

SECONDARY
SCHOOLS

When recruiting new teachers, your school

A. Will settle for anyone

B. Will find the perfect fit

Finding and training quality new teachers for your school.

Building a fair education for all

We're here for secondary schools like yours. Those tackling the biggest challenges and supporting the most disadvantaged communities. We'll build a long-term partnership with you to find and develop talented trainee teachers and future leaders.

You'll get two years of support and the highest quality training – rated Outstanding by Ofsted.

You'll also benefit from our network of thousands of schools and supporters, with access to our school leadership programmes. They're open to any teacher to help transform your team at every level.

Together we can unlock the potential in all children, not just some.

“We actively recruit from Teach First if we can, because they're a different calibre of teachers than you get through recruitments ads. We know the quality of the trainees and the difference that they make is huge!”

Rose Hughes, Headteacher,
Yardleys School



Why work with us?

TALENTED, DIVERSE TRAINEES

We've got high standards. We select trainees from diverse backgrounds, with the skills and spark that make a brilliant teacher. We look for top qualifications, but focus most on their potential to learn and grow.

STRUCTURED SUPPORT

This is a team effort. We'll work with you every step of the way - finding the perfect candidates, developing your new trainee and supporting your school. No other recruitment and training provider gives such comprehensive support.

OUTSTANDING TRAINING

We're experts at training teachers. Our training is specifically for schools tackling the biggest challenges. It uses best practice and research from across the globe, and is rated 'Outstanding' by Ofsted.

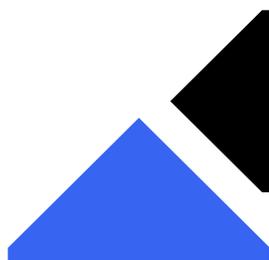
SAVE TIME AND MONEY

You won't have to deal with job ads or teacher recruitment agencies. Instead, you'll have a dedicated teacher in place at the start of the school year.



“Applicants are really put through their paces to ensure that they have the commitment, skills and mindset required to succeed in their roles.”

**Jo Jones, Headteacher,
Story Wood School, Birmingham**



Our Training Programme

We train your trainee whilst they work as a teacher in your school over two years.

Before they start

They'll complete an intensive five-week course called Summer Institute. It's focused on the key skills needed to start teaching – behaviour management, planning and assessment. Much of it will be in schools, giving them experience before they start with you.

Year one

Your trainee will be in the classroom at the start of the school year. They'll cover Key Stages 3 and 4 (or 4 and 5 in Business Studies only). They'll teach up to an 80% timetable from the start.

Alongside teaching, they'll attend training days run by us and our partner universities. These help them develop and hone their teaching skills and work towards becoming qualified.

Year two

Now a Newly Qualified Teacher (NQT), your trainee will teach a standard NQT timetable. They'll start building their wider experience within your school by taking on more responsibilities.

As NQTs they'll be registered with your school's own Appropriate Body and complete your in-school NQT programme. They'll continue to attend Teach First-led training days, which will compliment their NQT training.

Qualification

Your trainee will work towards a two-year Postgraduate Diploma in Education (PGDE), completed by the end of their second year. This qualification is worth twice the academic credits as a standard PGCE.

Your trainee is able to top this up to a self-funded Master's in their third year.

AFTER THE TWO YEARS

You're free to offer your teacher a permanent contract at your school. The vast majority of our trainees continue to teach after the two years – this was 83% last year. We'll offer them ongoing training and qualifications, which support them to progress and stay in teaching. They'll also learn from and share best practice with thousands of teachers through our support networks.



Prepared for success

HIGH-QUALITY TRAINING

Our programme is rooted in evidence of how teachers and pupils best learn. It creates excellent teachers through three key areas of development:

TEACHING AND LEARNING

- ▶ Refine their planning, teaching and assessment skills to maximise impact on pupils.
- ▶ Continuously develop their subject and pedagogical knowledge.
- ▶ Critically engage with educational debates and the latest evidence on learning.

LEADERSHIP

- ▶ Lead their development of teaching and leadership.
- ▶ Work on a collaborative project to further develop their subject and phase specific pedagogy.
- ▶ Develop an understanding of your school's improvement priorities - one of their PGDE modules will focus on how they can support these.

CONTEXT

- ▶ Understand and commit to the wider community ending educational disadvantage.
- ▶ Explore the context of your school and how they can limit barriers and maximise community support.

COMPREHENSIVE SUPPORT

We'll work together to build the confidence and skills of your new teacher throughout the two years. Your trainee will work with:



A DEVELOPMENT LEAD

An expert Teach First teacher educator who will oversee all training and your trainee's development.



A SCHOOL-BASED MENTOR

Nominated by your school, we'll train and support one of your team to mentor your trainee in their subject.



A UNIVERSITY TUTOR

Who will support with training, leading the assessment of PGDE assignments and progress towards QTS.

Develop your own staff as teachers

SOMETIMES THE TALENT YOU NEED IS ALREADY THERE.

Your best classroom support staff can fast-track onto our Training Programme. They'll get expert support to become qualified teachers, while still working in your school.

It's open to all Teaching Assistants (TA), Higher Level Teaching Assistants (HLTA), Cover Supervisors (CS) and Unqualified Teachers (UT) who want to gain the necessary teaching qualifications in all regions of England.

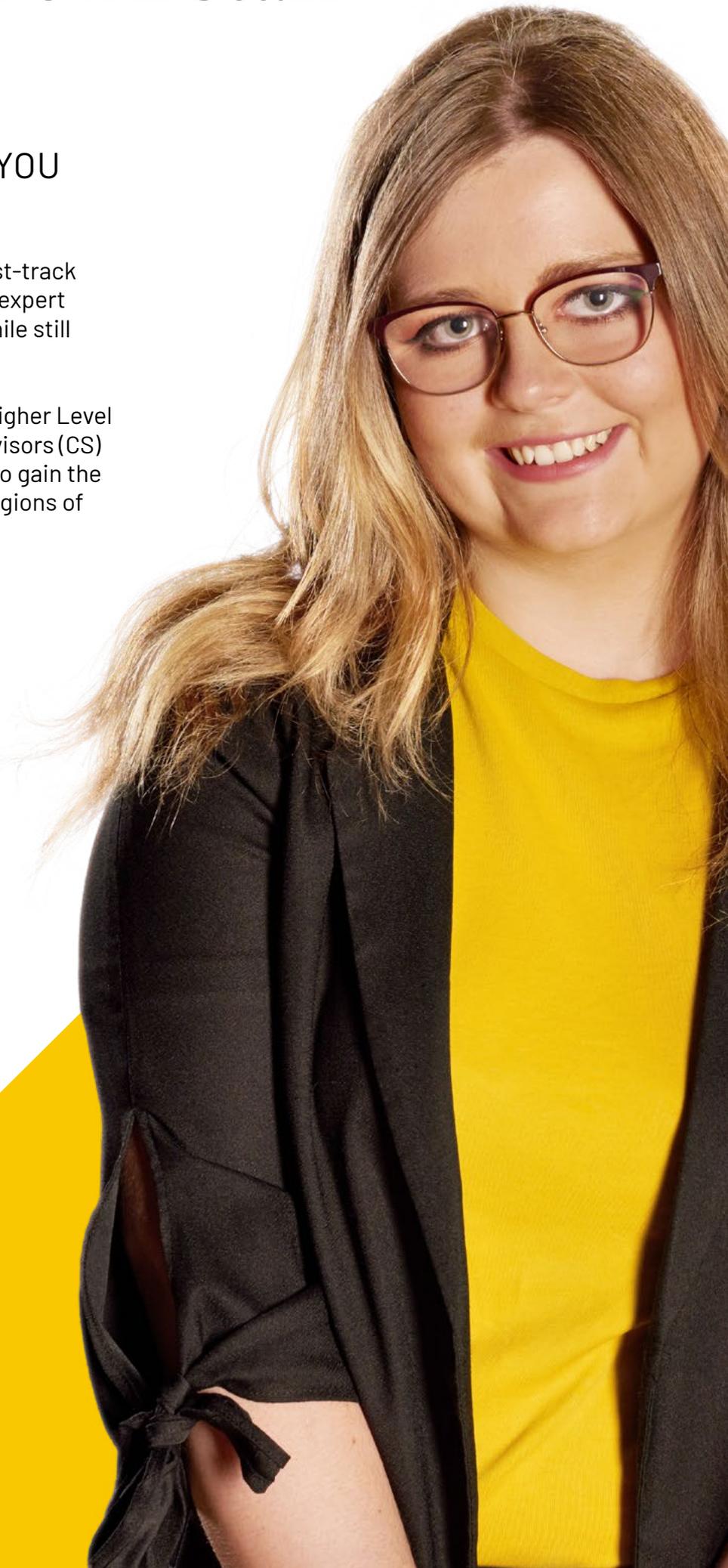
THEY'LL NEED:

- ▶ A 2:2 degree or above
- ▶ A degree or A-level (at least grade B) in the subject to be taught
- ▶ Grade C (or equivalent) in GCSE maths and English (grade C in one science subject is also required for primary teaching)

You just need to nominate your staff and we'll do the rest.

Find out more:

teachfirst.org.uk/ta-fast-track



What you need to know

PARTNERING WITH US

We're here as a long-term partner – finding you great teachers, developing brilliant leaders, connecting you to other schools and championing your needs to government.

We support schools that teach a high number of pupils from low-income backgrounds. We use the Income Deprivation Affecting Children Index (IDACI) and Achieving Excellence Areas (AEA) measures to identify this. We focus on schools that meet one of these criteria:

- An IDACI of 40 or greater (40% of pupils live in the three most deprived deciles)
- ◆ An IDACI of 35 to 40 and an AEA score of 4 to 6
- An IDACI of 30 to 35 and an AEA score of 5 or 6
- An IDACI of 25 to 30 and an AEA score of 6

If you're not sure or if you think your school would benefit from our support, get in touch with our team.



OUR COSTS

Your trainee takes up a paid teaching post for a minimum of two years, for which your school will pay the salary. This will be as an unqualified teacher in year one, raising to an NQT salary in year two.

The government covers the majority of the funding for the recruitment and two years of training. But we also ask your school to contribute. In each of the two years, the fee is:

Subjects - fee per year	Secondary schools outside London	Secondary schools in London
Non-shortage subjects (not listed below)	£5,420	£5,620
English	£5,920	£6,120
Modern Foreign Languages and Geography	£6,400	£6,600
Science, Design and Technology and Mathematics	£6,700	£6,900

These costs are updated annually and have been agreed for 2020/21. Click the 'Apply' tab on our [Teacher Recruitment web page](#) to find out more.



Long-term support

Our support doesn't end once you've trained your new teacher. Our school leadership training and qualifications can support your teachers to really thrive, helping you to retain your best staff and supporting your whole school.

This includes:

▶ NPQ PROGRAMMES FOR MIDDLE LEADERS, SENIOR LEADERS AND HEADSHIP

▶ CAREERS LEADER PROGRAMME TO BOOST YOUR CAREERS EDUCATION

▶ LEADING TOGETHER TO BUILD STRONGER LEADERSHIP ACROSS YOUR SENIOR TEAM

They're open to all teachers at schools serving disadvantaged communities, not just those who did their initial training with us. We can help teachers at every level of your school improve, and the majority of those who did so last year had never trained with us before.

Find out how your school can benefit from a long-term partnership with us at:

www.teachfirst.org.uk/schools

“The networks that are created through the programme are really useful. You get a buddy and there are peer groups. And there's an immediate sense that you have all these people to call on, from varying levels and various different positions that can influence you outside of your school, showing the importance of the wider teaching community.”

Katie Matthews, *Former Teach First Trainee, now on the Middle Leader programme*

Request a trainee

now

If you think your school would benefit from our support, get in touch. We match trainees to schools for September starts as we recruit them. The sooner you apply, the better your chance.

Contact us at schoolpartnerships@teachfirst.org.uk or submit an enquiry at www.teachfirst.org.uk/teacher-recruitment