



# Recruitment Pack

## 5 x Teacher Apprentice Roles in English, Maths, Physics, Chemistry and Computing

2026-27



# A WELCOME FROM THE CEO OF THE ATC MULTI ACADEMY TRUST



**It's great that you're exploring a career in teaching through our teacher training apprenticeship, starting in September 2026.**

Thank you for your interest in joining Achievement through Collaboration Trust and Witton Park Academy through our Postgraduate Teaching Apprenticeship programme, beginning in September 2026.

We are delighted that you are considering a career in teaching and are exploring the opportunity to train within a supportive, ambitious and values-driven school community.

Achievement through Collaboration Trust, in partnership with Witton Park Academy and Kingsbridge EIP SCITT, is seeking to appoint exceptional and dynamic Apprentice Teachers to join our dedicated teaching team. We are recruiting graduates to train in a range of subject areas, including Maths, Physics, Chemistry, Computing, Languages and Design & Technology.

This is an exciting opportunity for graduates seeking Qualified Teacher Status (QTS), individuals already working in schools who wish to progress further using their degree qualifications, or career changers looking to begin a rewarding profession in education.

Our Postgraduate Teaching Apprenticeship offers a nationally recognised, work-based route into teaching, combining high-quality professional training with practical classroom experience.

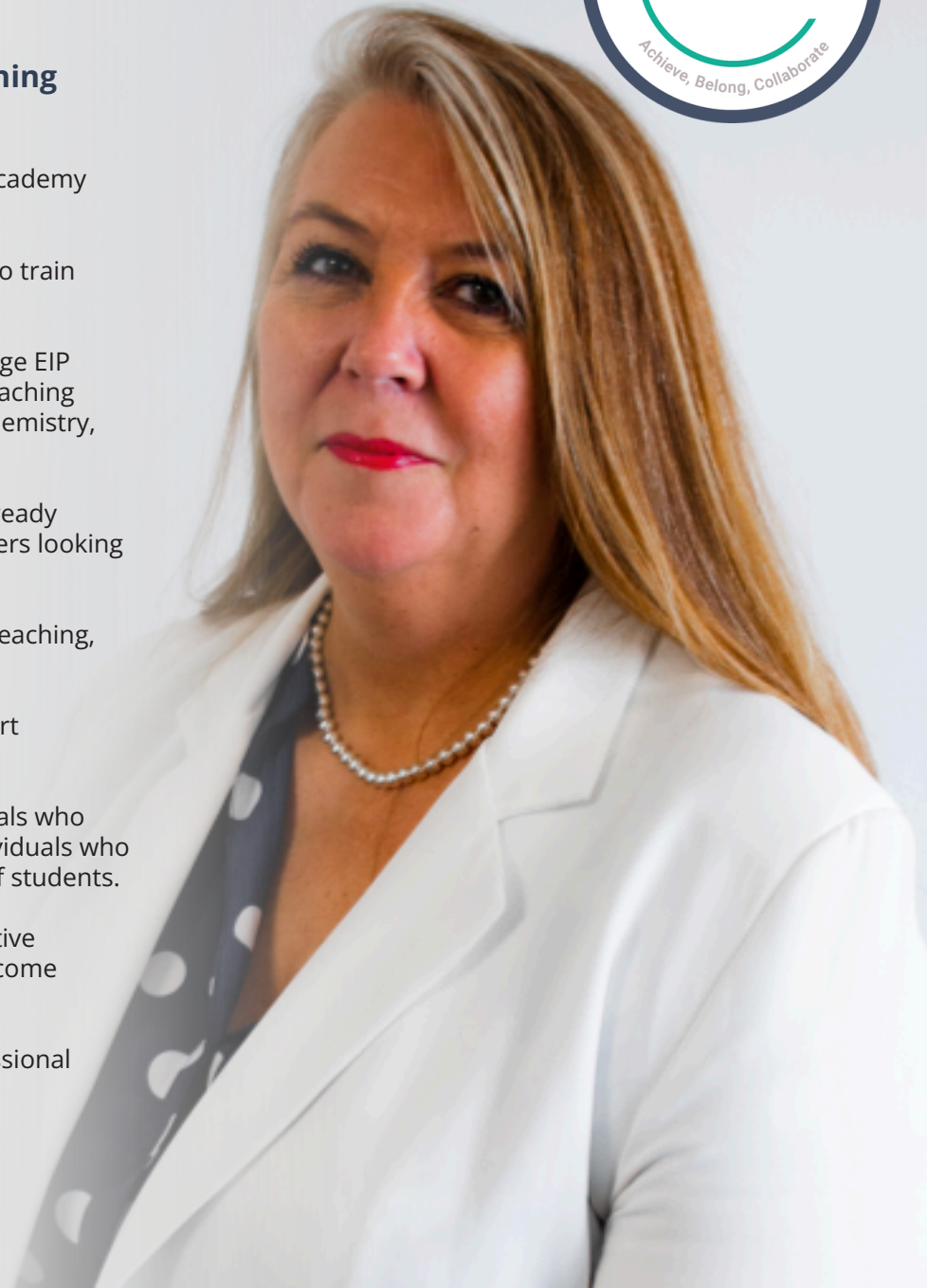
Alongside a competitive salary, trainees receive excellent guidance, mentoring and pastoral support throughout the programme.

At Achievement through Collaboration Trust, we are committed to developing talented professionals who share our values and dedication to improving outcomes for young people. We are looking for individuals who are enthusiastic, reflective, hardworking and motivated to make a positive difference in the lives of students.

Kingsbridge EIP SCITT and Witton Park Academy work collaboratively to provide a rich and supportive training experience, ensuring trainees develop the knowledge, skills and confidence needed to become highly effective teachers.

We look forward to receiving your application and supporting you on the next stage of your professional journey.

Jane Chambers  
Chief Executive Officer  
Achievement through Collaboration Trust





# Welcome from our Headteacher

## Mr Martin Knowles

**At Witton Park Academy we firmly believe that every student, regardless of their background, deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.**

To be considered for this role, you must have the following essential qualifications, experience, skills, and qualities:

- Are you a graduate looking to get into teaching?
- Are you looking for a fee free, salaried position?
- Are you driven, with determination to work hard?
- Our Teaching Apprenticeship Programme may be for you.

Teaching is an incredibly rewarding and fulfilling career that allows you to have a long-term impact on the next generation.

Level 6 Teacher Apprenticeships allow you to realise your dream of becoming a teacher whilst working in a full-time, salaried position in school. During the apprenticeship programme you will work towards Qualified Teacher Status and inspire children to aim for and achieve things they never thought they could.

To support your training, you will receive the support of experienced subject and professional mentors inside and outside of the classroom to help you on your way to achieving Qualified Teacher Status. Our school will cover the cost of your teacher training and assessment during your programme of study.

The Teaching Apprenticeship Programme will work in collaboration with Kingsbridge EIP SCITT our Trust initial teacher training provider. To find out more about teacher training visit <https://www.kingsbridgeteachertraining.co.uk/>

### **Entry Criteria:**

- Degree awarded by a Higher Education provider in England or Wales, or a recognised equivalent qualification at a 2:1 classification or above.
  - Grade C/4 or above in GCSE Maths and English
- Experience of working with children - ideal but not compulsory

**We look forward to your application, We look forward to welcoming a new team member who shares our commitment to excellence in education!**



# INFORMATION FOR CANDIDATES ABOUT THE SCHOOL



We are extremely proud of our school; the achievements of our pupils, the expertise and dedication of our staff, our outstanding facilities and our reputation as a centre of excellence.

Our ultra-modern school buildings allow our pupils to flourish in facilities for learning that truly do enable us to trail blaze innovative learning – from the bright and attractive classrooms, to the fully equipped outside play areas, the facilities allow our pupils to fully explore their talents and to shine in those areas that they most enjoy.

**School Capacity** 1230 NOR 1312

**Percentage of children eligible for free school meals** 35.7%

As of 3rd March 31st 2026

## **At Witton Park Academy - EVERY CHILD NO EXCUSES**

We want every single student to achieve their potential. We go the extra mile for our students and understand that some of our students will require more support to overcome barriers to learning than others. We work collaboratively to problem solve and find the best therapeutic and academic solutions for our students to achieve the best possible outcomes.

## **High Expectations**

We know that expecting the best from all our students is integral to them achieving a world class education. We strive day in and day out to ensure the highest standards of behaviour where everyone can learn and develop in a safe and secure environment. We also work tirelessly to embed the importance of attendance as a vital employability skill and work collaboratively with parents and carers to ensure all students attend school.

We want our students to develop a life-long love of learning and to have the confidence to make a difference in their community as positive, proactive citizens within our society.

***Innovating... Engaging... Caring... Learning... Succeeding Together. With pride and passion we unite our school and our local community, and lead the drive to be 'always learning'.***



# INFORMATION FOR CANDIDATES

## ABOUT THE TRUST



Achievement through Collaboration is a strong Trust of six great schools that serve very diverse communities.

The Trust was initially formed as a partnership between school leaders from Bowland High and Witton Park who shared similar ethos and values; a strong sense of the importance of social justice underpins the work of the Trust.

The current wording of the Trusts ethos and values are very closely associated with one of the founding schools. As the Trust has grown, whilst our desire to put children first and at the heart of everything we do remains unchanged, we recognise that the wording of our vision, mission and values needs to more fully reflect what we aim to achieve with wider collaboration.

**At ATC we Achieve** - we ensure all children have the knowledge, skills and character to shape future success for themselves and their world.

- Achievement means we place value on fully developing each child's potential, recognising and valuing all learning. We are inclusive and strive for equity for every child.
- Achievement means that our pupils, enabled through powerful knowledge and empowered through transformational competencies, are equipped to overcome any barrier to a successful future.
- Achievement means our pupils are prepared for life in modern Britain, that they lead fulfilling lives and remain lifelong learners

**At ATC we Belong** - we are individual schools united through common purpose and shared values.

- Valuing the identities, heritage and cultures of each of our children, adults and schools builds a culture of belonging where individuals and groups flourish and contribute to each other's successful future.
- Our values and purpose, codify how we work together. They ensure that schools retain the individuality to serve their different communities whilst also demonstrating that they work in trust with the other members of Achievement through Collaboration.
- Those who lead and govern communicate the Trust's values and purpose through their service to schools and their communities. Their behavioural norms define what it is to belong to Achievement through Collaboration.

**At ATC we Collaborate** - we share good practice, support schools and provide opportunities for children, staff and our communities.

- Collaboration is built upon nurturing, respectful relationships with each other and the environment that puts children first; every child no matter what background, no matter what barriers.
- Through collaboration we mobilise the best research and evidence to focus relentlessly on knowledge-building so that every staff member in every school is as good as they can be in what they do and how they do it.
- Effective collaboration draws upon the diversity within the trust to overcome the barriers of bias, stereotype and discrimination, building cohesive communities

# INFORMATION FOR CANDIDATES ABOUT THE TRAINING PROVIDER KINGSBRIDGE EIP SCITT

Kingsbridge is part of Achievement through Collaboration Trust

Embarking on a teaching career is a significant decision, and choosing the right training placement is crucial. Whilst based at Witton Park Academy you'll be part of a North West cohort of over 200 trainees from across the North West and learn with them for one day a week at Wigan or Bamber Bridge centre.



## Eligibility

- A UK bachelor's degree classified at 2.1 or higher (3rd class degree sometimes accepted on a case-by-case basis).
- Grade C/4 or equivalent in GCSE English and Mathematics or a recognised equivalent qualification.
- You will need a strong understanding of the subject you intend to teach. This can be demonstrated through:
  - A degree in the subject ideally at 2.1 or above
  - An A-level in the subject at grade B or above
  - A degree related to the subject (e.g. an engineering degree if you want to teach physics)
  - An unrelated degree coupled with a relevant postgraduate qualification or professional experience
- If you are concerned that you may need to enhance your knowledge before you start your training, you may be recommended to take a Subject Knowledge Enhancement (SKE) course.

**This route is perfect for** - For Graduates or career changers

**Start Date:** The start date for our next cohort is September 2026

**Programme Length:** 12 months (full-time)

**Why train with Achievement through Collaboration Trust, trading as Kingsbridge EIP SCITT?**

## Immersive school experience

Trainees benefit from 39 weeks of high-quality professional learning and hands-on teaching practice within a placement school, allowing them to develop confidence and expertise in a real classroom environment.

## Immediate application of learning

Training is designed to be practical and impactful. Concepts introduced during Core Training sessions in Wigan or Bamber Bridge, Preston can be implemented directly in school the following week, helping trainees embed new knowledge quickly and effectively.

## Comprehensive support throughout your journey

We place great importance on trainee wellbeing. Every trainee is supported by experienced mentors who provide guidance, encouragement and personalised feedback throughout the programme.

## Accessible guidance and expert advice

Whether support is needed with classroom behaviour, workload management or another aspect of teaching, trainees have access to detailed guidance and tailored support both locally and nationally.

## A carefully sequenced spiral curriculum

Our curriculum is intentionally structured to revisit and strengthen prior learning over time. As trainees' knowledge develops, their classroom practice becomes increasingly refined and sophisticated.

## Research-informed training

Our programmes are shaped by the latest educational research and evidence-informed practice. Continuous research into effective teacher development ensures trainees receive high-quality, up-to-date training.

## Trainee Support

At Achievement through Collaboration Trust, trading as Kingsbridge EIP SCITT, we believe that accessible, compassionate support is essential for a successful training year. Our support package includes:

- A multi-layered school support network focused on protecting trainees' physical health, mental wellbeing and overall welfare
- Personalised support for specific areas of concern, including behaviour management, workload and academic writing
- Access to a wider support network of professional tutors, regional welfare officers, subject specialists and peer discussion groups tailored to each cohort
- Tailored support for neurodiverse trainees
- Dedicated support for trainees with registered disabilities

## Time Commitment

Five days per week, including four days in school and one day of professional training.

# INFORMATION FOR CANDIDATES



## Our Values

All members of AtC are expected to display our values. Our values are the golden thread woven through our service to our pupils, our communities and each other.

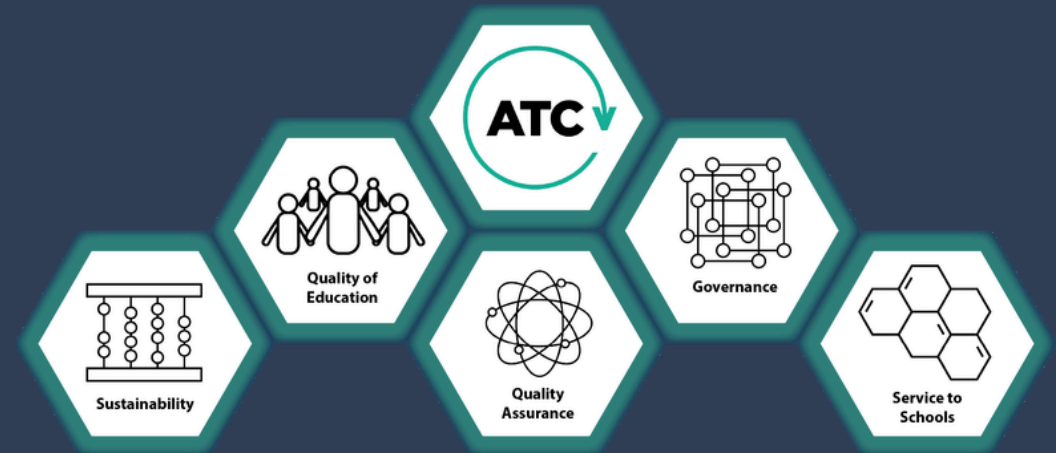


All staff at Achievement through Collaboration Trust act with **respect** and **integrity**; they take their duty to serve their schools and communities seriously, collaborating with each other so that all achievement is recognised and everyone can thrive. **Innovation** and **aspiration** inform our constant drive to improve; our staff are forward thinking and courageous, they have high ambitions for our pupils and are **resilient** in overcoming any barriers that may prevent those ambitions from being met. **Nurturing** relationships enable and empower our staff to be tenacious in ensuring equity for all.

## Our Strategic Plan

The objectives of our strategic plan encompass our following strategies:

- Quality of Education
- Governance
- Service to School
- Quality Assurance
- Sustainability



# JOB DESCRIPTION:

## Apprentice Teacher

**Grade/Salary Scale:** Unqualified Teacher Pay Scale 1  
**Reporting to:** Head of Department and Mentor  
**Start date:** September 2026  
**Contract:** This vacancy is initially for a minimum fixed contract of twelve months and on completion of the apprenticeship training leading to Qualified Teacher Status (QTS).

### Job Purpose:

Achievement through Collaboration Trust and Witton Park Academy are seeking to appoint five exceptional and dynamic Apprentice Teachers to join our dedicated teaching team.

Whether you are a graduate looking to secure Qualified Teacher Status, an experienced individual already employed in a school wanting to use your degree to progress further or a career changer – we look forward to receiving your application!

The desired candidates will be hardworking, honest, dependable and self-motivated in order to uphold the ethos, aims and values of Kingsbridge EIP SCITT in collaboration with Witton Park Academy.

Postgraduate Teaching Apprenticeships are a nationally-recognised, work-based route into teaching. In addition to working towards Qualified Teacher Status (QTS) on successful completion of the course.

We are looking for enthusiastic and innovative individuals who wish to work with us and train to teach.



# JOB DESCRIPTION:

## Apprentice Teacher

### MAIN PURPOSE OF THE ROLE

- Work towards undertaking all the duties of a qualified teacher as described in the School Teachers' Pay and Conditions Document (STPCD).
- You'll receive practical, school-led training alongside experienced staff, and spend at least 20% of your time off-timetable to learn the pedagogy of teaching.
- In addition to gaining QTS on successful completion of the course, your final assessment will also serve as your Apprenticeship Assessment in order to complete the apprenticeship.

### Teaching and Curriculum

- Teach clearly structured lessons which maintain pace and interest, and challenge and motivate pupils.
- Establish a safe and stimulating learning environment, where pupils feel confident and safe.
- Take into account pupils' needs and abilities when planning lessons.
- Demonstrate a good knowledge and understanding of the curriculum.
- Mark and assess pupil's work, using different assessment and monitoring strategies, evaluating pupil progress towards the planned learning objectives.
- Plan whole class and collaborative lessons which interest and include pupils from all backgrounds including setting homework and planning other activities to consolidate and extend the knowledge and understanding.
- Set challenging learning and teaching objectives for the whole class, building on prior attainment where necessary.
- Responsibility for modelling and promoting high standards of literacy, articulacy and the correct use of standard English
- Set homework and plan other out-of-class activities



# JOB DESCRIPTION:

## Apprentice Teacher

### CORE RESPONSIBILITIES & TASKS

#### School Environment

- Establish a clear framework for classroom discipline and follow the school's procedures for managing behaviour, recognising and encouraging positive behaviour for learning.
- Monitor pupils' discipline, intervening when necessary, to maintain a safe and productive learning environment both in and out of school.
- Build and maintain good relationships with parents.
- Set a good example to pupils, demonstrating the positive attitudes, behaviours and values which are expected of pupils.

#### Working with pupils

- Assess pupils' achievement and development, providing parents with written and oral reports.
- Communicate learning objectives to pupils.
- Have a clear understanding of all pupils' needs, including varying levels of ability, special educational needs and disabilities (SEND), and pupils who may have learnt English as an additional language
- Mark and assess pupils' work and use the information for teaching and future lesson plans.
- Monitor pupils' discipline, intervening when necessary, to maintain a safe and productive learning environment.
- Encourage active and independent learning, enabling children to think for themselves.
- Plan whole class and collaborative lessons which interest and include pupils from all backgrounds.

#### Additional:

- We all have a responsibility for providing and safeguarding the welfare of children and young people we are responsible for or come into contact with.
- Collectively, we share and co-develop best practice for the benefit of all our academies.
- We promote the employment of people with disabilities and will make adjustments considered reasonable to the above duties.
- You will have the opportunity to access the very best professional development and therefore may be required to attend, from time to time, training courses, conferences, seminars or other meetings. Confident in "statutory assessment requirements and use of formative and summative assessment"
- This job description is not an exhaustive list of duties, and the post holder will be required to undertake any other reasonable duties discussed and directed by the line manager.



## **JOB DESCRIPTION:**

# **Apprentice Teacher**

**Equal opportunities** We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

**Health and safety** All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

**Safeguarding Commitment** AtC is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The description reflects the position at the present time only and may be modified by the CEO, in consultation with the post holder, to reflect or anticipate changes in the job, commensurate with the salary and job title. A flexible working pattern is needed to ensure that all relevant functions are fulfilled.



# PERSON SPECIFICATION:

## Apprentice Teacher

### Qualifications: Essential:

- Hold a degree awarded by a UK higher education provider, or a recognised equivalent qualification at ideally 2:1 or above.
- Have achieved a standard equivalent to grade C/4, or above, in the GCSE examinations in English and Mathematics.
- Be willing to undertake further training.
- Permitted to work in the UK

### Experience

The successful candidate will be able to:

- Demonstrate an understanding of the characteristics needed to train to teach.
- Show an understanding of the curriculum across Maths, Computing, Physics, Chemistry or Languages.
- Show an understanding of how to raise standards in schools.
- Show how resources can be managed efficiently.
- Experience of working as a part of a team.
- Show an importance of parental involvement.
- Have an understanding of teaching children with SEND, EAL and challenging behaviour.
- Hold a good attendance and punctuality record.
- Have excellent verbal and written communication skills.
- Demonstrate excellent time management and organisation.
- Hold high expectations of self and professional standards.
- Be committed to their own CPD.
- Show enthusiasm for effective education practice.
- Undertake an enhanced DBS certificate and barred list check.

For full Person Specification see role advert at:  
<https://www.kingsbridgeteachertraining.co.uk/>



# HOW TO APPLY



**CLICK HERE TO APPLY NOW**

## Closing Date

Closing Date: 9:00am, Monday 22nd June 2026

**Please note that we reserve the right to close this recruitment campaign early should sufficient applications be received. We therefore encourage interested applicants to submit their application as early as possible to avoid disappointment.**

**If you would like to enquire about the role please contact:**

**Martin Knowles Headteacher via the school office**

Please note, it is the policy of AtC Trust to contact shortlisted candidates only.

## Trust Head Office

Units 11&12, South Preston Office Village, Cuerden Way,  
Bamber Bridge PR5 6BL  
Email: <https://www.kingsbridgeteachertraining.co.uk/>

## Additional Information

Ofsted Reports: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)  
Achievement Through Collaboration Trust: [www.atctrust.org.uk](http://www.atctrust.org.uk)



# ABOUT ACHIEVEMENT THROUGH COLLABORATION MULTI-ACADEMY TRUST

Our approach is based on integrity, avoiding the common pitfalls and prioritising the needs of the pupils in every member academy and the communities we serve. We aim to empower our member schools with earned autonomy – giving Governors and school leaders the support they require to shape their school, whilst standards remain high. We share proven methods amongst our members, and provide support when standards fall below the thresholds set. Our focus always remains on the well-being of every pupil, and their contribution to the community. We will help you to develop the full potential of your pupils and staff, and create a unique pupil offer with local relevance.

**Bowland High** Bowland is a unique school and a number of factors combine to make it so. Visitors to the school cannot fail to be impressed by the attitudes of our pupils. The friendly and supportive atmosphere in school is, to a large degree, due to the friendly, positive nature of the pupils.

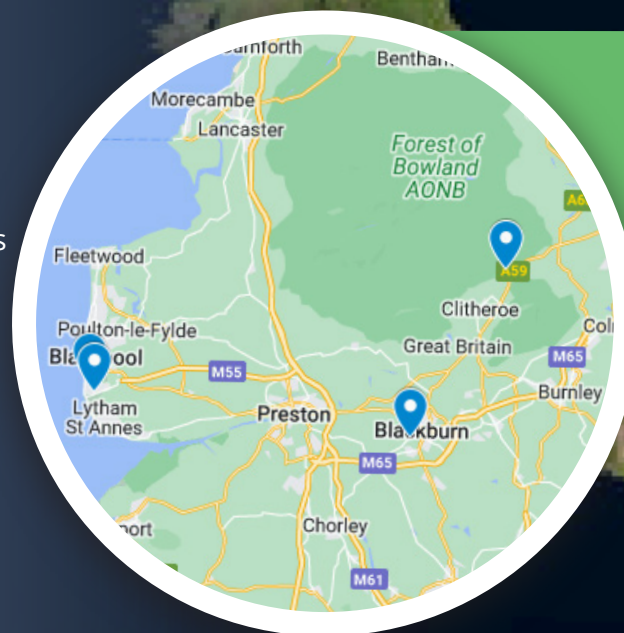
**Roseacre Primary Academy** Roseacre Primary Academy foster a shared vision of “Excellence for All – Excellence from All”, encouraging every child and adult to give their best and to expect the best in return. The ethos of the academy is evident as you walk around the school, take in the displays, soak up the atmosphere and speak to children and staff.

**Thames Primary Academy & Nursery** Thames Primary Academy take pride in developing outstanding teaching and learning by holding the highest expectations of all pupils and knowing the children well. Thames Primary challenge all children to strive for academic, creative, sporting and personal accomplishment within a broad, vibrant and enriched curriculum.

**Witton Park Academy** Witton Park is for children aged 11–16. It is within the boundary of Witton Country Park, to the west of Blackburn. Our ultra- modern school building allows our pupils to flourish.

**Community First Academy Trust** joined in Feb 2025 Platt Bridge Community School & Nursery, Kingsbridge EIP SCITT and two trading companies AtC Facilities Ltd and AtC Superheroes Ltd

**Hindley J and I School** Hindley J and I firmly believe that “Behind every young child who believes in themselves is an adult who believed first.” This powerful principle guides everything they do.





**AtC Trust**

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