



TeachFirst



Working together

Developing a partnership for your school

Secondary

www.teachfirst.org.uk

Teach First is a registered charity (1098294)

Who are Teach First?

We are an education charity committed to making education fairer for the most disadvantaged young people in England and Wales. We know that a school can provide the right environment to ensure a child's success is not limited by their socio-economic background and since 2003, we have been privileged to work in partnership with hundreds of schools.

A key element of our work is to train and support people with leadership potential to become inspirational teachers in Early Years settings and primary and secondary schools in low-income communities. These teachers work with and learn from existing staff to help young people to believe in themselves and empower them to build a future that they may never have thought possible.

Which schools do we work with?

Eligibility is determined by a points system that combines not only economic deprivation amongst pupils but also the local achievement gap between poorer children and their wealthier peers. The criteria means 36% of English secondary schools are eligible to work with Teach First.





The programme

Each year, a new group of trainees join us and our university training partners for six weeks of intensive preparation for teaching in a secondary classroom. This marks the beginning of our two-year Leadership Development Programme (LDP) where trainees teach in a partner school. They benefit from high quality CPD opportunities and support throughout their time on the programme to ensure that they can raise the achievement and aspirations of their pupils and also hone their leadership skills.

Trainees complete both their PGCE training year and their first year as an NQT in your school. They have the option of starting a Masters in Year 2 which can bring further insights to your school, as well as their teaching.

We will work collaboratively with you to maximise the skills and experience within your school to provide the right support to trainees. The team around your trainee will include university tutors, school mentors, Leadership Development Officers (LDOs) and more.

School mentors: All our partner schools allocate a professional mentor and subject mentor to support their trainee. We provide these school mentors with bespoke training to assist them in the key role that they play in supporting the trainee's development as a secondary school teacher.

University tutors: We partner with some of the best Initial Teacher Training Providers in the country to deliver top quality training for secondary trainees. Each of our university partners appoints a tutor who will visit each trainee to provide on-going professional support towards achievement of their PGCE and QTS.

Leadership Development Officers (LDOs):

Each trainee will work with a Teach First LDO throughout the two years. LDOs are qualified teachers and they support and challenge trainees to be the most effective teachers; setting ambitious visions and goals for their pupils.

In addition, trainees will be supported by your local Teach First team throughout the two years and by our wider community of trainees, ambassadors and vision-aligned organisations. Trainees are also connected to an experienced professional who will coach them through personal leadership challenges.

“Our experience with Teach First has been really positive. We have trainees in their first and second years and they’re both progressing fantastically. They came equipped with the right attitude to succeed and our school had the right mentality to know that the trainees would require support and we ensured this was in place for them.”

*Mandy Lancy, Headteacher,
Oak Hill Academy, Hounslow*

Your trainee

In order to be accepted onto the LDP, trainees go through a rigorous recruitment and selection process, developed in partnership with our university training providers. We expect a minimum 2:1 degree qualification (although exceptions can be made in certain circumstances) and applicants must demonstrate a high proficiency in core competencies, like leadership and resilience.

All offers to join the LDP are conditional until trainees have completed a Curriculum Knowledge Audit, identified any areas of curriculum knowledge they need to develop further before starting the programme, passed the QTS professional skills test, gained in-school experience before Summer Institute (SI), successfully completed SI and more.

Our trainees come from all walks of life and bring a range of experience and insight to the programme.

“We’ve been working with Teach First for seven years. 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, Birmingham

Here’s an overview of our 2015 cohort:

Who have we hired?

1685

Trainees



What is their background?

48% Students

30% Recent Graduates

22% Professionals

Up to two years after graduating

Three years or more after graduating

What did they study?



Maths
& Science
23%



Art
& Music
4%



Humanities
& Law
43%



English &
Languages
27%



Business
& Economics
3%

Our impact

We know there is still more to do to ensure every child has an equal chance to a good education but we're beginning to make progress as our trainees and ambassadors make a mark across education, business and the third sector.



Our training was graded 'outstanding' in every one of the 44 categories assessed in our last Ofsted inspection. In addition, 99% of our teachers completing their first year in 2013 achieved 'grade 1' or 'grade 2' in their qualified teacher status grade.



Since 2003, **52% of our trainees who have completed the LDP are still in teaching**, 18 ambassadors have progressed to become headteachers and hundreds of other ambassadors are in middle and senior leadership positions in primary and secondary schools.



Once our trainees complete the LDP, they become Teach First ambassadors. While many of our trainees continue to teach in the long term, we also support our ambassadors who choose to work in different sectors of society but who remain committed to achieving a fair education for all young people.

There are currently **38 ambassador-led social enterprises** focusing on a diverse range of areas including literacy provision and support for pupils at risk of exclusion. In 2013, our Innovation Unit provided intensive support to 19 of these organisations in order to help increase their impact, reaching 770 schools and over 30,000 young people.

"It is fantastic to see Teach First teachers now moving into leadership roles and into headship. This reflects well on the training they receive and shows a welcome commitment to the profession. They often bring exactly the energy, ambition and innovation that we look for in future heads and senior leaders."

Russell Hobby, General Secretary, National Association of Headteachers



Our partnership

We will work with you to identify your school's requirements and then closely match a trainee based on their skills and experience so as to ensure you get the right person to fill your vacancy.

We will then work together in preparation for the new school year and be on hand throughout the partnership to ensure that things are going well.

There are a number of other ways that we can partner to support your school and work together to overcome the obstacles that your pupils face.

Enhanced Partnership: Beyond the LDP, we have been involved in a number of other initiatives that are designed to close the achievement and attainment gap between young people. We have led on some of these ourselves, and have also collaborated with a number of partner organisations who share our vision.

Opportunities range from providing intensive support for governors to a mentoring

programme to support sixth form pupils to make ambitious and informed life choices. The Enhanced Partnership brings these exciting opportunities together.

School Forums: Our partner schools play an active and strategic role in the continuous improvement of the LDP and development of our school partnerships. You will have the opportunity to join a School Forum in your Local Area that will include headteachers, mentors, university partners and members of our team.

Share your expertise: We host events for trainees and ambassadors to learn and discuss the challenges that leaders across all sectors face. You have the opportunity to speak at our events, meet our network and help other teachers to learn from your experience.

To find out more about partnership, including the costs for secondary schools, please contact your Local Area team or read more at **teachfirst.org.uk/partnership**.

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