



National Teacher
Accreditation

Annual
report
2022/3



National Teacher Accreditation

National Teacher Accreditation acts as the Appropriate Body in respect of Early Career Teacher (ECT) induction and carries out the statutory duties associated with that role for ECTs employed in academies and schools registered with our scheme.

NTA is part of the Confederation of School Trusts, the national sector body and membership organisation for school trusts.

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Welcome



The start of the 2022-2023 academic year was characterised by continuing uncertainty about the Appropriate Body policy landscape as we awaited the outcome of the Department for Education consultation on related changes, heralding NTA's likely exit from the AB market.

Despite the clear direction of travel post the publication of the consultation response, NTA's significant share of the market has been maintained and the team has continued its focus on proactively supporting record numbers of schools and trusts in the delivery of induction and the Early Career Framework for around 1,800 Early Career Teachers.

In addition to this, we have been pleased to play our part in helping to prepare the sector by adding capacity to ensure a smooth implementation of the changes to future provision.

Caroline Whitty
Executive Director

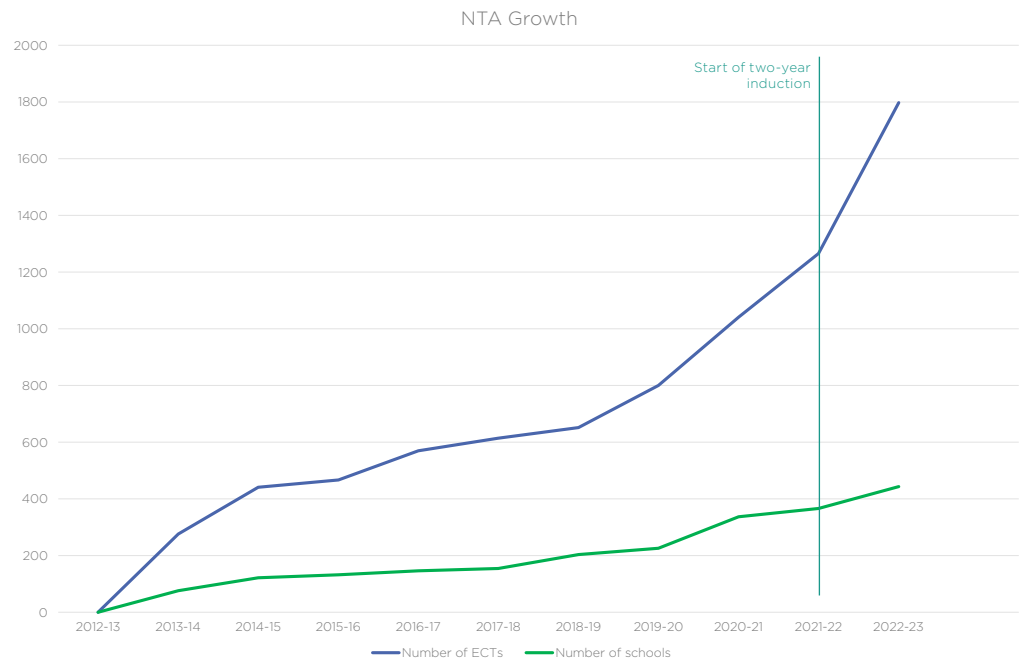


Our
growth

The number of registered schools and trusts and Early Career Teachers has continued to grow steadily year-on-year since the service was first launched.

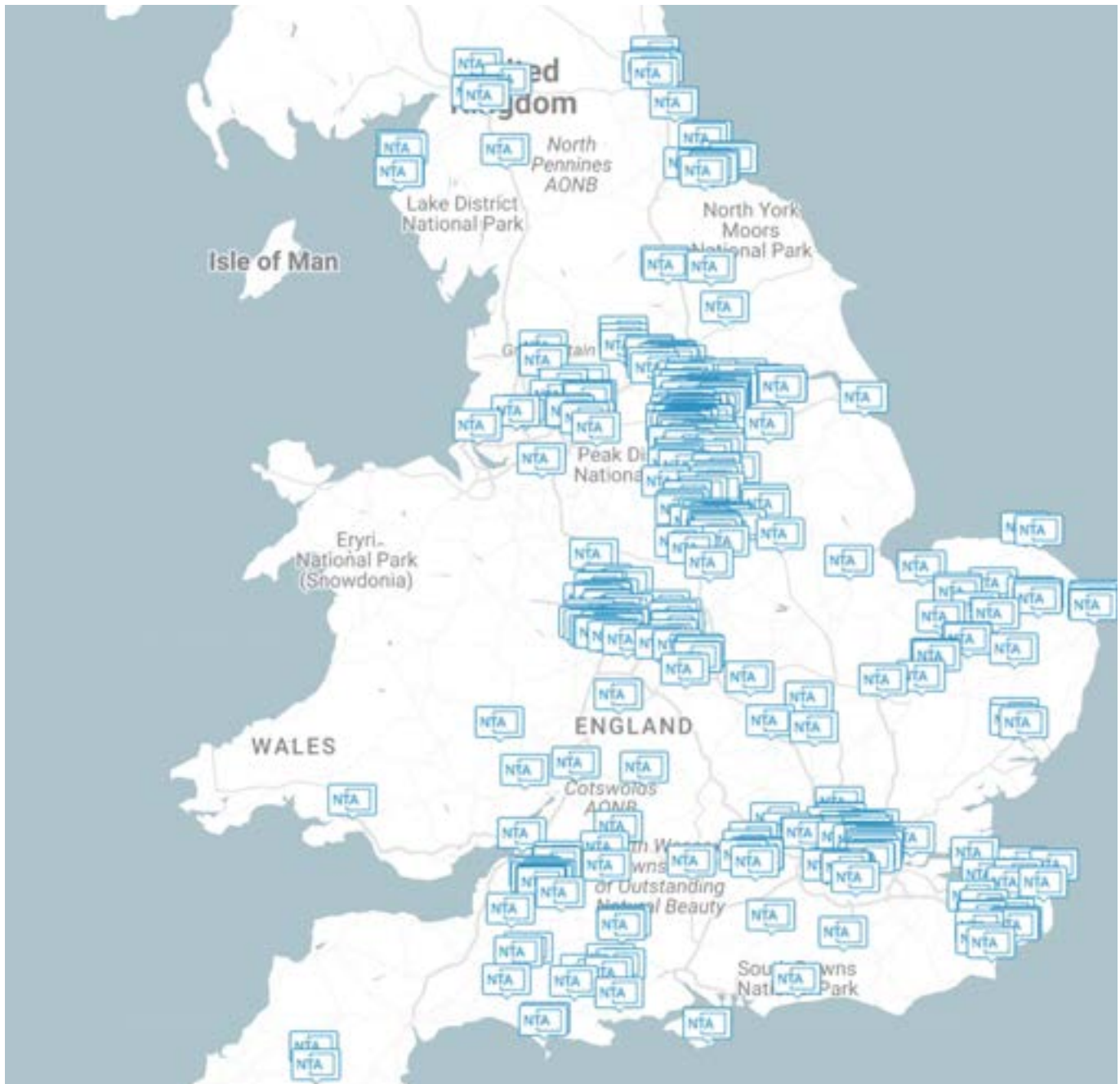
This year has seen the first year of the two cohorts going through their induction concurrently and this has taken us to an all-time record number of ECTs, peaking at 1798 and making us one of the largest Appropriate Bodies nationally.


We are delighted that despite the direction of travel, we have lost very few schools and trusts, and indeed have gained some new business. We have continued to build strong partnership relationships with some of the organisations who joined us in the last academic year, most notably Outwood Grange Academies Trust, the Learners First Partnership, and Nova Education Trust.





Our
national
coverage

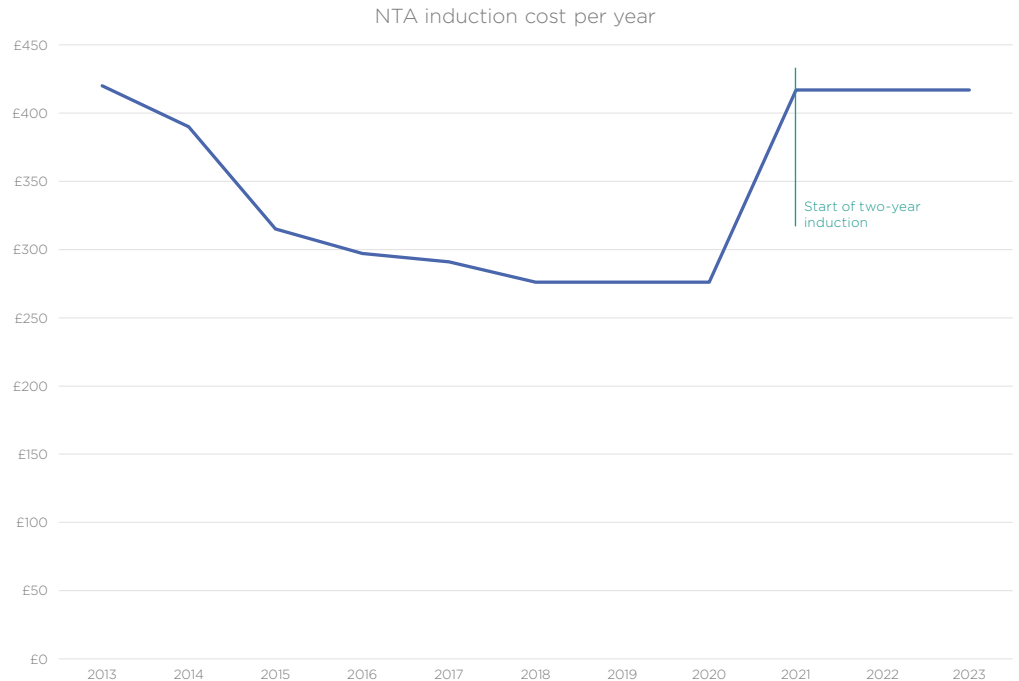


A photograph of a male teacher with glasses, wearing a blue sweater and khaki pants, leaning over a white desk in a classroom. He is smiling and looking at a young girl on the left who is also smiling back. Two young boys are sitting at the desk in front of him, looking towards him. The classroom has large windows in the background, and a vertical board with colorful squares (red, green, yellow, blue) is visible. A blue rounded square box is overlaid on the right side of the image, containing the text 'Our not-for-profit model'.

Our not-
for-profit
model

NTA continues to be very aware of the considerable financial pressures that schools and trusts are facing. As the scheme has grown, we have a strong track record of passing economies of scale back to schools and trusts.

For the third year running we have held our prices for the two levels of service with a fixed base cost plus, where applicable, a fixed supplement for schools where the additional Fidelity Checking service is required. This puts us mid-range in relation to AB charges nationally, although notably, comparatively, we are much more affordable in terms of the Fidelity Checking element.



Our progress this year

In the light of the impact of the AB related policy changes, NTA's agreed priorities for this year were:

- Continuing to service our existing network for as long as they choose to remain with us
- Communicating the policy changes and helping our network to understand the implications of the changes and the related decisions they needed to make
- Planning and executing an orderly and professional wind-up of the NTA business
- Seeking to pass on our specialist skills and knowledge and help to support and add capacity to the system and in so doing, leave a positive NTA legacy

In addition to maintaining our normal service provision to record numbers of schools, trusts and ECTs, we have also engaged in a fruitful partnership with the Teaching School Hubs Council to help add much needed capacity to the sector at this time of change and transition.

Much of the year post the publication of the consultation response was spent in discussion with registered schools and trusts explaining the implications of the policy changes and highlighting decisions they needed to take.

In response to a short questionnaire asking schools about their plans in relation to the future provision of AB services, around 80% of

respondents opted to leave their Year 2 ECTs with NTA. We were particularly proud that amongst those that opted to remain with us were our three largest registered trusts.

We have continued to refine and improve our robust approach to Fidelity Checking. We have similarly refined our requirements for QA visits to ensure we are fulfilling our statutory role without unnecessarily burdening schools and adding to the very evident issue of workload.

We have continued our agile approach to the ongoing development of Induction Lead and Mentor training, achieving a punchier, more accessible online format. This is now pleasingly reflected in the quality of progress reviews and assessments.

We were delighted that despite the implications of the changes on NTA, the majority of the NTA team have loyally committed to remain with us until we cease to operate.



Our schools
and trusts

Feedback from our schools and trusts is crucial to how we improve our services. Here are some comments from our service users:

“ I would just like to say a huge thank you for NTA's input, [for] the visits to our schools and the comprehensive reports...All of the Induction Leads have said how supportive and useful the visits have been. I feel personally this has given them all a huge confidence boost - which given the current challenges in the ECT and ITT sector is a real plus. Also, the quality of the reports and the thinking and the recommendations have been brilliant. All of our schools have found the NTA process/support exceptional.

“ Your systems, training, and quality assurance are second to none and[NTA is] a market-leading organisation with the highest standards of professional practice.

“ It was a pleasure welcoming your Quality Assurance Officer to our academy. As someone who is relatively new to the Induction Tutor role, I found the visit very helpful. In a calm and friendly manner, we were given clear guidance on areas for improvement. In particular how to address a specific ECT at risk and the next steps to take. We were also offered some CPD for myself and the mentors to support assessment writing as this was a concern that mentors had raised. Your representative was extremely efficient, and we received the written review the same day.

“ We would like to express our heartfelt thanks to yourselves for the excellent support we received...I know that our Induction Lead fully trusted and highly valued all the advice given and felt very well placed to then further support the ECTs concerned, under what have been challenging circumstances.....Together the practical advice offered re options, support plans and the personal support that was provided to the ECTs and our Induction Lead, and your QAOs professionalism, integrity and practices were exceptional.

“ Thank you to NTA for all your support. We are really sorry to be losing this service as it has worked so well for us.

Our contribution to the sector

It has been another unsettling year for Appropriate Bodies, with growing turbulence within the AB market as the outcome of the Department for Education's consultation was published and the policy changes were confirmed. Throughout this time, we have remained fully committed to bringing our collective knowledge and experience to bear on the national debate about how best we train, develop, support, and retain excellent teachers.

We have continued our regular dialogue with the DfE and other key players about the direction of travel of ECT induction and in particular AB policy, and continued our collaboration and benchmarking with other representatives of the wider AB community.

Of particular note is the strong and fruitful relationship we have built with colleagues at the Teaching School Hubs Council, as we have worked to successfully deliver the two distinct work streams that we were commissioned to undertake on their behalf: to help add capacity to the sector, and to ensure these policy changes can be successfully implemented.

This included the design and delivery of nine online professional development workshops for teaching school hubs. This training was particularly aimed at those TSHs that are new to the AB role, to ensure the TSH national network has the capacity and capability to deliver the AB role well at scale within the planned timeline. The

training was well received, with feedback including:

“Approachable facilitators, clearly very knowledgeable.”

“Clear and relevant - step by step approach.”

“Great that the sessions talk about a variety of different situations as no school is the same.”

“Expert advice and examples.”

“Thank you for the honest and transparent presentations.”

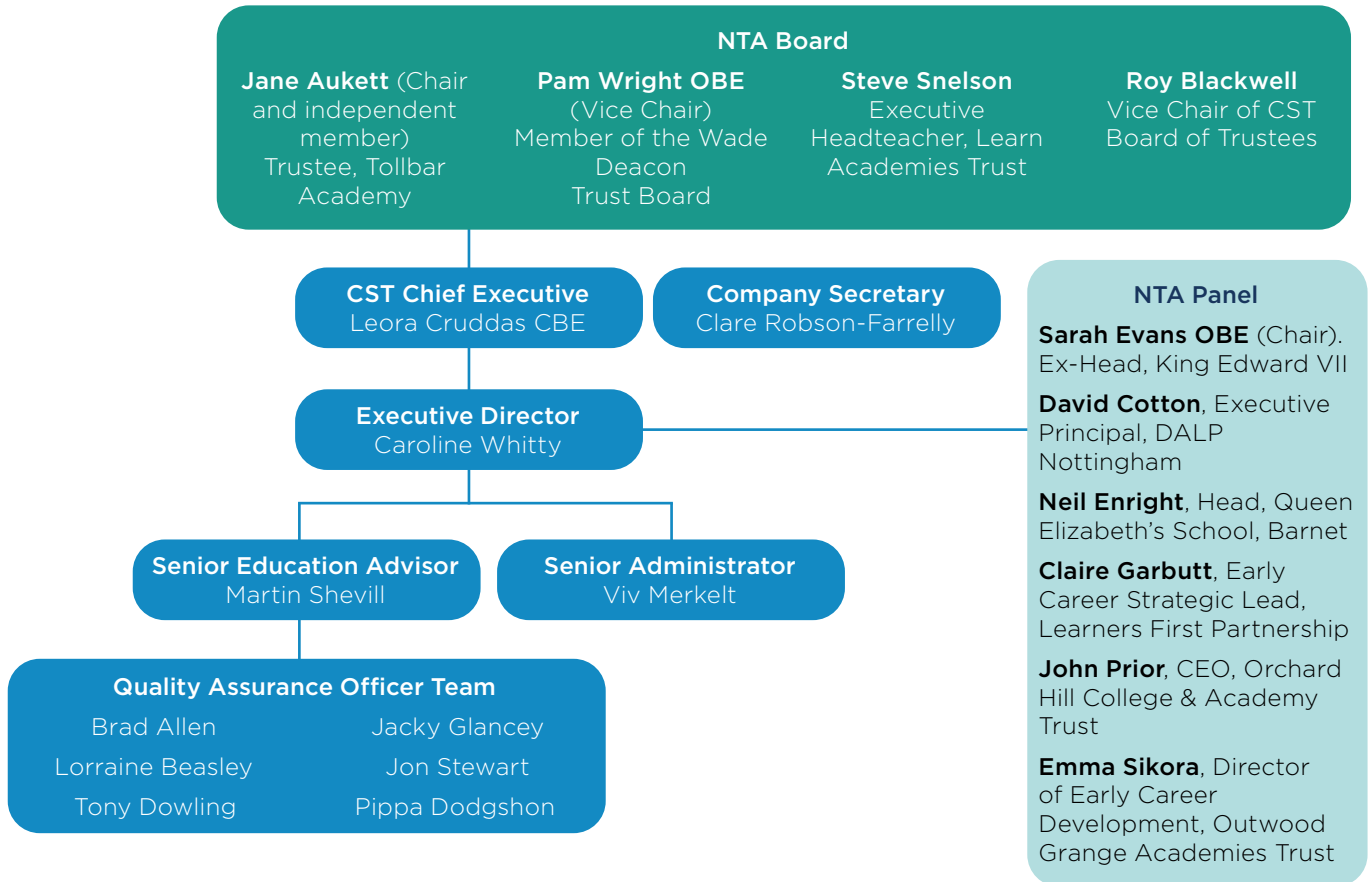
“The examples were great. Great use of break out rooms to discuss. The resources were high quality and so useful.”

“Great session as always! Questions always answered and great resources shared.”

We have also worked collaboratively with the TSHC on the further development of the Quality Review Framework, with a shared ambition for it to be used as a good practice self- or peer-assessment tool within the TSH AB network. The related intellectual property has been gifted to the TSHC and the framework is now being piloted within the network. NTA has offered to provide support in optimising the benefits of using this tool for continuous improvement purposes for any TSHs that might opt to work with us in this way.

As we commence our final year of operation, we hope that this work will result in NTA leaving a lasting legacy and ensure that the wealth of knowledge and experience built up and held within the NTA team, is passed on and not lost to the system.

Our organisation





Our thanks

It continues to be a privilege to play an important role in the development of new teaching talent, ensuring that children across the country benefit from well-trained and well-supported classroom staff.

Our work is a partnership with both those Early Career Teachers and the school and trust staff and leaders that provide such vital guidance on the ground.

We are pleased that especially this year, as we transition to a new approach for Appropriate Bodies, that an even wider range of schools and trusts have benefited from our work through our work with the Teaching School Hubs Council.

Thank you to all those with whom we collaborate to the benefit of the nation's children.



Teachers
Change Lives

National Teacher Accreditation

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