



National Teacher
Accreditation

Annual Report
2019-2020





The 2019-2020 academic year has been characterised by continued growth and development together with a major focus on proactively guiding and supporting schools through the challenges of the pandemic.

We are pleased to report 30% year-on-year growth. We now have approaching 1000 registered NQTs.

Who we are

- NTA was originally set up in 2013 at the request of the DfE, to provide an independent sector-led alternative to the NQT accreditation service provided by LAs.
- The organisation has seen significant growth and is now one of the largest national Appropriate Bodies providing its service to schools and trusts of all types and phases including a number of international schools and a growing number of larger trusts including Ark, Astrea, ULT and ATT.
- 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

Teachers
change
lives

- 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.
- Maintain high standards for the sector through continuous improvement, keeping processes under review and identifying opportunities to raise the bar.
- Routinely visit 40% of registered schools every year and offer additional supportive visits 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.
- Our dialogue with the DfE on a range of developments relating to NQT induction.

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.



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 greatly value our partnership with NTA. Their careful, professional approach ensures that we know our early career teachers are getting the very best service.

Supporting and challenging new teachers is vital in ensuring they have the best experience during induction setting them up for long-term, fulfilling careers in schools.

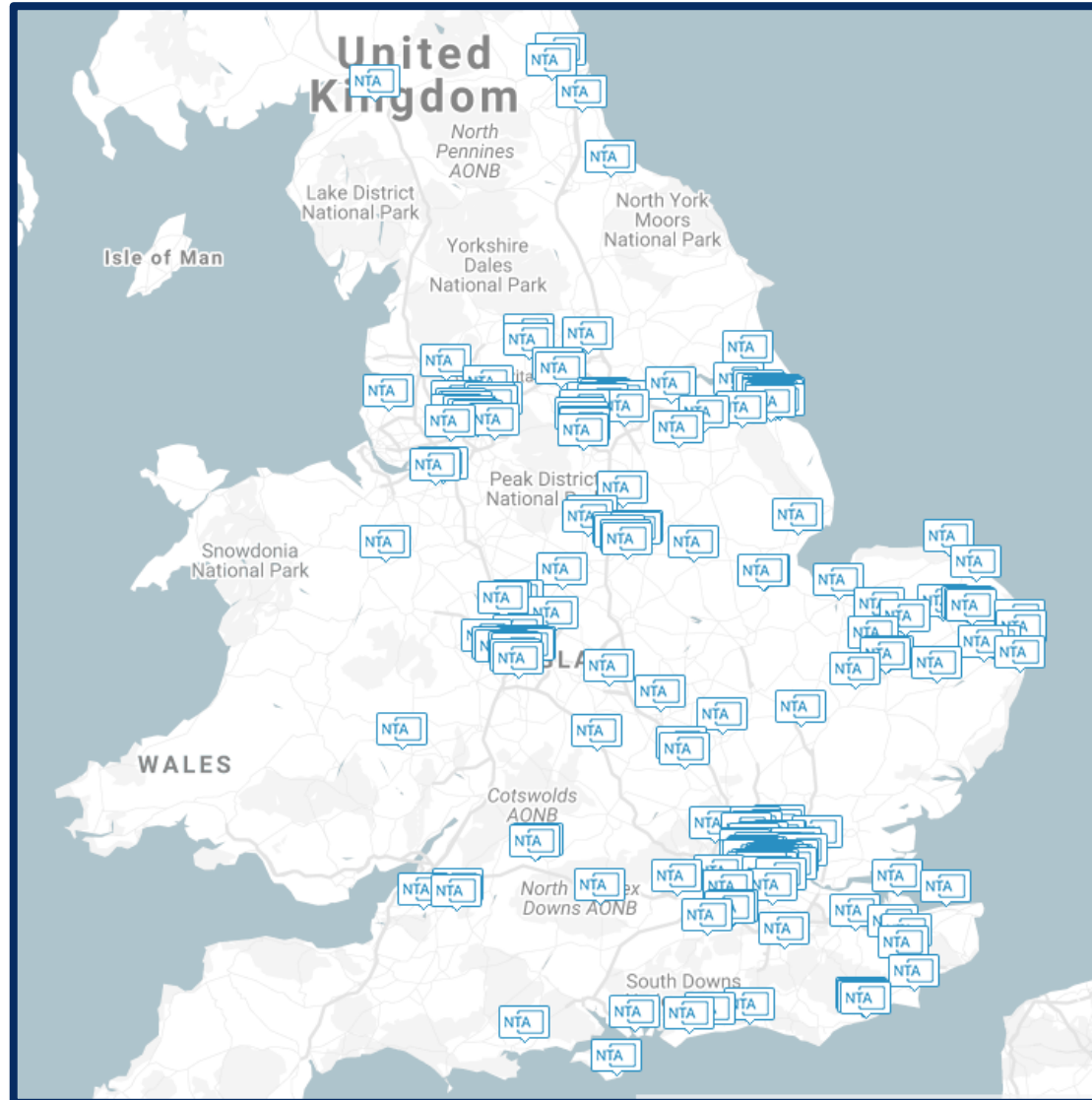
NTA work with us at every stage of the process so we make the right decisions, follow statutory guidance and provide a seamless service.

Ark works across 16 local authorities but partnering with NTA means we can be certain that all our early career teachers are receiving consistent, high-quality provision.

We have one dedicated quality assurance officer so communication between NTA and Ark is always smooth.



Our national coverage

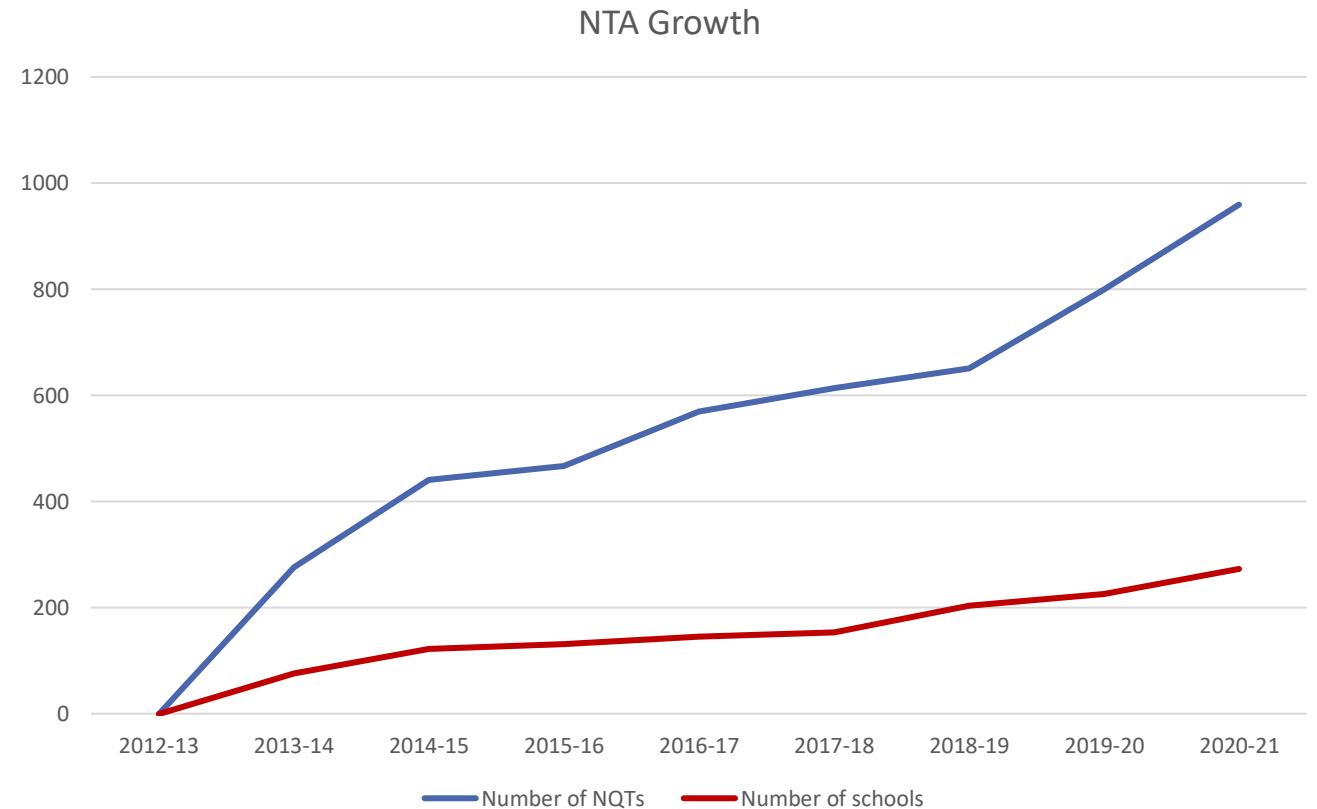
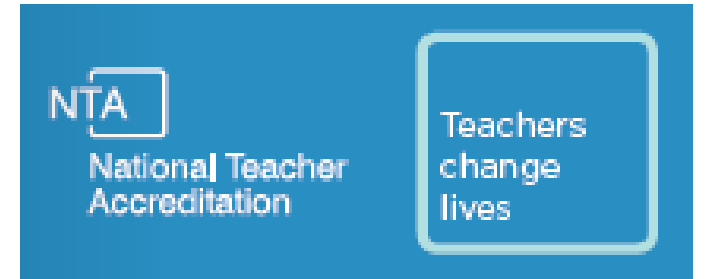


Our growth

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 30%, taking us to over 960 NQTs by the end of September 2020.

We are delighted to welcome a number of new trusts to the NTA network including ATT.

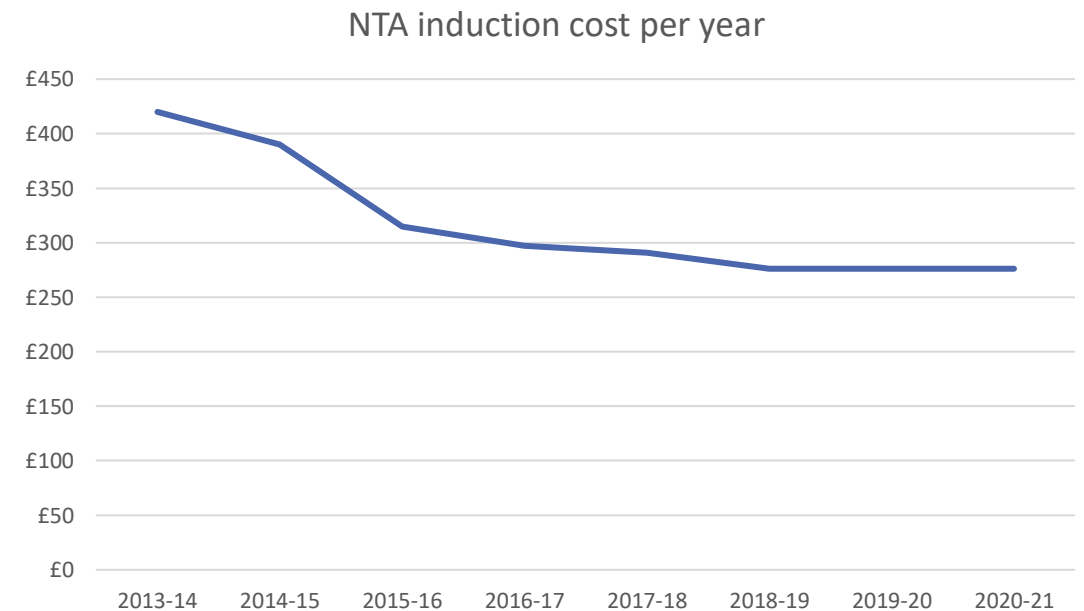


Our not for profit basis of operation

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 again held the price for the 2020/21 year having reduced it for the first five years of operation. 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

- Successful recruitment of ATT amongst other new MATs
- Capacity added at leadership level with the Senior Education Advisor role being established
- Capacity added at Quality Assurance Officer level in response to growth
- Two new members appointed to the NTA Appropriate Body Panel
- Self-evaluation review process developed and piloted with NTA Panel
- Launch of collaborative quality assurance project with Sheffield Hallam University Institute of Education
- Engagement of specialist marketing and communications expertise to develop a more proactive and professional marketing and communications strategy
- Building and growing a social media presence
- National Roundtable Event jointly convened with Ark and very positively received by the sector but ultimately had to be postponed due to pandemic
- Smaller Roundtable event went ahead with DfE colleagues, CST, Ark and TDT



In year changes & improvements (cont'd)

- Increased dialogue/information sharing with DfE colleagues
- Increased communication with/support for NTA team members during COVID-19 pandemic
- New advice and guidance issued to help schools to navigate the challenging lockdown period
- Agile approach to converting induction co-ordinator training content to a punchier online format for use in lockdown and post-lockdown periods
- Beefed up support package proactively developed at no additional cost to schools to mitigate negative impact of lockdown e.g. increasing routine QA visits from 40% of registered schools to 50% and offering twilight training sessions, new tutor/mentor training and troubleshooting 'surgeries'
- Application to register NTA 'trademark' and protect business name
- Conducted an evaluation of the pros and cons of pursuing charitable status
- Ongoing dialogue with the Council for Subject Associations
- Increased participation in second bi-annual satisfaction survey for NQTs



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



"I found the (Quality Assurance) visit useful for reassurance that we were on the right track in terms of providing evidence"

"NTA Manager has been very straightforward to use and all the resources are there should they be required. The Newsletters are a useful addition to the process – not too long and not too short"

"Many thanks for the quality and content of this training session. I have really appreciated the support and advice given"

"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."

"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."



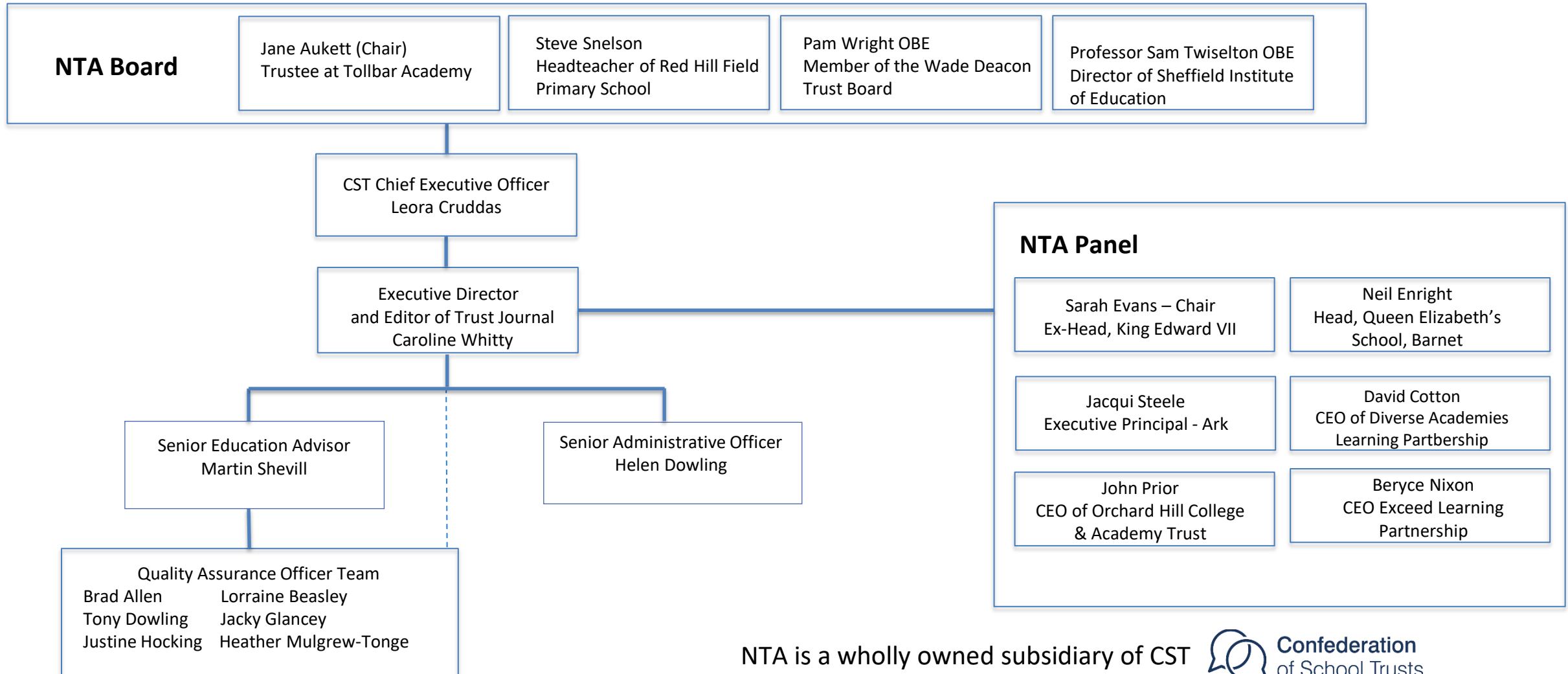
Our contribution to the wider system

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 bear on the national debate about how we train, develop support and retain excellent teachers to the benefit of our children and young people’s life chances.

We have continued our regular dialogue with the DfE and other key players. This has focussed on taking a lead in how best to support schools and trusts through the pandemic but also contributing our thinking on the direction of education policy. There has been a particular focus on the introduction of the Early Career Framework (ECF) and the extended induction period. We are undertaking a project focused on looking forensically at how the ECF and its underpinning research and evidence impacts on assessment.

We have also been considering how our developing internal process of self-review and quality assurance might also help to shape the future wider 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 in this particularly challenging year.





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NTA contact information

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Caroline Whitty
NTA Executive Director

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