

FAO: The Head teacher

GTP - all you ever needed to know!

The Graduate Teacher Programme

What are the benefits of schools training tomorrow's teachers?

- This employment based route into teaching for graduates allows schools to train teachers on the job.
- Existing teachers act as mentors, providing high quality professional development for your staff.
- You get an additional 'home grown' member of staff for the duration of the training year, who may then go on to fill a vacancy on your staff or in other Suffolk and Norfolk schools.
- The scheme provides teachers for schools in Suffolk and Norfolk and can help you to recruit high quality, well motivated, qualified teachers in the primary and secondary phases. Shortage subject vacancies can be filled, such as Maths, Science, MFL, RE, English, Food Technology etc.
- New opportunities are created for children and young people resulting in an improvement in standards.

We are currently recruiting for September 2007.
So please encourage any member of staff whom you think has the potential and qualifications for teaching to apply.

For detailed information and application forms please log on to:
www.snitt.co.uk

Applications for the September 2007 intake will be accepted between 1st October 2006 and 30th November 2006. The deadline for applications is November 30th 2006.

Shortlisting will take place in the first week of December and applicants will receive notification of the outcome of this process early in January.

Interviews will take place in a range of schools across the two counties in the first two weeks of February.

Please be aware that recruitment onto the GT Programme is highly competitive as there are a limited number of places. Last year we had 3 applications for every place available.

It is therefore essential that applicants submit a high quality application to give themselves the best chance of securing a place on the programme.

If you have a member of staff who would like to apply it is important that you support them in completing their application.

Entry requirements:

In order to apply for the **primary** training programme candidates must possess:

- A degree of a UK higher education institute or equivalent (minimum 300 CAT points).
- GCSE in English, Maths **and Science** grade C or above (or a recognised equivalent). **Please note that Level 2 adult Numeracy and Literacy are not accepted as GCSE equivalents.**

In order to apply for the **secondary** training programme candidates must possess:

- A degree of a UK higher education institute or equivalent with at least 50% in the subject you wish to teach. (300 CAT points or more).
- GCSE in Maths and English grade C or above (or a recognised equivalent). **Please note that Level 2 adult Numeracy and Literacy are not accepted as GCSE equivalents.**

We are looking for strong individuals who demonstrate:

- understanding, experience and up-to-date knowledge of the school environment and relevant age range;
- good subject knowledge;
- an understanding of the physical and emotional demands of the job, as well as the intellectual capacity;
- evidence of a positive choice to enter the teaching profession and a strong commitment to teaching;
- ability to be adaptable and flexible;
- ability to use initiative and work hard;
- the capacity to meet the QTS standards by the end of the training period.

Essential	Desirable
Ordinary degree, on entry to programme. (300 CAT points minimum) for secondary - at least 50% in Subject wishing to teach.	Honours degree, on application . (360 CAT points) for secondary - 100% in subject wishing to teach.
English, Maths, Science GCSE grade C or above, on entry to programme for primary. English and Maths only grade C or above on entry for secondary.	English, Maths, Science GCSE grade C or above, on application for primary. English and Maths only grade C or above on application for secondary.
Good and accurate use of spoken and written English.	Excellent and accurate use of spoken and written English.
Some recent experience in schools before the start of the course.	Significant recent, regular voluntary or paid experience in a school on application.
Meet the secretary of state's requirements for physical and mental fitness to teach.	

What are the school's responsibilities?

How is the trainee paid?

- You employ the GT Trainee on a contract for the training year and pay their salary (Lowest point on unqualified teacher scale).

What grants do I get towards the cost of employing the trainee?

- As long as the trainee is supernumerary (i.e does not have responsibility for their own classes) you receive a **salary grant of £14,000** towards the employment costs.
- You also receive a **training grant of between £1,800 and £2,000** towards costs incurred to ensure that the trainee has a regular weekly timetabled meeting with his/her school mentor who carries out regular weekly observations.

What happens if I have an instructor teaching at my school who gains a place on the GT Programme?

- You will probably wish to continue with them on a timetable. If this is the case you will receive a **training grant only**. The trainee should not be timetabled for Thursdays as they are required to attend the Core Training Programme and a trainee should be on no more than a 70% timetable.

Who is responsible for the CRB check?

- As the school is the employer it is you who is responsible for ensuring that the CRB check is completed.

How is the school expected to support the trainee?

- You assign a school mentor to work closely with the trainee. The mentor will have a weekly timetabled meeting to support the trainee with planning, assessment, evidence gathering for the Portfolio, developing teaching and assessing progress.
- You undertake regular formal observations of the trainee's teaching with constructive feedback and targets set.
- The trainee should be given opportunities to observe colleagues teaching and to reflect on what they are learning.
- The trainee has to complete a second school experience ranging from 4 -12 weeks, depending on the individual circumstances of the trainee. Helping the trainee to set this up is the school's responsibility
- The trainee is obliged to attend the regular Core Training Programme events on Thursdays

Who is responsible for assessing the trainee against the Standards for Qualified Teacher Status?

- Assessment is carried out jointly by the school in consultation with the GT Mentor. This is a Continuous Assessment process, consisting of two end of term assessments and a third final assessment in June.

How is the GTP Accredited Provider expected to support the school and the trainee?

- ❖ A well-qualified and expert GT Mentor is assigned to visit the school half termly to advise and assess the trainee and advise and support the school mentor.
- ❖ Salary Grant and Training grant are provided.
- ❖ Provision of Core Training and Subject Knowledge Training.
- ❖ An informative handbook and disc of documents are provided for the Trainee and School Mentor at Induction Briefings in June and July.
- ❖ Regular and easy contact with GTP Office and GT Mentor.
- ❖ Induction briefings for School Mentors (and further training as needed throughout the year).

Dispelling GTP Myths

- **Trainees funded by a salary grant cannot be employed by a school to fill a staff vacancy.**
- **Trainees filling a vacancy as an instructor are funded by a training grant only and should be on no more than a 70% timetable and should be free to attend the compulsory Thursday Core Training Programme.**

If you wish to find out more about the scheme and how schools can become involved please visit our Website at

www.snitt.co.uk

or contact the GTP Office in the Norwich PDC on 01603 433276.

Look out for a letter in the school's post in January inviting you to express your interest in helping us to train graduate teachers in the future.

You may also be able to support us by offering some observation time in your school for prospective applicants.