

NQT application form guidance for the 2020 NQT Pool Database for the Royal Borough of Kensington and Chelsea, and Westminster City Council

Applications to the Primary NQT Pool Database 2020 must be submitted by **Monday 24th February 2020 by 5pm**. Applications received after this time will not be considered in the first and main round of recruitment. Applications received after the closing date may be considered in further recruitment rounds according to demand from schools, and applicants will be advised if their details are shared with schools.

Candidates will be shortlisted by the NQT Team within the Education Service which serves both local authorities, Kensington and Chelsea, and Westminster. Successfully shortlisted candidates will receive confirmation of their acceptance to the pool, and their details will be made available to all primary schools within both boroughs seeking to appoint NQTs for September 2020.

Unsuccessful candidates **will** be notified by 2 March 2020 if they have not been accepted to the pool, but unfortunately it will not be possible to provide individual feedback due to the high numbers of applications received.

Candidates who meet the selection criteria and are accepted to the pool are not guaranteed a teaching post, but it will provide good access to NQT teaching positions across both authorities. As posts become available, Primary Headteachers will consult the NQT Pool Database, and contact candidates directly with a view to inviting them for interview for a first teaching post in their school. Schools will then apply their usual recruitment process which will generally include an invitation to visit the school, teaching of a lesson, and a formal interview. All offers of employment are subject to satisfactory references, DBS clearance and other relevant employment checks.

To ensure that your application accurately reflects your skills, qualities and professional knowledge, and you meet the requirements for your application to be shortlisted, ***please read these guidance notes thoroughly before completing your application.***

Important: You must be about to complete a Department for Education recognised course leading to the award of Qualified Teacher Status (QTS) and be able to demonstrate the ability to meet the criteria used for this application.

Read the guidance notes below, along with the selection criteria included in the application form before you begin to draft your personal statement.

Completing your application

- Before filling in your form, read it through carefully noting where on the form information is requested. **Please do not password protect** your application form as the recruitment monitoring information in the final section needs to be removed from your application before shortlisting and being made available for schools' consideration (so that it cannot influence the decision making process).
- Complete a rough draft of the application- you might find it useful to print a copy to check your spacing. Check grammar and spellings carefully – poor grammar and misspellings reflect badly on an applicant and will likely result in the application being rejected. Do not rely solely on spell-check. It is recommended that you get someone else to read through your application as a final check to ensure it makes sense and that spelling and grammar is accurate.
- Read through the rough draft, ensuring that the information is easy to read, in date order (if appropriate) and complete. Work experience should include teaching practices and any other relevant work experience with children and young people.
- This application form is all the information we have about you as a candidate. It is vital that you give as much accurate and relevant information as possible.

Addressing all the criteria

Your personal supporting statement provides the opportunity to show your potential to become a good teaching practitioner. **Please keep your personal statement to a maximum of 2 sides of A4 and take into consideration the following:**

- Section 10 of the application form, the personal or supporting statement, is where you “market” yourself to schools and to the borough. You should address **all** the selection criteria; this may be best achieved by addressing each of the criteria, in turn, with subheadings. Please give specific examples of experiences or achievements. Use examples from your teaching practice experiences to demonstrate your ability to meet the criteria.
- Be reflective and analytical. It is understood that in many cases you will only be half way through your Initial Teacher Training. However, schools will want to see that you have a good grasp of the basics, a clear idea of how you will build on the Teacher Standards, that you have initiative, are self-reflective and can demonstrate an ability to work effectively with others.
- In this section you can highlight the skills and attributes that make you stand out - for example, can you play a musical instrument or coach a sport? You can add any certificates or qualifications in section 9, Other training and qualifications.
- Keep personal details up to date and if referees or your contact details change, email nqtadmin@rbkc.gov.uk to advise. Please ensure one reference is from the Headteacher of your placement school.
- One application only will be accepted, so do ensure that the application you submit is a high quality one. You may wish to delay submission until nearer to the closing date so that you have had enough time to work on it.

Finally

Read through your application and the selection criteria:

- Have you addressed every point?
- Have you shown that you are a professional, confident and personable teacher?
- Do you sound positive about and interested in working in a school in the local authority/ies you have specified?

Submitting your application form to the database

Email your completed application to nqtadmin@rbkc.gov.uk. You will receive an email to confirm that your application form has been received. If at any stage you are no longer available to be considered for a first appointment, please email as above to advise.

The Education Service representing both authorities will not retain application forms after September 2019. Applications held by the Service will thereafter be destroyed. Schools will retain applications of those successfully appointed to an NQT post.

Thank you for expressing interest in a First Teaching Appointment within one or both our Local Authority areas, the Royal Borough of Kensington and Chelsea and Westminster City Council. We look forward to receiving your application.