



Introduction

Welcome to the Summer Term 2021! I hope you had a well-deserved break over the Easter holidays after another challenging term.

I am sure that we are all hoping that we are reaching a stage in the pandemic when we will see life returning to something a bit more like normal.

No doubt there will be pandemic related challenges ahead of us, and we are here to support you with the associated workforce issues. We can anticipate that we are likely to see an increase in the number of Long Covid cases, and it is important that schools apply a consistent approach to managing these cases. Your HR Consultant is always available to support you with any questions you may have.

Changes have been introduced to IR35 (HMRC legislation that affects the engagement of contractors), and these will have an impact on the engagement of agency staff. There is more information about this in the item in our newsletter.

The last year has inevitably put pressures on mental health, and we know how hard schools have worked to support the wellbeing of pupils and staff. The importance of this is being recognised by Ofsted, and we can expect that it will be a theme in future inspections.

At a national level there is a refresh of the professional development framework with the introduction of a 2 year induction for new teachers (the Early Career Framework), and a new suite of professional qualifications for middle and senior leaders.

Following the success of our zoom recruitment fair last term, we are repeating it on May 24th. Please can you contribute to the success by sharing the flyer at the end of the newsletter and posting it on your website. There are details about how you can take part in the recruitment fair in the newsletter.

Finally, there has been a further extension to the period of time during which temporary adjustments for right to work checks will remain in place. In April we were advised that these arrangements would cease on 17th May, but it has now been decided that they will remain in place until 21st June. See <https://www.gov.uk/guidance/coronavirus-covid-19-right-to-work-checks#history> for more information. Given the current uncertainty surrounding 21st June, schools should be aware that we may see further changes to this timeline. There is more information and a link to the website below.

We look forward to working with you over the coming term, and please contact us with any workforce related queries. We are here to support you.

The Schools HR team

(Please note this is the second version of the newsletter to reflect changes to the anticipated end date for temporary adjustments to right to work checks)

End of temporary changes to right to work checks

(updated information in v2 of newsletter, May 2021)

At the end of March 2020, the Home Office introduced temporary Covid 19 adjusted right to work measures. These allowed employers to:

- Carry out checks over video calls
- job applicants and existing workers could send scanned documents or a photo of documents for checks using email or a mobile app, rather than sending originals
- employers were advised to use the Employer Checking Service if a prospective or existing employee cannot provide any of the accepted documents

In April 2021 it was announced that these measures would remain in place until the end of 16 May. It has now been announced that these measures will remain in place until the end of 20 June, although schools will be aware of the current government messaging about the review of lockdown easing proposed for 21 June.

We currently anticipate that from 21 June 2021, employers must

- check the applicant's original documents, or
- check the applicant's right to work online (although this is only possible if they've given you their share code)

You do not need to carry out retrospective checks on those who had a COVID-19 adjusted check between 30 March 2020 and 20 June 2021 (inclusive) which is the period of time during which the adjusted checks have been in place.

You will maintain a defence against a civil penalty if the check you have undertaken during this period was done in the prescribed manner or as set out in the COVID-19 adjusted checks guidance.

For more information see <https://www.gov.uk/guidance/coronavirus-covid-19-right-to-work-checks#history>

At the time of writing the guidance for schools from the DfE had not been updated, but it is likely that sector specific advice for schools will be provided in due course.

Contractors: IR35

HMRC has a series of rules (known as IR35) which make sure that workers, who would have been an employee if they were providing their services directly to the client, pay broadly the same Income Tax and National Insurance contributions as employees.

You may recall that in 2017 the government introduced reforms to IR35 legislation regarding the taxation of contractors who are not paid via payroll for the public sector only. This meant that where your school engaged an individual (contractor) you were required to complete the on-line IR35 tool and assess their employment status. If the contractor was a 'deemed employee'* they would be added to the payroll, and their invoice paid net of tax and national insurance. It was for the public sector organisation to determine the employment status. This includes staff engaged

via agencies. For deemed employees, the organisation is also required to pay employer national insurance and the apprenticeship levy for all deemed employees.

In April 2021, this legislation has been extended to include the private sector as well. Schools will already be used to dealing with this issue, however, as part of the new legislation, there are some changes that will also apply to the public sector, most notably:

- although previously you may have shared your employment status assessment with the contractor, there is now a requirement to do so. The assessment, known as a 'Status Determination Assessment' should provide sufficient detail for the contractor to understand the rationale for the decision. You must tell the worker (and the agency, or other organisation, where applicable) you contract with, your determination. You need to do this whether your determination shows that the off-payroll working rules will apply or not.
- although previously you may have discussed the assessment with a view to reaching resolution there is now a requirement to allow a contractor to disagree with your decision (and they can disagree with your determination until the last payment for services is made. Where a disagreement is lodged, you have to respond within 45 days).
- there are changes to liability provisions which could potentially result in the engaging organisation being responsible for the contractor's tax and national insurance.

Organisations are free to determine how they will assess employment status, although a tool (the online IR35 tool, link below) has been provided by the government, and provided questions have been answered truthfully, this will reduce the risk of liability claims. It is important that you keep a record of any determinations that you make.

The next SBM meeting will include a session on this.

More information can be found at – <https://www.gov.uk/guidance/april-2020-changes-to-off-payroll-working-for-intermediaries#history> and <https://www.gov.uk/guidance/off-payroll-working-in-the-public-sector-reform-of-intermediaries-legislation>. The employment status indicator tool can be found at <https://www.gov.uk/guidance/check-employment-status-for-tax>.

*Deemed employee is a status that applies to those who have the tax status of employees, but not the employment status of employees (and note in employment law there is a distinction between an employee and a worker – this distinction does not exist in tax law).

Employment of EU nationals (including nationals from EEA and Switzerland)

New immigration legislation for the employment of EU nationals came into effect on 1 January 2021, and all EU nationals arriving in the UK from that date must qualify for the right to work under the new immigration system, for example under the skilled worker route.

However, those who had arrived to work in the UK up to 31 December 2020 were given until 30 June 2021 to apply for settled or pre-settled status. Until 30 June, EU nationals can continue to prove their right to work in the UK using their passport or national ID card.

Employers have been put in the difficult position of not being expected to differentiate between individuals who arrived before the end of transition period on 31 December 2020 and those arriving after that date.

Until 1 July 2021, European Economic Area (EEA) and Swiss national job applicants can continue to prove their right to work with their passport or national identity card. However, there is a risk for an employer in relying on this, where it knows or has reasonable cause to believe that the individual arrived in the UK after 31 December 2020.

Carrying out a compliant right to work check provides the employer with a defence, or "statutory excuse", against liability for employing a worker illegally. However, an employer will not have a statutory excuse if it knows, or has reasonable cause to believe, that an EEA or Swiss national arrived in the UK after 31 December 2020, and does not have the right to work in the UK.

While the guidance states clearly that employers are not expected to differentiate between individuals based on when they arrived in the UK, it does not address how an employer can protect itself from liability for employing a worker illegally when it has reason to believe they arrived after 31 December 2020.

From 1 July 2021 this situation will change and schools will be able to ask new employees to evidence their EU Settlement Scheme Status. Those who do not have that status will have to demonstrate the right to work under the immigration system.

Barred list checks

From the 1st April 2021, standalone checks of the children's barred list will be administered by the Teaching Regulation Agency (TRA) on behalf of the DfE. This means that standalone barred list checks can no longer be obtained from TP Online or from the various umbrella bodies and supply agencies who currently sell these checks.

Schools continue to need to ensure that they see the original (paper) DBS certificate for all new appointments in regulated activity with children. A digital certificate or letter of clearance is not acceptable.

The Teaching Regulation Agency website is here: <https://teacherservices.education.gov.uk/>

If you have any questions about these changes, you can contact the DfE at tponline.replacement@education.gov.uk; or if you have any questions about the replacement service contact access to the: Employer.Access@education.gov.uk

Continuity of service

Based on queries that we have been receiving, we thought it would be useful to touch base about continuity of service as it has different implications in different types of situation. As most payroll systems only allow for one continuity of service date, this can mean that staff do not necessarily receive their entitlements unless each situation is considered separately.

The date of appointment at your school may be the first time you have had a contractual relationship with someone, but

- In Community schools, if the person has previously been employed by either Croydon Council or another Croydon Community school, for the purposes of unfair dismissal, their previous service will Croydon will count towards the 2 year period during which the unfair dismissal legislation does not apply.
- If you have a redundancy situation, then continuous service with other employers on the Redundancy Modification Order (which includes all Local Authorities, all publically funded schools and academies, along with certain other organisations) should be used to calculate redundancy entitlements.

i. Support Staff

When appointing new members of support staff it is continuous service on the Redundancy Modification Order that is used to calculate annual leave entitlement and sickness entitlement.

In Community schools, it is length of service with Croydon Council that is used to determine maternity and paternity leave and pay entitlements.

ii. Teachers

Teachers' entitlement to sick pay is based on their aggregate service as a teacher i.e. it does not have to be continuous.

Maternity leave is based on continuous service under the Redundancy Modification Order.

Paternity leave is based on continuous service with the current employer.

Teaching School Hubs (TSHs)

i. Background and purpose of the TSHs

The DfE's Recruitment and Retention strategy, published in January 2019, committed to improving support for teachers, ensuring that they received high quality training and development at every stage of their career – from Initial Teacher Training (ITT) through to leadership qualifications. Central to this programme are the ITT Core Content and Early Career Framework (ECF), which sets out an entitlement to new, evidence-based support and training over the first three years of a teacher's career, as well as support for their mentors. To accompany this there is a reformed suite of National Professional Qualifications (NPQs).

At the heart of the new system will be teaching school hubs (TSH). The concentrated focus for TSHs on teacher training and development will see a return to the original vision behind teaching schools, recognising teacher and leader development as the most important form of school improvement.

ii. The TSHs

The DfE has recently announced the organisations that have been approved as TSHs. The project has created a network of 87 centres of excellence for teaching development, which will be responsible for delivering numerous training programmes, such as ITT, the ECF, the specialist NPQs and induction for Newly Qualified Teachers (NQTs). This programme replaces the previous network of around 750 teaching schools, which will end in August 2021.

TSHs are expected to start delivering their services from September 2021. They will be funded for a period of three years, as long as some essential requirements, including certified progress against key performance indicators, are met. TSHs will be accessible to every school in the country.

Each hub will have its own defined geographical area and must serve all schools within it, although this will not prevent hubs from working with schools outside their area. Similarly, schools will be free to choose which TSH to engage with: though it is expected that this will in most cases be the local TSH. However it is also appreciated that existing strong partnerships will mean some schools electing to work with a TSH with whom they have existing strong relationships.

Croydon’s TSH:

TS Name/lead school	Trust Name	TSH Area	RSC Area
Harris City Academy Crystal Palace	Harris Federation	SESL13 – Croydon, Epsom and Ewell, Sutton	South East and South London SESL

Other Local TSH’s

TS Name/lead school	Trust Name	TSH Area	RSC Area
Chesterton Primary School	Wandle Learning Trust	SESL10 – Kingston upon Thames, Merton, Richmond upon Thames, Wandsworth	South East and South London SESL
Pickhurst Infant Academy	Nexus Education Schools Trust (NEST)	SESL9 – Bexley, Bromley, Greenwich	South East and South London SESL

iii. Priorities

The TSHs are expected to focus on the order of priorities as listed in the original bid, i.e.:

- The new early career framework (ECF)
- The new specialist national professional qualifications (NPQ)
- Leadership NPQs (leadership NPQs)
- New ITT core content framework (school-based Initial Teacher Training - ITT)
- Appropriate Body (AB) – (quality assurance role)

Currently the emphasis is focusing on the ECF and how it affects NQTs' induction (renamed as Early Career Teachers – ECTs).

Statutory Induction – The Early Career Framework

Following a pilot, from September 2021, there are going to be substantial changes to the induction period for new teachers.

There is an underpinning Early Career Framework (ECF) which provides the backdrop for a training and support programme for new teachers who will no longer be known as Newly Qualified Teachers and now be called Early Career Teachers (ECT).

The information below summarises current understanding, but there are still questions that have been raised with the DfE that have not yet been resolved. Please contact Christine Lonsdale – christine.lonsdale@croydon.gov.uk if you have any questions.

i. Key changes to Statutory Induction

The main changes are:

- The extension of the induction period from 1 school year to 2 school years (with a 10% reduction in timetabled teaching in year 1, and a 5% reduction in year 2 – both in addition to the standard 10% PPA time).
- ABs will have a role in checking that ECTs are receiving a programme of support and training based on the ECF. This will be alongside their current role ensuring that new teachers receive their statutory entitlements and are fairly and consistently assessed. Local Authorities will continue to be able to act as an Appropriate Body.
- The introduction of the role of a mentor for each ECT in addition to an induction tutor. The mentor's role will focus on coaching, while the induction tutor's role will focus on observation. The support from both the mentor and the induction tutor will continue throughout the 2 year induction period.

ii. Funding for national roll-out

All state funded schools offering statutory induction will receive additional funding to deliver the ECF reforms which will cover:

- 5% off timetable in the second year of induction for all ECTs to undertake induction activities including training and mentoring.
- Funding for mentors to spend with ECTs in the second year of induction – this is based on 20 hours of mentoring across the academic year.

Funding (year 2)	Outer London Area
Rounded cost per ECT	£1,400
Rounded cost per mentor	£1,100
Total	£2,500

iv. The Early Career Framework

Schools will be able to access support as they implement the Early Career Framework (ECF). The new TSHs (plus others) will be working as delivery partners with national providers to ensure all ECTs, and their mentors and schools, access and benefit from the ECF programme. On 1 March 2021, the DfE announced the following ECF national providers: *Ambition Institute, Best Practice Network, Capita with University of Birmingham, Education Development Trust, Teach First, and University College London's Institute of Education*. TSHs will be required to select an ECF National Provider to work with as a delivery partner and will have a target to promote this national provider's programme and recruit a number of schools/ECTs. The Teaching School Council is keen to encourage headteachers not to rush into an individual relationship with a national provider, before TSHs have communicated who they will be working with. However, schools will have the option to make independent arrangements if they choose.

Schools will be able to choose from three approaches to deliver an ECF-based induction to their ECTs:

a. Full induction programme – a funded provider led programme

Schools can choose to work with one of the 6 national providers accredited by the DfE who will design and deliver a programme of face-to-face and online training to ECTs and their mentors. This programme is funded by the DfE with national providers being paid directly. There will be additional funding for schools for the time mentors will spend on the provider led mentor training. This will consist of 36 hours of backfill time over two years per mentor. Funding for this programme is in addition to the funding above related to time off timetable for ECTs and their mentors.

b. Core induction programme

Schools use freely available DfE accredited materials, which includes ready to use materials and resources for new teachers and mentors, to deliver their own early career teacher and mentor support. These materials have been accredited by the DfE and quality assured by the Education Endowment Foundation.

c. School-based programme

Schools design and deliver their own two year induction programme based on the ECF.

v. Support to schools as they prepare to implement changes

There is considerable change this year, and we are running sessions which aim to give clarity on the new reforms taking place in September 2021, enabling appointed induction manager, tutors and mentors to understand their responsibilities and the changes that are taking place.

The sessions will cover the understanding and comprehension of:

- Roles and responsibilities
- How schools should be preparing for the 1 September 2021 national roll out
- The Early Career Framework (ECF)
- Changes to the statutory guidance

The sessions are suitable for those teachers who are covering the role of ECT induction managers/tutors/mentors or other senior leaders.

Date: Monday, 10 May 2021 (9.30am to 10.30am), via Teams. Non-chargeable.
Please book using course reference: **NQT-IN-0521-T002**

or

Date: Thursday, 13 May 2021 (4pm to 6pm), via Teams. Non-chargeable.
Please book using course reference: **NQT-IN-0521-T003**

Please note that you do not need to attend both.

National Professional Qualifications

The current national professional qualifications for senior and middle leadership in schools are being reformed with a new suite of qualifications being introduced in September 2021.

The reformed suite of NPQs is designed to offer the best possible support to teachers and leaders wanting to expand their knowledge and develop their skills, helping them to become more effective teachers and leaders inside and outside the classroom.

An information sheet about the qualifications can be found at the end of the newsletter.

Wellbeing/workload

Throughout the pandemic schools have been focused on the wellbeing and needs of their pupils, and taking a similar approach with their staff.

The importance of staff wellbeing and workload was recognised in the Ofsted framework 2019, and we anticipate that how schools have kept wellbeing at the centre of the changes that have been necessary over the past year will be of interest to Ofsted. It is likely that your Covid risk assessments and how staff were involved in them will be an area that Ofsted will want to consider.

Headrest

Former headteachers, Ros McMullen and Andrew Morrish are the co-founders of a new, free wellbeing service for headteachers.

Headrest offers a free daily wellbeing telephone support service for headteachers and CEOs. As experienced ex-heads themselves, they understand how challenging the role can be and provide a sympathetic and confidential listening ear at the end of the phone.

The service is available to talk every Monday - Thursday from 7pm - 8pm. At all other times, we'll try and get back to you as soon as we can. You can also call free on 0800 862 0110 and leave a message.

For more information visit the website here: <https://www.headrestuk.co.uk/>

HR training

Please contact us if you feel you would benefit from having some bespoke HR training either for your senior leaders or for your whole staff group.

We will be running on line accredited **Safer Recruitment** training the mornings of 13 and 20 May. To complete the course, you must attend both sessions. Places can be booked at <https://www.octavopartnership.org/courses/safeguarding-safer-recruitment-136932/>

At least one member of every recruitment panel should have received Safer Recruitment training and this is a statutory requirement for maintained schools.

As highlighted above, we are also running sessions about the new **statutory induction framework**. The sessions are suitable for those teachers who are covering the role of ECT induction managers/tutors/mentors or other senior leaders.

Date: Monday, 10 May 2021 (9.30am to 10.30am), via Teams. Non-chargeable.
Please book using course reference: **NQT-IN-0521-T002**

or

Date: Thursday, 13 May 2021 (4pm to 6pm), via Teams. Non-chargeable.
Please book using course reference: **NQT-IN-0521-T003**

On line recruitment event

The Croydon Headteachers' Association would like to invite Croydon schools to participate in their **online** teacher recruitment fair scheduled for **Monday, 24 May 2021**. The flyer is attached and we would ask that you post this on your website and distribute to teachers enquiring about vacancies

Previous years events have proved very successful, with a large number of potential candidates attending, raising the profile of teaching in Croydon schools.

The offer includes the following:

- Dedicated 'room' at the event in May;
- Marketing of Croydon as a place to teach at selected universities.

The cost is **£128** per room.

To purchase, please log into the Octavo portal www.octavopartnership.org - (HR-Recruitment).

Any questions or feedback, please do not hesitate to email or call Christine Lonsdale on christine.lonsdale@croydon.gov.uk or phone number 0792 0657797.

£95K exit payment cap

You may recall that in November 2020, the Government introduced a £95K on exit payments for the public sector (and pension strain costs associated with redundancies were included in that cap). In February of this year, the cap was removed on the basis that it was having consequences that had not been foreseen by the Government. It is therefore no longer in place, although we have been told that there may be further changes in this area in the future.

Statutory rates of pay

The annual review of statutory rates of pay (e.g. redundancy, maternity, paternity) came into effect in April. The relevant section of the HR handbook (Chapter 27) has been updated on the Octavo website.

HR Contact Details

Advice Line: 020 8241 5483 hrrservices@octavopartnership.org

Cathy Brearley – Head of HR - catherine.brearley@croydon.gov.uk
Mobile: 07920657772

Mark Langston – HR Consultant - mark.langston2@croydon.gov.uk
Mobile: 07920657754

Gordon Mackenzie – HR Consultant - gordon.mackenzie@croydon.gov.uk
Mobile: 07920657757

Fiona Evans – HR Consultant – fiona.evans@croydon.gov.uk
Mobile: 07920657755

Christine Lonsdale – Recruitment and Development Consultant –
christine.lonsdale@croydon.gov.uk Mobile: 07920657797

David Wiggs – HR & Finance Service Centre Support Officer - croydonschools@croydon.gov.uk
or david.wiggs@croydon.gov.uk 020 8604 7251

Recruitment Queries:

Teach in Croydon website: www.croydoneducationjobs.org.

Adverts on Croydon Council website: 020 8667 8337; vacancies@croydon.gov.uk

DBS Queries: 020 8667 8337; schoolsdbcs@croydon.gov.uk

Occupational Health: Ritika Singh - Ritika.Singh@croydon.gov.uk

Teachers Pensions: Vicki Langston – 020 8604 7190; Julia McDougall – 0208 604 7383;
teacherspensionsteam@croydon.gov.uk

Local Government Pension Scheme: 020 8760 5768 x 62892; pensions@croydon.gov.uk

Liberata Payroll

Technical support: LiberataSchoolsTechnicalSupport@liberata.com

Team:

Richard Heywood - 0208 603 3340

Mary Rides - 0208 603 3343

Ann Smith – 0208 603 3352

Nandish Sheth 020 8603 3335

Camila Politanski 020 8603 3407

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National Professional Qualifications Announcement

The Department of Education (DfE) will be introducing a reformed suite of National Professional Qualifications (NPQs) from September 2021.

The three existing NPQs in [Senior Leadership](#), [Headship](#) and [Executive Leadership](#) have been refreshed, ensuring that they are underpinned by the latest evidence of what works. The existing Middle Leadership NPQ has also been replaced with three new specialist NPQs to best address the broad range of responsibilities of current and aspiring middle leaders. These specialist areas cover:

- [National Professional Qualification for Leading Teacher Development](#): Supporting the training and development of others, including early career teachers.
- [National Professional Qualification for Leading Teaching](#): Developing teachers who are subject leads or responsible for improving teaching practice in a subject or phase.
- [National Professional Qualification for Leading Behaviour and Culture](#): Developing teachers who have responsibilities for leading behaviour and culture.

The reformed suite of NPQs is designed to offer the best possible support to teachers and leaders wanting to expand their knowledge and develop their skills, helping them to become more effective teachers and leaders inside and outside the classroom.

The frameworks have been developed in consultation with an expert advisory group with specialists from across the education system, including members of the LGA National Schools Workforce Sounding Board and clearly sets out the content that participants should know and be able to do after completing an NPQ. Providers of NPQs will use these frameworks to design their courses.

In March, the DfE announced the lead providers for the reformed suite of NPQs. These providers have been chosen by a fair and open procurement process by the DfE. Lead providers will be responsible for delivering the reformed NPQs in partnership with delivery partners in high-quality organisations including Local Authorities and Teaching School Hubs.

Lead providers will play a key role in the reformed NPQs in partnership with delivery partners in high-quality organisations including Local Authorities, Teaching School Hubs and Multi-Academy Trusts. The lead providers are:

- Ambition Institute
- Best Practice Network (home of Outstanding Leaders Partnership)

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- Church of England
- Education Development Trust
- Harris Federation
- Leadership Learning South East
- Teacher Development Trust
- Teach First
- UCL Institute of Education

Scholarship funding to support participants to access the reformed suite of NPQs is planned from September 2021 and details will be confirmed in due course.

For more information about the upcoming NPQ reforms and qualifications which will be available for teachers and school leaders, please visit: [National professional qualifications frameworks: from September 2021 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/national-professional-qualifications-frameworks-from-september-2021).

Quality Assurance Arrangements

Providers of the reformed suite of NPQs will be subject to a quality assurance (QA) mechanism through Ofsted inspection to ensure the best support for schools and teachers. Ofsted's QA role will be distinct from and not apply to the current suite of NPQs. The current QA agent (Tribal) will continue to provide QA for all NPQ programmes until contract closure in August 2022.

Frequently Asked Questions

Does Ofsted's inspection role of NPQ programme mean that my school is going to be inspected?

Ofsted will inspect the lead providers. To inform their assessment of the lead providers, Ofsted will visit a sample of delivery partners and will engage others involved in receiving and delivering their programmes including teachers, and mentors. Delivery partners, including schools, will not be judged individually as part of these inspections, or directly named in reports.

I am currently undertaking an NPQ, what does this mean for my qualification?

Anyone currently undertaking a NPQ under the existing contracts and frameworks will continue to benefit from the knowledge and skills gained from these courses. All current participants are required to complete these courses, including assessment and moderation, by August 2022.

Which teachers will be eligible to undertake a reformed National Professional Qualification (NPQ)?

Each of the NPQs will be targeted at different groups of teachers to provide a coherent framework for development at every stage of their career.

Any teacher who is currently, or aspiring to be, a senior leader (with cross-school responsibilities), a head teacher or head of school (with responsibility for leading a school), or an executive head teacher or school trust CEO (with responsibility for

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leading several schools) will be eligible to undertake the relevant leadership qualifications.

Additionally, the specialist qualifications will be available to any teacher who may have, or are aspiring to have, responsibilities for the following:

- Leading teaching in a subject, year group, key stage, or phase.
- Leading behaviour and/or supporting pupil wellbeing in their school.
- Leading the development of other teachers in their school and/or the development specifically of teachers who are early in their career.

Could you be the teacher to make a difference to the young people of Croydon?

Past, current or new teacher?
Interested in teaching as a profession?
Croydon schools will be hosting their
Teacher Recruitment Fair on:

Monday 24 May 2021

Waiting rooms open at 3pm

Event live @3.30 – 5.30 pm

Held virtually by Zoom

Free to attend

Representatives from Croydon's educational sectors* available to discuss your current and future teaching opportunities.

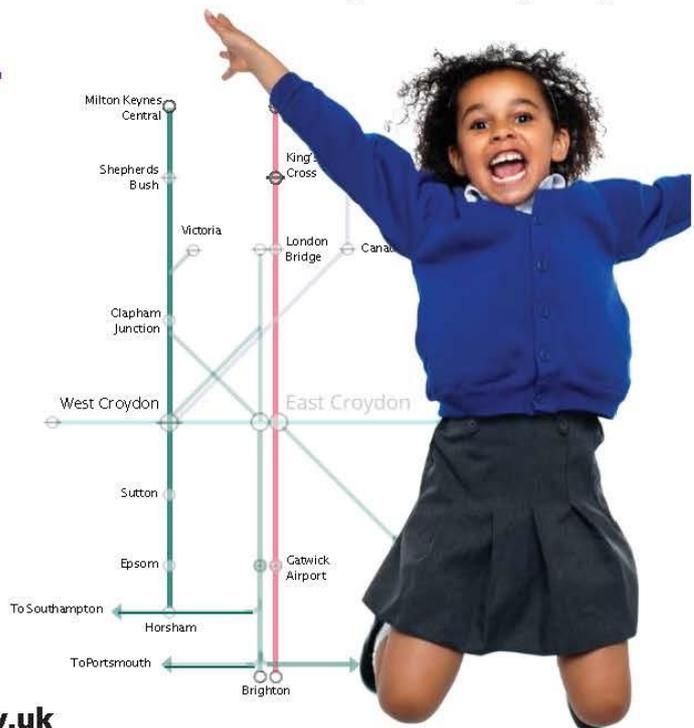
*academies, colleges, special, primary and secondary schools, professional associations

To book your place:

✉ teacher.recruitment@croydon.gov.uk

🌐 croydoneducationjobs.org

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www.croydoneducationjobs.org



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www.croydon.gov.uk



Octavo Partnership, 4th Floor, Croydon Clocktower,
Katharine Street, Croydon, CR9 1ET

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