

Clyst Vale

COMMUNITY COLLEGE



Graduate Trainee Teacher Apprentice Application Pack

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“Leaders and staff have high expectations of pupils. The school values of ‘Respect, Participate, Learn’ underpin all aspects of school life.” (Ofsted 2023)

“The history of Clyst Vale has been one of progress, evolution and change.” (Good Schools Guide 2022)



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COMMUNITY COLLEGE

Letter from the Principal



Dear applicant,

I am delighted that you are interested in applying for a role at Clyst Vale Community College.

Clyst Vale Community College is an exceptional school. Since it was founded in 1959 the college has existed to serve this community and has a tradition of putting young people first. It is a college that promotes positive relationships built on trust and a shared commitment to support young people. Our collective purpose is to empower every student in our community to thrive, to unlock their potential, and fulfil their aspirations. No where is this more evident than in our Gold accreditation as a UNICEF Rights Respecting School. This award is granted to schools who embed the United Nations Convention on the Rights of the Child into their practice. There are many areas of college life where we embed the Convention, both implicitly in the approach of staff and students and explicitly in our policies and practices. The Clyst Vale Charter of Respect, Participate, Learn is underpinned by articles 12, 30, 6, 21, 28 and 17 of the Convention.

During my time at Clyst Vale, initially as Deputy Principal and now as Headteacher, I have been fortunate to become fully immersed in the unique culture and ethos of the College and I am now excited to be

leading the college on the next chapter of its journey. My educational philosophy is simple; I believe that every child has the right to a high quality education, regardless of their background or needs and that for a school to thrive it must have a relentless focus on raising aspirations, striving for excellence, and fostering a culture that celebrates achievement.

At the heart of creating this culture is ensuring we employ, develop and retain the very best staff. We have a proud history of working in partnership with Universities and other providers to train new entrants to the profession. My own background is in teacher training and development, as well as curriculum leadership, and my wider Senior and Middle Leadership teams have a wealth of experience in training and developing staff. We believe that the best teachers are grown, not employed, and we are committed to ensuring that you receive the very best mentoring, training and support as you take your first steps in your career journey. Teaching is, without doubt, one of the most rewarding professions you could be joining, and our college will offer you the opportunity to grow and develop with support from a range of highly skilled, knowledgeable and experienced teachers and leaders. I would urge all applicants to visit the college for a tour and to meet the team prior to applying.

Yours Faithfully

A handwritten signature in black ink, appearing to read 'S Jacobs'.

Ms S Jacobs
Principal

Graduate Trainee Teacher Apprenticeship – Secondary

***Biology, Physics, Chemistry, Maths, Computing, French, Spanish and Design
Technology positions available***

**Full time
Fixed Term from September 2024—August 2025**

Up to £28,000 PA dependent on experience and subject specialism

**Closing date for applications:
Friday 10th May 2024 (early application is advisable)**

Information regarding the role of graduate Trainee Teacher

This is an exciting opportunity to enter the profession and gain significant teaching experience while studying to become a fully qualified teaching professional.

The Graduate Trainee Teacher role, in conjunction with the Graduate Teacher Programme and Buckinghamshire University, offers talented and motivated graduates the chance to study towards the full range of professional teaching qualifications while gaining significant on the job and classroom experience and earning a competitive salary which reflects your prior academic success. On completion of the apprenticeship, you will hold a PGTA (level 6) or PGCE (level 7) academic teaching qualification, QTS (Qualified Teacher Status) allowing you to practice in the UK and abroad and a teaching apprenticeship as well as having a minimum of 600 hours of teaching experience. Unlike traditional taught routes into teaching, you will be a fully fledged member of the school community from day one, acting as both lead teacher and tutor to students and being involved in all areas of school life.

At Clyst Vale, people matter. Therefore, we strive for the highest possible academic and other standards so that students fulfil their potential; equally, we are committed to being a caring College and producing the excellent citizens of tomorrow. Clyst Vale is a Good school with a proud tradition of serving the local community and is a college where pupils “have respectful relationships with staff and with their peers...develop a strong sense of community and take an active part in the life of the school” (Ofsted 2023). We have a proven track record of training and developing new entrants to the profession to a high standard, with many of our trainees and Early Career Teachers rapidly moving into leadership positions both within the college and wider profession.

To support your development to become a highly skilled teaching practitioner, we will provide a dedicated subject specialist mentor to coach you in all aspects of your teaching practice, time off timetable each week to engage in your post-graduate academic study and regular professional studies and development sessions with a member of our senior leadership team. We will further support your development by ensuring you gain an extended placement in a different school and have access to expertise and opportunities across the wider educational community, allowing you to gain a deep understanding of education across the age and stage range and in different school settings.

Information regarding the role of graduate Trainee Teacher (continued)

We are seeking applications from graduates with a 2.2 or above in Sciences, Computing, Mathematics, Spanish, French, design Technology or a related discipline. It is not vital that your first degree is in the subject that you intend to teach, but additional training may be needed to enhance your subject knowledge if it is not. Experience working in an educational setting with children and young people will be a benefit, but most important to us is your outlook and drive to continually improve. Teaching is a highly rewarding career choice, but it is one which requires you to hold yourself to the highest of standards, to be self-motivated and work independently and to continually reflect on your practice and how you can succeed. Successful applicants for this program will be resilient, reflective and driven to succeed in everything they do.

What you can expect from us:

- Dedicated subject and reflective mentors to support your learning and development.
- Sponsorship to ensure you complete the program fully qualified, both academically and professionally, and are able to take up a permanent position in education immediately.
- A comprehensive induction process, tailored to your role and previous experience.
- A structured programme of targeted, whole school or bespoke professional development in addition to your university and apprenticeship courses.
- Fabulous students who are motivated, interested, keen to learn and enthusiastic.
- An outstanding ethos where students achieve, have a strong sense of belonging and participate in learning, enrichment and the community.
- A high-quality curriculum, developed across our College, with a commitment to a programme of school improvement.
- A range of development opportunities for future career progression within the Trust.
- Opportunities to work with and in other schools.
- Friendship, support, and interaction with a vibrant and caring staff team with a commitment to improving children's lives.
- Strong leadership, a culture of high expectation and clarity of strategic college development.

We would recommend that you contact us for an informal conversation to find out more about the role, or to visit us at Clyst Vale. In order to do this, please contact:

Lisa Martin (Deputy Principal)

 martinl@clystvale.org

All applications should be made by completing the online application form at www.clystvale.org/vacancies/

Job Specification

Job Title: Graduate Trainee Teacher Apprentice

Location: Clyst Vale Community College

Responsible to: Head of Department, Deputy Principal (Curriculum)

Salary: up to £28,000 dependent on subject specialism and experience

Hours: In school directed hours are Monday to Friday 8.25 – 3.25, term time. Additional work outside of the school day will be needed to complete training and study.

Key purpose of the job

To design, plan and deliver lessons to students across the secondary age range (11 – 16) in your subject specialism. You will be working from detailed curriculum plans and schemes of work which have been designed in collaboration from experts across the trust. To act as a tutor to a class of students, overseeing their personal development curriculum and being the first point of call for pastoral matters. To immerse yourself in the culture of the school, continue your own education through engagement with all taught aspects of the course and take up all opportunities for learning and development within school and further afield.

(Please note, this job purpose reflects the role of a fully trained member of teaching staff. As a Graduate Apprentice you would be supported in gaining the knowledge and skills to support you in performing at this level as quickly as possible and at least by the end of the fixed term)

1. To deliver the curriculum in a manner that meets the needs of individual students.
2. To implement Trust's policies and procedures.
3. To contribute to the process of curriculum development in order to ensure that the curriculum provided is of high quality and meeting the needs of individual students.
4. To develop professionally in all aspects of the role through involvement in professional development activities.
5. To personalise learning for students across the ability range and ensure the effective and efficient deployment of learning support within the classroom.
6. To contribute to the establishment of effective working relationships within teams across the school.
7. To commit to positive behaviour management.
8. To commit to enrichment activities in support of effective learning.
9. To work in an inclusive and positive manner and help to promote enjoyment of learning throughout the College.
10. To support and contribute to attempts to achieve continuous Improvement in all aspects of the work of the College.

Other Responsibilities

1. To undertake additional duties as required, commensurate with the level of the job.
2. To contribute to the effective working of the school/team.
3. Maintain positive, professional relationships with students, parents / carers, and colleagues.
4. Maintain a presence around the school to ensure that the highest standards of behaviour are upheld.
5. Commit to Equal Opportunities and Anti-Discriminatory Practice.
6. The College operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the College buildings, enclosed spaces within the curtilage of buildings, and vehicles.
7. The post-holder is expected to familiarise themselves with and adhere to all relevant College Policies and Procedures.
8. The post-holder must comply with the Colleges Health and Safety requirements specifically for the school they are working at.
9. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether “spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post.

You have a duty of care for your own health and safety at work and that of others who may be affected by your actions at work.

Person Specification

Qualifications	Essential	Desirable
Grade C / 5 or equivalent in GCSE English and Maths	✓	
Honours degree 2.2 or above in the subject specialism applied for (or a relevant related subject)	✓	
Experience		
Experience working with children, teenagers or young people		✓
Experience working in a school or educational setting.		✓
Experience working in a classroom as a classroom assistant or in a similar role		✓
Experience of working with children, young people or adults with special educational needs		✓
Skills		
Experience of Microsoft Office packages	✓	
Ability to develop successful relationships with students.	✓	
Ability to communicate confidently with a wide range of people at all levels, including students, parents, staff and outside agencies	✓	
Ability to work effectively as part of a team and to use own initiative	✓	
Knowledge of the education sector		✓
Knowledge of pedagogy, cognitive science, learning theory or related knowledge		✓
Personal Qualities		
Ability to manage own time and workload effectively.	✓	
Reflective, able to assess own progress and identify next steps to improve practice	✓	
Dedicated to professional development and willing to invest in self	✓	
Resilient, able to work under pressure.	✓	
Ability to adapt to change.	✓	
Flexibility and a positive attitude	✓	
Approachable, friendly and able to form positive but professional working relationships with staff, students and other stakeholders	✓	



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