February 2020

**Recruitment and retention package**

Choosing the right first school, or to move school can be daunting: at Morecambe Bay Academy, we seek to recruit the best new teachers for our students. We are also seeking to facilitate strong candidates to move into the area. For this reason, we offer the following enhanced package for the strongest applicants.

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| **Recruitment and retention incentive** | **Criteria** |
| Mid July start date and induction | Must be completing ITT. |
| Payscale starting at M2 for NQTs | Must have 2.1 or higher in English related degree and English at A-Level. |
| Retention payment of £1,000 | To be paid at the start of the second year in post. Must complete ITT at good or better, and complete NQT on track or above. |
| Relocation allowance of £1,000 – all posts | Must live over 30 miles away and be moving into area. |
| Preparation for teaching allowance for IT resources and clothing | Must be completing ITT and be on track to achieve good or better. |
| Accelerated progression – all posts | Must achieve good or better outcomes |
| **Standard NQT package**  90% timetable  Subject Mentor  Subject Knowledge Enhancement training  Induction  Up to £1,000 in bespoke training in first year | All applicable candidates |