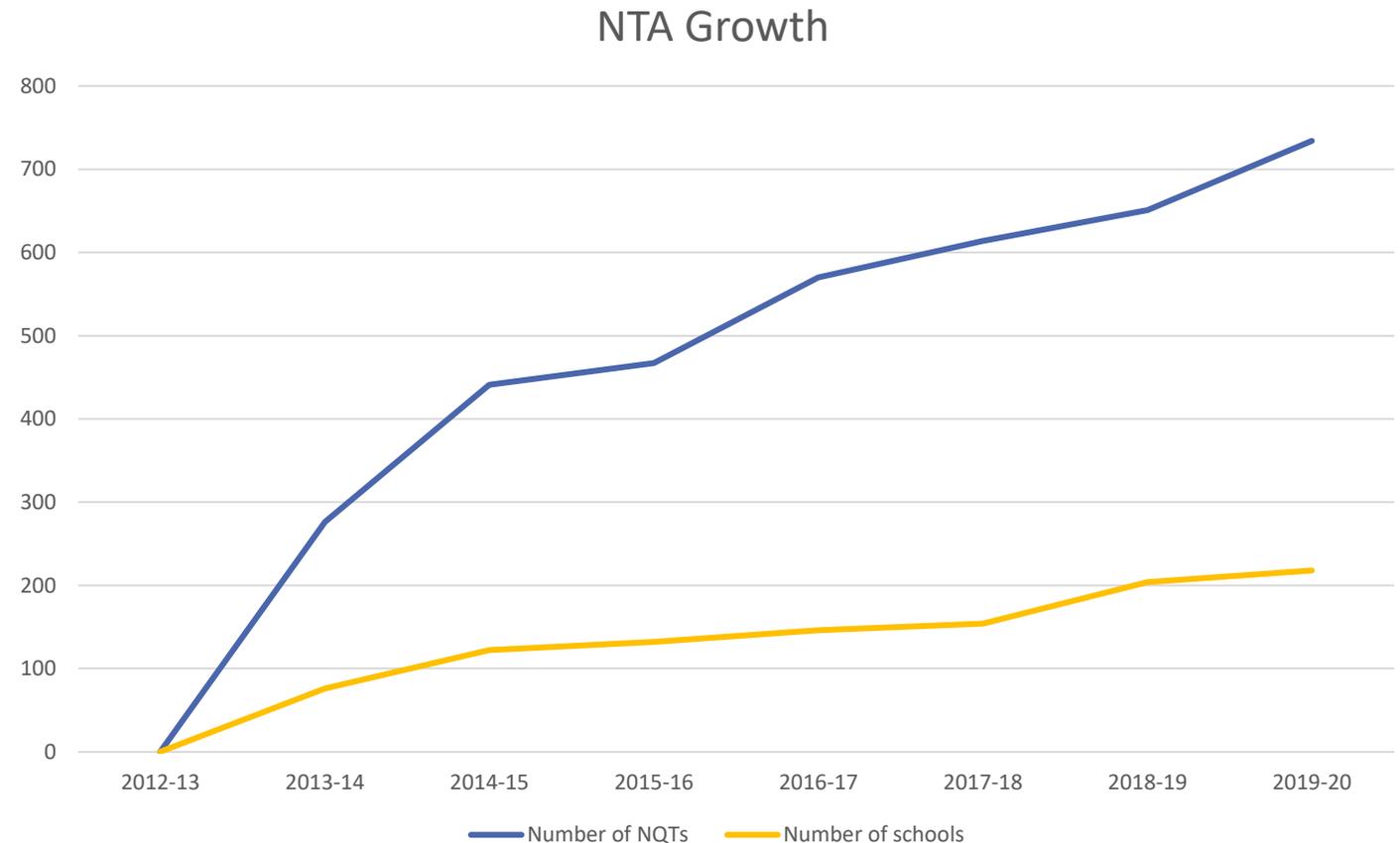
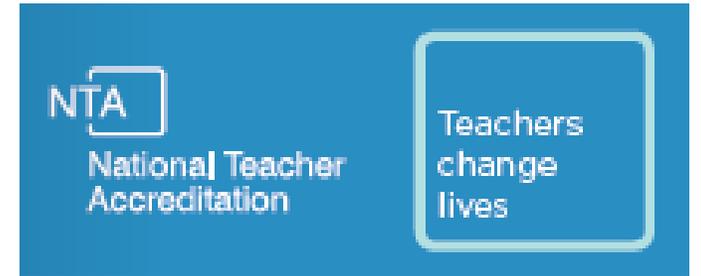


Our growth

The number of registered schools and trusts and NQTs has grown steadily since the service was first launched.

This year we have seen year-on-year growth of 19%, taking us to over 750 NQTs by October 2019.

We are delighted to have been working with ULT in preparation for the whole Trust moving across to use the NTA service from September 2020.

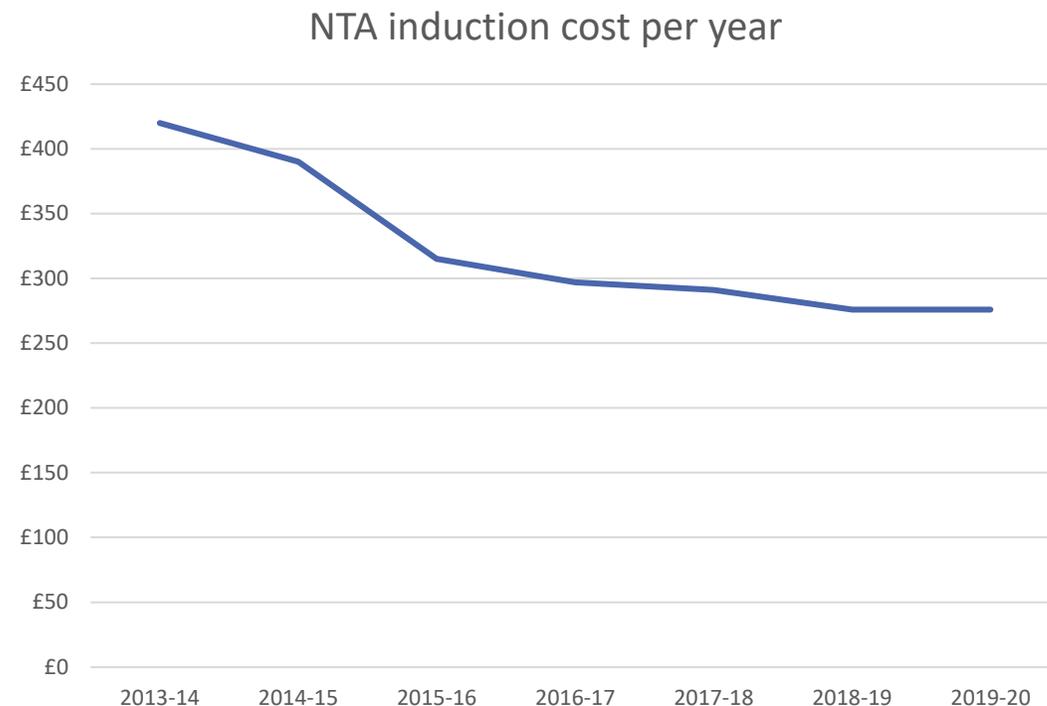


Our not for profit basis of operation

NTA is very aware of the financial pressures that schools and trusts are facing. As the scheme has grown we have achieved economies of scale which we have passed back to schools and trusts.

We are pleased to confirm we have held the price for the 2019/20 year having reduced it for the previous five years. Our current annual cost remains an inclusive £276 per NQT.

We provide a Value for Money [Ready Reckoner](#) to encourage schools and trusts to carry out a meaningful comparison between their current provider with the service and value we provide.



In year changes & improvements

- Rebranding from NIPT to NTA including launching a new website
- Formal adoption of *Not for Profit* status
- Members' Agreement put in place regularising the working relationship with CST including increased oversight and active commitment to optimise the mutual benefits of this close collaborative relationship
- Increased professionalisation: alignment with CST working practices and policy framework e.g. production of Strategic Development Plan, Risk Register and Financial Scheme of Delegation
- Improved HR processes e.g. new contracts of employment and contracts for services issued
- Capacity added at Leadership and Quality Assurance Officer Level
- Addition of a new independent member to the NTA Board (Sam Twiselton - Director of Sheffield Institute of Education)



In year changes & improvements (cont'd)

- New advice and guidance issued e.g. shortened inductions, complaints and escalation processes, exemplar assessments and school induction policy
- Continuous improvement of induction co-ordinator training content with increased participative activity
- Commitment made to increasing routine QA visits from 33% to 40% of registered schools
- Re-designed newsletter format for induction co-ordinators and NQTs
- *Trust* – the twice termly professional journal for executive and governance leaders with contributions from key drivers in the Trust system added to the NTA offer
- Established a social media presence
- Initiating key outward facing strategic partnerships e.g. with ISTIP, Ambition, PTI and specialist subject associations



What our service users think.....

Key responses to our bi-annual Customer Service Questionnaire Summer 2019

- If you have used any of the NTA support material, how helpful was it?
96% of respondents who had accessed this service rated it as good or outstanding
- How helpful have you found the comments made by the Quality Assurance Officer in response to the assessments submitted by your school?
88% of respondents rated it as good or outstanding
- How robust do you feel the NTA process is overall?
88% of respondents rated it as good or outstanding
- If you have contacted the NTA office with a question or a request for support, how would you rate the resolution to your problem / question?
96% of respondents who had accessed this service rated it as good or outstanding

What our service users say about us.....



“Resources are relevant and supportive to our NQTs.”

“I always really appreciate that someone has taken the time to read the assessment - a really useful positive affirmation, thank you.”

“We have used NTA for a number of years and continue to enjoy but also benefit from using them as the appropriate body.”

“The follow up has been excellent and very promptly and efficiently handled.”

“Our most recent Quality Assurance visit was (as previously) a two-way process where we very much felt a valued part of the process.”

“We changed from the service provided by our LEA to you last year. You have provided - better value for money, better training, better support through your resources and quick responses.”

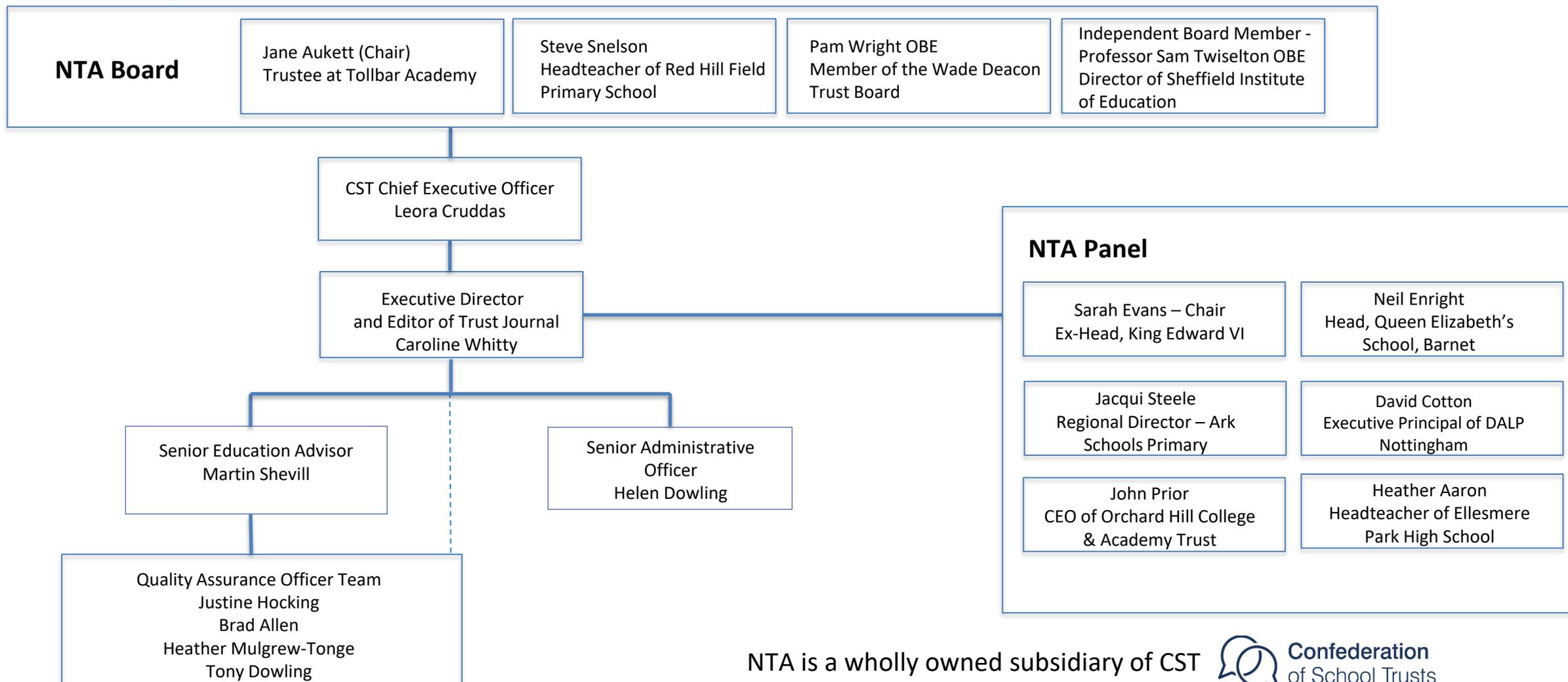


Our contribution to the wider system

As part of our drive to provide the ‘gold standard’ of NQT Accreditation Service, we are committed to bringing our collective knowledge and experience to bare on the national debate about how best we train, develop and support excellent teachers and importantly retain them within the profession to the benefit of our children and young people’s life chances.

We have been active throughout this academic year both internally and with the DfE and other key players, to be ahead of the curve and develop our thinking in relation to the proposed reforms following the consultation on **Strengthening qualified teacher status and early career progression for teachers**. This includes our thoughts on the introduction of the Early Career Framework and the role of Appropriate Bodies in quality assuring its delivery. We have also been considering the shape of the future accreditation and quality assurance of Appropriate Bodies to help raise the bar nationally.

NTA Organisational Structure



Thank you to all those with whom we collaborate to the benefit of the system. Particular thanks also to our registered schools and trusts and to all the NQTs with whom we have had the privilege of working.

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NTA contact information

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Should there be any questions relating to this report, please address them to Caroline
Whitty, NTA Executive Director (c.whitty@nta.org.uk or 0115 9332200/07881 825182)

Caroline Whitty
NTA Executive Director
October 2019