



The Castle Partnership Trust

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INDUCTION AND PROBATION POLICY

Date: July 2020

CEO and Headteacher at The Castle School: Sarah Watson
Acting Headteacher at Court Fields School: Polly Matthews
Headteacher at Wellesley Park: Carly Wilkins
Headteacher at Isambard Kingdom Brunel: Richard Healey

Review Date: Summer Term 2022

Induction Process for Newly Qualified Teachers (NQTs)

Statutory Guidance from the Department of Education is in place regarding the induction process for Newly Qualified Teachers (NQTs). Those involved in managing statutory induction arrangements for NQTs must have regard to this guidance when carrying out their relevant duties.

The current guidance can be found at:-

<https://www.gov.uk/government/publications/induction-for-newly-qualified-teachers-nqts>

The statutory document provides detailed guidance on the following:

- The Induction process (including guidance on relevant institutions, eligibility for induction, the appropriate body and monitoring, support and assessment during the induction period).
- Special circumstances (including guidance on reducing and extending induction periods).
- Unsatisfactory Progress and appeals.
- Roles and responsibilities.

Key Points

- All qualified teachers who are employed in a relevant school in England must by law have completed an induction period satisfactorily, subject to specified exceptions. A relevant school includes a maintained school, a non-maintained special school; a maintained nursery school; a nursery school that forms part of a maintained school; a local authority maintained children's centre; and a pupil referral unit.
- Statutory induction is not a legal requirement to teach in FE or the Independent Sector, including academies, free schools and British Schools Overseas, but may be served in these settings.
- A school is required by the DfE as part of their statutory requirements in offering NQT induction to register with an Appropriate Body (AB) if their NQT is to complete their induction year to be awarded full QTS. An AB must be elected before an NQT starts their induction. An AB has the main quality assurance role within the induction process.
- Among other providers, Somerset Local Authority (LA) and the West Country Teaching School Alliance (WCTSA) offer an Appropriate Body service to schools and academies deciding whether the NQT has successfully met the induction standards on the basis of a recommendation from the Headteacher.
- NQTs will have the right of appeal against the decision to the National College for Teaching and Leadership, which acts on behalf of the Secretary of State.
- An NQT cannot undertake statutory induction (or a period of employment counting towards induction) unless they have been awarded Qualified Teacher Status (QTS).
- In order for the NQT to serve induction, the Headteacher and appropriate body must agree that the post is suitable for this purpose.
- The Headteacher must ensure an NQT has a reduced timetable of no more than 90% of the timetable of the school's existing teachers on the main pay range to enable them to undertake activities in their induction programme. This is in addition to the 10% reduction in respect of PPA that all teachers receive.
- The length of an induction period an NQT is required to serve is the full time equivalent of one school year (usually three school terms).
- A suitable monitoring and support programme must be put in place for the NQT and the Headteacher must appoint a person to act as the NQT's induction tutor. Formal assessment should be undertaken on a termly basis. If it becomes apparent that an NQT is not making satisfactory progress, the appropriate body should be informed and the Headteacher must ensure that additional monitoring and support measures are put in place immediately. More detailed

information around supporting and managing the NQT process is available via the SSE induction for NQTs website: <https://secure2.sla-online.co.uk/v3/Service/Details/9216>

Induction for New Employees

Induction provides a process for new employees to learn about:

- duties and responsibilities of the role and expectations in terms of work standards, behaviour, initial objectives and targets;
- how the role relates to work colleagues and their respective roles;
- structure of the school/academy and how it relates to other schools/academies, organisations or bodies;
- the terms and conditions of their employment;
- workplace policies, procedures, practices and equipment.

It provides an opportunity for new employees to ask as many questions as necessary. The Line Manager must ensure that they have all the information they need to learn about how to undertake their new role successfully and identify initial learning needs and how they will be met. In particular, this must include learning about:

- Health and Safety Codes of Practice;
- the school's approach to Safeguarding;
- emergency evacuation procedures;
- Equalities Policy and Dignity at Work Code of Practice.

Any new postholders should receive a thorough induction to ensure they are able to perform effectively in their new role. This applies to:

- all new employees joining the school/academy;
- any existing employee moving roles within the school/academy, for example through promotion, internal secondment, sideways move or redeployment.

It may also be beneficial to use the induction process for:

- any employee joining the school / academy following a TUPE transfer, partnership working or external secondment;
- employees returning to work following a long term absence (for example following long term sick leave or maternity leave) as part of a facilitated return to work programme.

To avoid 'information overload', induction should ideally be delivered gradually over the employee's first 8 weeks in their new role. However, it is important to remember that in reality it may take longer than this for someone new to a role and/or new to the school/academy to settle in completely and perform to their full potential. Therefore, the total induction period should run, for employees new to the school, alongside a six month probationary period or, for existing employees in a new role, alongside a review period.

Probation Arrangements

Probation is a trial period during which the line manager should ensure the new employee receives relevant opportunities to learn and develop in their new role. It provides the line manager with opportunities for appraising the new employee's aptitude, knowledge and conduct and assessing their suitability to undertake the new role.

The formal probationary procedure would apply to employees newly appointed to the Trust and where confirmation of employment is subject to the successful completion of the probationary period.

It is essential that this condition of employment is explained to the newly appointed employee both at the time the oral offer of employment is made and when the school issues its letter of appointment immediately following the interview. The probationary condition should also be contained within the Statement of Particulars issued by the Trust's payroll provider.

Duration of Probationary Period

The appointment of every new teaching or support staff employee to the Trust will be subject to a formal probationary period of up to 6 months from date of commencement.

Managers should be mindful of the implications of school holidays on term time only employees which could require the probationary period to be made longer than 6 calendar months where the first 6 months of employment covers a main school holiday. This will also mean an adjustment to the timing of the review meetings and completion of progress reports.

Notice Period during Probationary Period

The notice period during the probationary period, will be one week on either side.

Responsibilities

Senior Management

The Headteacher is responsible for setting performance and conduct standards and ensuring these are communicated to all new employees. The School Leadership Team have a responsibility for ensuring that Line Managers follow the induction and probation procedures.

Line Managers

Line Managers have an obligation to ensure that the induction and probationary procedures are followed. Failure to do so may result in there being a breach of contract. Managers are, therefore, responsible for ensuring that they:

- ensure all 'housekeeping' arrangements are in place for the new employee joining the team, eg IT access;
- deliver the induction and probation/review process effectively and that they ensure the new employee receives all the necessary information to help them adapt to their new role;
- arrange timely formal probation/review period meetings with the new employee;
- assess the new employee's suitability and take appropriate action when there are signs that the new employee is not suited to the role;
- provide constructive and fair feedback through regular 2-way discussions;
- provide additional learning or support when they identify this is needed;
- deal with any concerns in a timely and appropriate manner;
- implement extensions to probation only in exceptional circumstances, with advice from a Senior Manager and the HR Advisory Service;
- complete all necessary paperwork on time for actioning by the Trust's payroll provider and for retention on the employee's personal file;
- ensure the new employee understands that they need to raise any concerns or queries at the earliest opportunity with them or alternatively with an alternative manager.

New Employees

Probation is a trial period during which new employees are responsible for ensuring that they:

- work to their full potential to demonstrate they meet the standards required and prove their suitability for the role;
- are proactive; participate fully; and co-operate at all times;
- use the Staff Handbook as a point of reference and keep useful information or notes within it as appropriate;
- raise any concerns or problems at the earliest opportunity with their Line Manager. Alternatively, they can also speak to a Senior Manager.

Regular Supervision

During the first 6 months, the Line Manager should hold regular one to one supervision sessions with the employee to agree standards and objectives and monitor progress. It is necessary to keep a written record of these discussions which will be used at the formal probationary review meetings.

Formal Probationary Review Meetings

The Line Manager must ensure the formal probationary review meetings are held, as follows:

Schedule of Formal Probation Review Meetings	
Complete 1 st formal review	By the end of Month 1
Complete 2 nd formal review	By the end of Month 3
Complete final formal review	No later than the end of Month 5

Line Managers may hold additional formal review meetings with the employee to review progress at any stage during the 6 month period and use the 2nd formal review form as an interim form.

Possible Outcomes of the Probationary Process

Confirmation in Post

If the Line Manager assesses that the new employee is suitable for the role, they must confirm to the new employee in post at the final formal probation review meeting.

At the meeting, the Line Manager should congratulate the new employee on their success in proving themselves suitable for the role. The Headteacher should confirm the decision in writing, using the template letter for successful completion of probation (Appendix 6).

Concerns about Suitability of a new employee within the 6 month Probationary Period

If the Line Manager has concerns about the new employee's consistent failure to meet the standards required and their suitability for the job, by the end of month 5 of the probationary period at the latest, they must have completed the following steps:

Step 1:

The Line Manager must hold a meeting with the employee to advise them that they are not meeting the standards required of them and that failure to improve may lead to termination of employment.

The Line Manager should:-

- Set targets / objectives for improvement to be achieved by the date of the next review meeting.
- Ensure the employee receives any identified support required to enable the employee to meet the targets/objectives within the agreed timescale.
- Confirm the meeting in writing and complete a second review form (Appendix 2) which must be retained on the employee's personal file.
- hold regular formal review meetings to monitor progress and give feedback.
- keep written records of the meetings held.

Step 2A - Required Standard Achieved

If there has been sufficient improvement during the agreed timescale, which the Line Manager considers demonstrates the employee's suitability and that this is sustainable, by the end of month 5 at the latest, the Line Manager should hold a final review meeting at which the Line Manager should congratulate the new employee on their success in proving themselves suitable for the role.

The Line Manager should complete the Final Review Form (Appendix 3) confirm the decision in writing, using the template letter for successful completion of probation (Appendix 6).

Step 2B - Required Standard not achieved

If, during the next month, the Line Manager has assessed that the required standards are not being met, the Line Manager and the Headteacher must hold a meeting with the employee, by the end of month 5,

at which they must advise the employee that they have been unsuccessful in completing their probationary period and provide the employee with the reasons why they have demonstrated that they are not suitable for the job.

The employee should be given reasonable notice of this meeting and afforded the right of representation at this meeting by either a Trade Union representative or a work colleague.

At the meeting, the Line Manager must explain why they think any extension to the probationary period would not be productive, and why they wish to terminate their employment. It is important that the Headteacher listens to the employee's views and takes into account any mitigating circumstances which may explain why they have not met the required standard.

The meeting should adjourn to allow a decision to be made. When the meeting reconvenes, the Headteacher must inform the employee if it has been decided to dismiss.

The Headteacher must confirm the decision using the final review form ([Appendix 3](#)) together with the template letter ([Appendix 9](#)) for unsuccessful completion of the Probationary Period and termination with the required amount of notice entitlement as set out above. The employee must be given the right of appeal. (Please refer to [Appeals Procedures – Guidance for Schools, Volume 1, Section 2](#)).

Step 2C - Required Standard not achieved / Extension of Probation

If, by the end of month 5 at the latest, there has still not been sufficient improvement, the Line Manager may, in exceptional circumstances (for example, prolonged periods of unavoidable absence), decide that, given a further limited period, the employee will be able to demonstrate their suitability. In this case, the Line Manager may seek to extend the probationary period, by a minimum of 1 month and normally a maximum of 3 months. This can only be done with the agreement of the employee. The Line Manager must complete the 2nd formal review form ([Appendix 2](#)) and confirm the decision using the extension to probationary period template letter ([Appendix 7](#)). The Line Manager must then apply Steps 1 and 2 above. If there are any sickness absences during the extension of the probationary period, the Line Manager should consult with the HR Advisory Service and review the circumstances of the individual case. If one month before the end of the extended period the Line Manager assesses that the employee has demonstrated their suitability and that this is sustainable, the Line Manager should follow Step 2A above. If by one month before the end of the extended period the Line Manager assesses that the employee has not demonstrated their suitability which is sustainable, the Line Manager should follow Step 2B. There must be no further extension to the Probationary Period.

Managers should seek advice from the HR Advisory service to ensure that appropriate, fair and consistent action is taken and that procedure and legislative requirements are met.

Related Policies:

- Capability
- Appeals procedure
- Disciplinary procedure

1ST FORMAL REVIEW MEETING (END OF MONTH 1) – SUPPORT STAFF

This form should be completed (continue on separate sheet if necessary) by the end of month 1. Both the Line Manager and the postholder should meet to discuss progress and both should be fully involved in its completion. Once completed, a copy should be given to the postholder and a copy placed on the employee’s personal file.

Name:	Date of Appointment:
Job Title:	Staff Reference No.
Work Location:	Line Manager:

Is the postholder happy that all the topics within the Induction have been fully covered? Detail any topics which have either not yet been covered or fully understood. Outline the action required and timescales. Have any immediate training or development needs been identified? If so please detail how these will be met?

Is the post holder aware of the Trust’s/school’s procedures in relation to safeguarding and clear about who they should raise any concerns about child protection and safeguarding with?

Detail any issues or concerns that have been raised by the postholder during month 1 of their induction. Detail what action has been / will be taken to address these.

Is any further information required? If so what, how and when will this be achieved?

<i>Can the first month of induction be signed off as completed?</i>	Yes	No
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Is the post holder clear about what their new role entails and how they contribute to the work of the team/department/School or academy? Outline any areas requiring further clarification and how this will be achieved.

Describe the postholder's working relationships with colleagues, Managers and service users/customers (including internal customers from other teams), identifying any positive areas or any areas for improvement. Outline any action required and timescales.

Outline the areas in which the postholder is performing well.

Are there any specific areas for improvement or concern?

Yes

No

If Yes, please provide examples and detail the support which is being put in place to aid improvement.

What are the key objectives for the postholder between now and the completion of their probationary period? How will they be supported to achieve these and how will success be measured?

What training and development has been provided so far? What additional training, development or support is required to deliver the required performance improvements or key objectives above?

Are there any concerns about the postholder's attendance levels (punctuality, reliability or sickness)? If so, outline these and how they are being jointly addressed.

Are there any Health, Safety or Welfare matters? If so, outline these and how they are being jointly addressed.

Are there any equality or diversity matters? If so, outline these and how they are being jointly addressed.

General comments from Line Manager

I confirm that the 1st formal review has been satisfactorily completed and that the 2nd formal review meeting will be held by the end of month 3

OR

I confirm that I have informed the employee where they are not meeting the standards required of them and that failure to improve may lead to termination of employment. I have set targets / objectives for improvement to be achieved by the 2nd formal review meeting will be held by the end of month 3

OR

Formal review only - probationary period not applicable due to previous continuous service

Provisional date for the 2nd formal review meeting agreed as: _____

Signed: _____ Date _____

PRINT NAME: _____

General comments from postholder

Signed: _____ Date _____

PRINT NAME: _____

2ND FORMAL PROBATION REVIEW MEETING (END OF MONTH 3) – SUPPORT STAFF

This is the form which should be used for any review meetings between Month 1 and Month 5.

Both the Line Manager and the employee should meet to discuss progress and both should be fully involved in its completion. Once completed, a copy should be given to the postholder and a copy sent to HR Admin & Payroll to be placed on the employee’s personal file.

Name:	Date of Appointment:
Job Title:	Staff Reference No.
Work Location:	Line Manager:
	Date of 1 st Review:

If the induction topics were not previously signed off, have all outstanding induction topics from the previous review now been fully covered and understood? If not please provide details and agreed actions.

Is the post holder aware of the schools procedures in relation to safeguarding and clear about who they should raise any concerns about child protection and safeguarding with?

Detail any issues or concerns that have been raised by the postholder since their last review. What action has / will be taken to address these and how / when?

Are they positively contributing towards the work of the team/ department / school or academy? Outline any areas requiring further clarification and how this will be achieved.

Outline the areas in which the postholder is performing well and where their strengths lie, including any key achievements.

Are there any specific areas for improvement? If so, outline what these are, the support required to make improvements and how these will be jointly addressed and monitored.

If any key targets or actions were agreed during the last review, what progress has been made against these? If targets remain outstanding, provide reason and how and when these will be achieved.

What are the key objectives or targets between now and the completion of their probationary period? What support is required and how will progress be jointly addressed and monitored?

Is additional training, development or support required to achieve the improvements or key objectives above?

Describe the postholder's working relationships (colleagues / Managers / service users / customers) identifying any positive areas or areas for improvement. Outline any action required and timescales.

Are there any concerns about the postholder's attendance level (punctuality, reliability or sickness)? If so, outline these and how they are being jointly addressed.

Are there any Health, Safety or Welfare matters? If so, outline these and how these are being jointly addressed.

How is the postholder managing their workload and work/life balance?

Does the postholder understand their responsibilities for equalities and diversity? Detail any area where they have demonstrated good practice / areas for increased awareness and how these will be addressed.

Does the postholder feel able to raise any concerns they have, or to challenge harassment, discrimination or other inappropriate behaviour? If not how will this be addressed?

Are there any outstanding issues to address before the postholder is confirmed in post? If yes, outline these and the agreed action and timescales for improvement. How will this be monitored? (Attach a separate action plan if necessary). (Advice should be sought from HR Advisory Service)

General comments or observations from Line Manager

Line Manager to complete:

I confirm that there has been satisfactory progress to date in this post. Provisional date for Final Review meeting (end of Month 5) is: _____

OR

I am unable to confirm that the probationary period has been satisfactorily completed to date. I have identified areas for further improvement and discussed these with the employee: Provisional date for Final Review meeting (end of Month 5) is:

OR

Formal review only - probationary period not applicable due to previous continuous service with SCC

Signed: _____ Date _____

PRINT NAME: _____

General comments or observations from postholder

Signed: _____ Date _____

PRINT NAME: _____

General comments or observations from Senior Line Manager (if applicable)

Signed: _____ Date: _____

PRINT NAME: _____

FINAL FORMAL PROBATION REVIEW MEETING (END OF MONTH 5) – SUPPORT STAFF

This is the form which should be used for the Final Formal Probation Review Meeting held by the end of month 5.

If the Line Manager has concerns about the new employee’s consistent failure to meet the standards required and their suitability for the job, by the end of month 5 of the probationary period at the latest, they must inform the employee where they are not meeting the standards required of them and that failure to improve may lead to termination of employment. The Line Manager should set targets / objectives for improvement to be achieved by the date of the next review meeting. The Line Manager must ensure the employee receives any identified support required to enable the employee to meet the targets/objectives within the agreed timescale.

Both the Line Manager and the employee should meet to discuss progress and both should be fully involved in its completion. Once completed, a copy should be given to the postholder and a copy placed on the employee’s personal file.

Name:	Date of Appointment:
Job Title:	Generic Job Description Assignment No:
Work Location:	Line Manager:
SAP No:	Date of Interim Review:

If the induction topics were not previously signed off, have all outstanding induction topics from the previous review now been fully covered and understood? If not please provide details and agreed actions.

Is the post holder aware of the Trust’s/school’s procedures in relation to safeguarding and clear about who they should raise any concerns about child protection and safeguarding with?

Detail any issues or concerns that have been raised by the postholder since their last review. What action has / will be taken to address these and how / when?

Are they positively contributing towards the work of the team/department/school or academy? Outline any areas requiring further clarification and how this will be achieved.

Outline the areas in which the postholder is performing well and where their strengths lie, including any key achievements.

Are there any specific areas for improvement? If so, outline what these are, the support required to make improvements and how these will be jointly addressed and monitored.

If any key targets or actions were agreed during the last review what progress has been made against these? If targets remain outstanding provide reason and how and when these will be achieved.

What are the key objectives or targets between now and the completion of their probationary period? What support is required and how will progress be jointly addressed and monitored?

Is additional training, development or support required to achieve the improvements or key objectives above?

Describe the postholder's working relationships (colleagues / Managers / service users / customers) identifying any positive areas or areas for improvement. Outline any action required and timescales.

Are there any concerns about the postholder's attendance level (punctuality, reliability or sickness)? If so, outline these and how they are being jointly addressed.

Are there any Health, Safety or Welfare matters? If so, outline these and how these are being jointly addressed.

How is the postholder managing their workload and work/life balance?

Does the postholder understand their responsibilities for equalities and diversity? Detail any area where they have demonstrated good practice / areas for increased awareness and how these will be addressed.

Does the postholder feel able to raise any concerns they have, or to challenge harassment, discrimination or other inappropriate behaviour? If not how will this be addressed?

Are there any outstanding issues to address before the postholder is confirmed in post? If yes, outline these and the agreed action and timescales for improvement. How will this be monitored? (Attach a separate action plan if necessary). (Advice should be sought from HR)

General comments or observations from Line Manager

Line Manager to complete:

I can confirm that the probationary period has been satisfactorily completed and the employee's suitability for the role. I have sent a letter to the employee confirming the successful completion of their probation

OR

I am unable to confirm that the probationary period has been satisfactorily completed. Due to exceptional circumstances I have decided to extend the employee's period of probation for 1/2/3 (delete as applicable) month/s. I will hold regular review meetings with the employee during this time and hold a further final review meeting on date: _____ to confirm if sufficient improvement has been made for me to confirm either the successful completion of their probation or if not, their termination

OR

I am unable to confirm that the required standards have been met by the employee during the probationary period. I have advised the employee that they have been unsuccessful in completing their probationary period and provided them with the reasons why they have demonstrated they are not suitable for the job. I have met with the employee (who was given the option to be accompanied by a HR work colleague or Trade Union representative) and I was accompanied by a Senior Manager and a HR Advisory Officer. The outcome of the meeting was that a decision was made to terminate the employee's employment on date: _____. The employee was informed at the meeting they had the right to appeal against the decision made or a decision was made to extend the employee's period of probation for 1/2/3 (delete as applicable) month/s. I will hold regular review meetings with the employee during this time and hold a further final review meeting on date: _____ to confirm if sufficient improvement has been made for me to confirm either the successful completion of their probation or if not their termination.

OR

Formal review only - probationary period not applicable due to previous continuous service with SCC

Signed: _____ Date _____

PRINT NAME: _____

General comments or observations from postholder

Signed: _____ Date _____

PRINT NAME: _____

General comments or observations from Senior Line Manager (if applicable)

Signed: _____ Date: _____

PRINT NAME: _____

TERM 1 PROBATIONARY REVIEW FOR TEACHING STAFF (based on the National Teacher Standards)

NAME..... START DATE DATE OF REVIEW.....

REVIEWER

To what extent is the new employee meeting the Teaching Standards?
(Please refer to the Teachers Standards 2014 document).

	Satisfactory	Needs additional evidence	Specific improvement needed	STATE EVIDENCE OR IMPROVEMENT NEEDED / SUPPORT TO BE GIVEN	By when
Makes the education of their students their first concern					
Sets high standards in work and conduct					
Acts with honesty and integrity					
Has appropriate subject knowledge					
Appropriately self-critical					
Develops positive professional relationships					
Works with parents in the best interests of the students					
STANDARD					
1.1. Sets high expectations which inspire, motivate and challenge students					
Comments					
1.2. Promotes good progress and outcomes for students					

Comments					
STANDARD	Satisfactory	Need additional evidence	Specific improvement needed→		
1.3. Demonstrates good subject and curriculum knowledge					
Comments					
1.4. Plans and teaches well-structured lessons					
Comments					
1.5. Adapts teaching to respond to the strengths and needs of all students					
Comments					
1.6 . Makes accurate and productive use of assessment					
Comments					
1.7 Manages behaviour effectively to ensure a good and safe learning environment					
Comments					

1.8 Fulfils wider professional responsibilities					
Comments					

Part 2 Personal and Professional Conduct	Satisfactory	Need additional evidence	Specific improvement needed→		
The behaviour and attitudes which set the required standard for conduct.					
2.1. Upholds public trust in the profession and maintains high standards of ethics and behaviour, within and outside school 2.2 Demonstrates a proper and professional regard for the ethos, policies and practice of the school, and maintains high standards in their own attendance and punctuality 2.3 Has an understanding of, and acts within, the statutory frameworks which sets out their professional duties and responsibilities					

ATTENDANCE RECORD					
Sickness absence () days () occasions	Exceeds standard expected	Acceptable standard achieved	Requires improvement to meet standard	Unsatisfactorily	
Other absence () days () occasions					
Attendance					
Overall Assessment:					
Comments:					

RELATIONSHIPS WITH OTHERS						
Comment on relationships with other colleagues/students/parents/governors.		Exceeds standard expected	Acceptable standard achieved	Requires improvement to meet	Unsatisfactorily	Not applicable
Are there any concerns about workplace relationships?						
Relationships with staff and others:	Team/peers					
	Line Manager/other Management					
	The wider school community					
	Develop mutual respect					

Relationships with students:	Understand the needs of others and behave accordingly					
	Gain students' co-operation					
	Balance sympathy and sensitivity with firmness and fairness					
Overall Assessment:						
Comments:						

EMPLOYEE'S COMMENTS
JOINT ACTION PLAN including: which training needs have been identified which would help improve performance?
SIGNATURES

Signed _____
(Line Manager)

Date: _____

Signed _____
(Employee)

Date: _____

Confidential

TERM 2 PROBATIONARY REVIEW FOR TEACHING STAFF (based on the National Teacher Standards)

NAME..... START DATE DATE OF REVIEW.....
REVIEWER

To what extent is the new employee meeting the Teaching Standards?
(Please refer to the Teachers Standards 2014 document).

	Satisfactory	Needs additional evidence	Specific improvement needed	STATE EVIDENCE OR IMPROVEMENT NEEDED / SUPPORT TO BE GIVEN	By when
Makes the education of their students their first concern					
Sets high standards in work and conduct					
Acts with honesty and integrity					
Has appropriate subject knowledge					
Appropriately self-critical					
Develops positive professional relationships					
Works with parents in the best interests of the students					
STANDARD					
1.1. Sets high expectations which inspire, motivate and challenge students					

Comments					
1.2. Promotes good progress and outcomes for students					
Comments					
STANDARD	Satisfactory	Need additional evidence	Specific improvement needed →		
1.3. Demonstrates good subject and curriculum knowledge					
Comments					
1.4. Plans and teaches well-structured lessons					
Comments					
1.5. Adapts teaching to respond to the strengths and needs of all students					
Comments					
1.7 . Makes accurate and productive use of assessment					

Comments					
1.7 Manages behaviour effectively to ensure a good and safe learning environment					
Comments					
1.8 Fulfils wider professional responsibilities					
Comments					

Part 2 Personal and Professional Conduct	Satisfactory	Need additional evidence	Specific improvement needed→		
The behaviour and attitudes which set the required standard for conduct.					
2.1. Upholds public trust in the profession and maintains high standards of ethics and behaviour, within and outside school					
2.4 Demonstrates a proper and professional regard for the ethos, policies and practice of the school, and maintains high standards in their own attendance and punctuality					

2.5 Has an understanding of, and acts within, the statutory frameworks which sets out their professional duties and responsibilities					
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ATTENDANCE RECORD					
Sickness absence (_____) days (_____) occasions	Exceeds standard	Acceptable standard	Requires improvement	Unsatisfactory	
Other absence (_____) days (_____) occasions					
Attendance					

Overall Assessment:
Comments:

RELATIONSHIPS WITH OTHERS					
Comment on relationships with other colleagues/students/parents/governors.	Exceeds standard expected	Acceptable standard	Requires improvement	Unsatisfactory	Not applicable
Are there any concerns about workplace relationships?					
Team/peers					

Relationships with staff and others:	Line Manager/other Management					
	The wider school community					
Relationships with students:	Develop mutual respect					
	Understand the needs of others and behave accordingly					
	Gain students' co-operation					
	Balance sympathy and sensitivity with firmness and fairness					
Overall Assessment:						
Comments:						

Have the objectives identified for the probationary period been met?	YES / NO	If NO, please provide details
Have the training / development needs identified for the probationary period been addressed?	YES / NO	
Summarise the employee's performance and progress over the period		
Is the employee's appointment to be confirmed?		YES / NO

If NO, please provide reasons below and summarise what action has been taken to address any difficulties which have arisen during the probationary period.	
The employee may provide any comments about their experience of the probationary process here.	
Should the employee's probationary period be extended?	YES / NO
If YES, please provide reasons and, where appropriate, specify any areas of improvement required and how these will be monitored.	
Length of the extension (max 3 months):	
New Probation Period completion date:	

PLEASE NOTE: At the final review meeting, the line manager should confirm verbally whether or not the employee has successfully completed their probationary period.

SIGNATURES

Signed _____
(Line Manager)

Date: _____

Signed _____
(Employee)

Date: _____

Head Teacher's comments:

Dear

SUCCESSFUL COMPLETION OF PROBATIONARY PERIOD

Following your Final Formal Probation Review Meeting held at the end of Month 5 on (date), I am writing to confirm that you have successfully completed your probationary period of employment.

(Include and delete one of the following as appropriate in line with SCC terms and conditions unless the school has adopted a different provision in their pay policy).

As your start date was before between 1 April and the 30 September you will receive an incremental increase which will be paid on the 1st April.

OR

As your start date was between 1 October and the 31 March you will receive an incremental increase which will be paid 6 months from the date you started which is (date required).

I would like to take this opportunity to congratulate you and thank you for your contribution during your first 6 months of employment. I hope you will continue to enjoy working in the XX service area / department at XXX school / academy.

Yours sincerely

Name of Line Manager

Dear

CONFIRMATION OF EXTENSION TO PROBATIONARY PERIOD

I write to confirm the outcome of your recent probationary review meeting (5 months). This meeting was held to discuss and review your performance during your probationary period to date. At this meeting you were accompanied by (insert name of trade union representative or workplace colleague). During this meeting I made you aware there are some the on-going concerns in relation to your performance, which are detailed in the enclosed copy of the review form. In summary we agreed the following targets / areas for improvement:

Detail these as required XXXX

To help you successfully achieve these targets the following support was agreed for you:

Detail the support, additional training or development identified XXXXX.

We also acknowledged (*detail any points, concerns or mitigating circumstances raised by the employee*) which I appreciate may be impacting upon your performance at present. *Detail how these issues are being jointly managed and what action has been agreed.*

The outcome of this meeting is that I am currently unable to confirm that you have satisfactorily completed your probationary period. In order to provide you with additional time to demonstrate your suitability for the post and make the required improvements we discussed the option of extending your probationary period. We agreed an extension period of 1/2/3 (delete as applicable) month(s) to take effect from X. To indicate your acceptance of the extension period, please could you sign the note at the foot of this letter and return one copy to me. The other copy is for you to keep.

It is important for you to understand that you will be expected to demonstrate your suitability for the post during this extension. If you fail to achieve the standards required as set out above / in the enclosed probationary review form / improvement plan we will unfortunately be unable to confirm you in post and your employment will be terminated. Should this be the case you will be entitled to 1 weeks' notice.

As agreed I will hold weekly informal review meetings with you to monitor your progress. Your final formal probationary review meeting will be held on X and to ensure you feel supported you can be accompanied by your Trade Union Representative or a workplace colleague of your choice, if you so wish.

I hope the support mechanisms I have put in place will lead to the successful completion of your probationary period. I am also pleased to note your intention and commitment to achieve the required standards. I appreciate that this is an anxious time for you and wish to reassure you that we will support you where possible to make the required improvements. Meanwhile, if you have any concerns or queries, please don't hesitate to contact me. *If you require any additional support then you may find Care First Counselling useful. They can be contacted on 0800 174319. (only include if school / academy purchases Care First)*

Yours sincerely

Line Manager

Dear

SUCCESSFUL COMPLETION OF PROBATIONARY PERIOD (FOLLOWING EXTENSION)

Following your Final Formal Probation Review Meeting held at the end of Month 5 when I informed you that you were not meeting the standards required, I am pleased to inform you that since then you have sufficiently improved. Therefore, I can confirm you have successfully completed your probationary period of employment.

(Include and delete one of the following as appropriate in line with SCC terms and conditions unless the school has adopted a different provision in their pay policy).

As your start date was before between 1 April and the 30 September you will receive an incremental increase which will be paid on the 1st April.

OR

As your start date was between 1 October and the 31 March you will receive an incremental increase which will be paid 6 months from the date you started which is (date required).

I would like to take this opportunity to congratulate you and thank you for your contribution during your first 6 months of employment. I hope you will continue to enjoy working in the XX service area / department.

Yours sincerely

Name of Line Manager

Dear

NOTIFICATION OF UNSUCCESSFUL COMPLETION OF PROBATIONARY PERIOD & TERMINATION OF EMPLOYMENT

I am writing to confirm the outcome of your final / extended final probationary review meeting, which was held on (date of meeting) with myself and (Headteacher and names of any others present). You were accompanied by (name of trade union representative or work colleague if applicable). During this meeting we discussed your overall performance during your probationary / extended probationary period and whether you had made the required improvements to satisfactorily achieve the targets agreed with you at your 2nd / final probationary review meeting. Please find enclosed a copy of the final review form for your information.

After careful consideration of all the facts presented the decision was made that you had unfortunately not been successful in completing your probationary period for the reasons detailed below:

Detail each target / improvement area previously agreed and how the employee has performed against these.

The decision was therefore made to terminate your employment with effect from (date).

You are entitled to receive 1 weeks' notice.

You will not be required to work during this period and you will be paid in lieu of notice (delete if applicable).

Your final salary will also include any other payment due to you including any accrued holiday payments. These monies will be paid direct into your bank account and a final payslip and P45 will be sent to your home address.

You have the right of appeal against this decision by writing, stating the reason for your appeal, to XXX within 10 working days of receiving this letter.

Yours sincerely

Head Teacher

.....

Please sign the enclosed copy of this letter to confirm its receipt and your understanding of its contents and return to me.

I confirm that I have received and understood the contents of this letter.

Signed: Date:.....

Dear

INVITE TO FINAL / EXTENDED FINAL PROBATIONARY REVIEW MEETING

Following your 2nd / final probationary review meeting at which your on-going progress during your *probationary review period* was discussed, I would now like to invite you to attend a final / extended final formal review meeting on (date). Present at the meeting will be myself and (Headteacher).

The purpose of the meeting is to discuss how you have progressed against the *objectives / targets / agreed action plan XXXXXX (detail specifics as required)* and discuss what action may be required.

As this will be your final review meeting, you need to be aware that confirmation of your employment is subject to you demonstrating that you have attained and can sustain the required *improvements / objectives / targets / actions (detail specifics as required)*. Therefore, if it is felt that you have not achieved the *required standards / performance improvements* during your formal probationary period, this may result in the termination of your employment contract.

In order that you feel supported during this meeting you are entitled to be accompanied by either your trade union representative or a work place colleague or your choice.

If you are unable to attend I would appreciate it if you could let me know as soon as possible so that an alternative date can be arranged. In the meantime, if you have any questions or concerns, please don't hesitate to contact me.

Yours sincerely

Line Manager