



Deselection Procedure

CTSN's purpose is to train outstanding teachers for local schools. To this end, we aspire to work with any school in our region and where necessary we will provide enough support to help local schools train teachers effectively.

Placing a trainee in a school whose most recent inspection was a grade 3 will be done after correspondence between one of the CTSN SCITT senior tutor team and the professional tutor in the school. The senior tutor needs to be certain that the department and mentor supporting the trainee are strong enough to provide consistent examples of good or outstanding practice to benefit the professional development of the trainee.

Placing a trainee in a school in special measures will be rare. CTSN understands that schools in this category have many priorities which will make it unlikely that they will have the capacity to train teachers. Trainees may be placed in strong departments in a school in category 4 only after a meeting between a CTSN SCITT senior tutor, the school headteacher and professional tutor/ITE Coordinator. All parties will need to be content that the trainee's needs will be met and there is sufficient capacity available to prioritise training.

There are a range of possible problems with the training partnership with any individual school.

This list is by way of example and is not exhaustive:

- Partnership school failure to safeguard appropriately, including trainee induction and DBS checks for salaried candidates.
- Partnership school failure to safeguard the trainee, during their in-school placement (equality, health and safety, well-being)
- Partner school failure to pay the appropriate regular agreed salary for School Direct Salaried routes.
- Partner school failure to ensure a current working knowledge of, and/or work in accordance, with national ITT criteria or the Ofsted ITT Framework.
- Partner school not following CTSN course requirements as laid out in the course handbook, or in this Partnership Agreement
- Partner school changes to Ofsted status where this would impact negatively on a trainee's ability to achieve QTS.
- Partner school failure to provide appropriately qualified school-based mentors, with time to fulfil duties outlined in in the Partnership Agreement
- Partner school failure to adhere to agreed trainee teaching load
- Partner school failure to provide the weekly mentor meeting and lesson observation
- Partner school failure to submit the required paperwork
- Partner school failure to adhere to the appropriate high standards of professionalism in all dealings with trainees
- Partner School unable or unwilling to respond to issues raised in CTSN SCITT QA process.

CTSN will receive information about the consistency of training and support from trainees, senior tutors and moderators. Where there is a potential problem with the training identified the following steps might be taken:

1. Early intervention with Professional Tutor/ITE Co-ordinator and/or Mentor to raise concerns and discuss possible solutions; this might be via email, phone or visit.
2. In situations where this early intervention was not successful in resolving the training issue, one of the CTSN SCITT Senior Tutor team will work with the training school to draw up an action plan, outlining key priorities and identifying how both the school and CTSN SCITT might work together to resolve these issues:
 - If this action plan is working at the level of individual mentor(s), it will also be shared with the Professional Tutor.
 - If this action plan is at whole school level, then it will be shared with Headteacher and TSA.
3. If the action plan is not successful in resolving the issue, then the following will be considered:
 - A change of mentor or professional tutor if both school and CTSN SCITT are confident that the issue can be resolved within the same school / department;
 - Withdrawal of current trainee(s);
 - A decision not to place trainees in this school / department in the future (or until a subsequent QA visit has suggested that the issue is resolved). This decision will be authorised by the Strategic Board.

Policy review date: Summer 2021