

## Frequently asked questions from beginning teachers

### What is the starting salary?

A starting salary of £30,480 (based on M1 salary from 1 September 2019 inner London pay scale), subject to annual pay review.

### Where can I get more information about schools in Kensington and Chelsea or Westminster?

Information about the schools and teaching jobs in the two boroughs can be found on the individual Council website. All maintained schools are listed with their contact details, in the schools section on the council website at: [www.rbkc.gov.uk](http://www.rbkc.gov.uk) and [www.westminster.gov.uk](http://www.westminster.gov.uk)

All schools have websites, which will provide more detailed information about their characteristics. Web addresses should be listed in the schools' contact lists found on the councils' websites. Another useful source of information is: [www.ofsted.gov.uk](http://www.ofsted.gov.uk), which will provide the most recent Ofsted inspection reports.

### What housing assistance do you provide?

Interest free rental deposit loans may be available upon appointment, to be agreed with the employing school. Shared ownership and affordable rental opportunities through our local housing advisory service for key workers; WCC Housing Options <https://www.westminster.gov.uk/housing-options-westminster#housing-options-for-key-workers>

or

<https://www.rbkc.gov.uk/housing/social-housing/other-housing-options/intermediate-housing>

### How do I apply for a first appointment?

Primary & Early Years applicants can apply to our central pool-database from 1<sup>st</sup> December and closes on **24<sup>th</sup> February 2020**. Email [nqtadmin@rbkc.gov.uk](mailto:nqtadmin@rbkc.gov.uk) for more information. Or, apply direct to advertised positions, which can be found via links on the council website at: [www.rbkc.gov.uk/nqts/howtoapply](http://www.rbkc.gov.uk/nqts/howtoapply) or [www.westminster.gov.uk](http://www.westminster.gov.uk) via schools' own websites, or in the Times Educational Supplement, or at: [www.tes.co.uk](http://www.tes.co.uk)

### What support is offered to NQTs?

Every NQT is entitled to a reduced teaching timetable. This 10% non-contact time is dedicated time for professional development, and is in addition to 10% planning, preparation and assessment time which should be available to all teaching staff. All NQTs will have a designated in-school induction tutor to meet with on a regular basis to discuss progress and development needs.

There is a welcome event held for newly appointed NQTs in September, providing an opportunity to meet other new colleagues, Local Authority advisers and others to learn

about what the induction year will entail, and what practical and professional support is available for new teachers in both of the boroughs.

A comprehensive high quality LA NQT Primary and Early Years induction programme facilitated by leading teacher practitioners and specialists, designed to complement in-school induction programmes. Secondary schools often have their own programmes, and there are local Teaching School Alliances which offer NQT networking and CPD sessions to secondary NQTs across both boroughs.

### **What are the schools like?**

The two boroughs are small but densely populated, the local communities that our schools serve are culturally and socio-economically diverse.

A significant number of children have a SEN or have English as an additional language (EAL), but despite this challenging profile, achievement is high. Approximately 50% RBKC and 60% WCC of our school population is bi-lingual, and continue to need support after they have moved on from the beginner phase, to ensure that they are not under-represented at the higher levels of attainment. Approximately a **quarter** of primary aged, children are beginners in English.

### **Local contextual data**

Key stage outcomes in our schools are among the highest in the country. 100% (RBKC) and 93% (WCC) of our schools have received either a '*good*' or '*outstanding*' judgement from Ofsted (Summer 2019) compared with 85% nationally 2018/19 (two terms).

### **Reception**

Good level of development: RBKC 70%, WCC 71%, National 72%

### **Key Stage 2**

Reaching expected standards in reading, writing and maths – RBKC 77%, WCC 71%, National 65%

### **SEN (2018):**

48% of the SEN support cohort in RBKC and 38% of the cohort in WCC achieved the expected standards in reading, writing and mathematics; well above the national average of 25% and the Inner London average of 36%.

### **Further information.....**

If you have any queries about becoming an NQT in a school in either of our two boroughs, then please contact [nqtadmin@rbkc.gov.uk](mailto:nqtadmin@rbkc.gov.uk).

If you would like to watch a short 10 min film featuring some of our dedicated school colleagues, early career teachers and children from our schools to give you more of a feel for what it is like to teach in Westminster and Kensington and Chelsea go to:

<https://www.rbkc.gov.uk/jobs/teaching/teacher-recruitment>