



The Howard School

Information Pack

Initial Teacher Training Routes



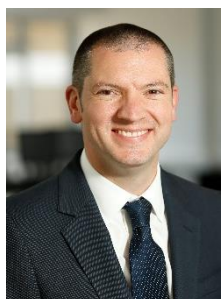


The Howard Academy Trust aims to create a close knit family of Good and Outstanding schools through partnership, challenge, accountability and support within a cooperative framework.

We are an innovative and creative Trust, responding to the ever-changing needs of our students and the demands from higher education and employers. We recognise and emphasise the importance of aspiration, energy and ambition.

I believe that it is our moral compass to ensure that all young people receive at least a good education and we ensure that all our academies strive for excellence when delivering high quality teaching and learning.

Paul Morris
Chief Executive
The Howard Academy Trust



Thank you for your interest in working at The Howard School. As a growing school at all Key Stages I am looking to recruit talented individuals who share our vision of providing a first-class education to all our students. You will show the drive, tenacity and ability to realise this ambition, and demonstrate a commitment to your own education and to yours and others' professional development.

We take the development of all our staff seriously, whatever period of time they have been teaching for. As a trainee teacher, you will benefit from mentor support both in your department and from elsewhere in the school; a reduced timetable throughout your training years; your own classroom and a bespoke training programme that meets your needs as an individual.

As a school, our local and national reputation where our outcomes challenge the stereotypical view of underachievement in young men continues to grow, as does the perception that we hold to traditional values in standards of behaviour and uniform. We are an innovative and creative school, responding to the ever-changing needs of our students and the demands from higher education and employers. We have implemented a number of exciting changes in recent years to support our drive towards excellence.

I am determined to ensure The Howard is the best school in Medway and beyond in which to teach, work and develop. Our success has been built on the commitment, professionalism and aspirations of our staff. It is a place where people want to work as there are opportunities for progression. I hope my resolve to take the school to the next level is evident and, while I recognise that this is by no means easy, that this is the very least we should be doing for our community. The successful candidate will be someone who is genuinely up for the challenge. In return, we can promise an investment in you and your future, offering a competitive remuneration package, providing first class professional development and career opportunities.

I look forward to meeting you, and would strongly encourage you to visit the school.

Terry Millar
Headteacher

The Howard Academy Trust

Striving for progress, excellence and positive change

We aim to create a close knit family of Good and Outstanding schools through partnership, challenge, accountability and support within a cooperative framework.

We are committed to enhancing the life chances of young people by improving their educational achievement.

Schools within the Trust will retain their unique and individual character.

We strive for excellence and aim to bring about transformational change where necessary in schools.

We are truly inclusive and aim to establish the highest expectations for young people and all those who work with them.

As a Trust we have four fundamental tenets:

- We strive to create a culture of dignity, respect and trust in all our schools
- There is no ceiling to achievement for young people
- All staff have the right to exceptional professional development
- Our moral purpose is to make a positive difference to the lives of young people

Our Family of Schools



**THE
HOWARD
SCHOOL**

The Howard School
1,500 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Deanwood Primary School
210 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Temple Mill Primary School
210 Pupils on Roll
Sponsored by The Howard Academy Trust
Located in Strood, Kent



Thames View Primary School
420 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Miers Court Primary School
420 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent

Working for The Howard Academy Trust

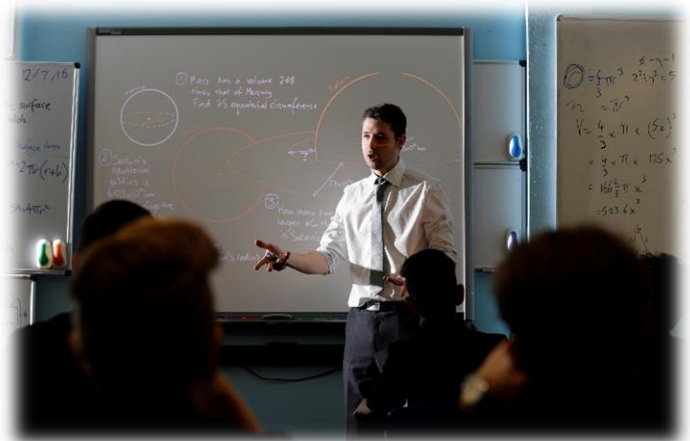
The Howard Academy Trust value employees that work for our organisation. The following benefits are available to employees within our academies.

Financial

- Salary
- Pension
- Sick Pay
- Potential Relocation Expenses

Family Friendly

- Maternity, paternity and adoption leave
- Parental and dependent care leave
- Flexible working



Employee Benefits - Permanent Contracted Employees & Fixed Term

- Childcare Vouchers - Purchase of Childcare Vouchers provided by Edenred
- Free Confidential Counselling Service

Professional Development

- Access to Middle and Senior Leadership Courses
- Role specific training courses for Associate Staff



History of The Howard School

The Howard School was established in 1975 by amalgamating Rainham Boys Secondary School and Gillingham Boys Grammar School to form a bi-lateral school. A bi-lateral school is one where admission to the grammar school section can be by 11 plus selection and admission to the high school section is non-selective.

The school was named after Dorothy Howard who played a major part in the local community.

Since opening there have been six headteachers:

- John Hicks: 1975 to 1987
- Alan Jarrett: 1987 to 1997
- Maurice Barry: 1997 to 2001
- David Smith: 2002 to 2007
- The Honourable Paul Morris: 2007 to 2015
- Terry Millar: 2016 to present

The Howard School became a Grant Maintained School in 1994 when we left the control of Kent County Council. Following a change of Central Government, we became a Foundation School in 1998. Although a Foundation School we worked very closely with the local authority. The school became a Specialist Sports College with ICT as the second strand in 2007. In October 2014, the school became an Academy and the core of The Howard Academy Trust.

We are a high achieving successful 11 to 18 school.

Since 2008, The Howard School has been and remains one of the highest achieving non-selective schools in Medway, Kent and the South-East of England. We believe The Howard School is one of the highest achieving boys' non-selective schools in the country.



Training in The Howard School

Aims of The Howard School Partnership:

- To provide first-rate training to support trainees become high quality teachers
- To provide dedicated CPD training to our teachers which allow them to continually improve/ reflect upon themselves whilst learning new and exciting pedagogy
- To encourage creativity where new ideas are fostered and grown
- To work with our training provider and partner schools in a collaborative partnership

Advantages of applying for a training route through The Howard School

- An exceptional track record of producing good and outstanding teachers, from a wide range of starting points, through School Direct, Assessment Only and other various ITT routes.
- Strong relationship with training providers in order to get the best support available for trainees.
- A highly experienced and fully trained 1 to 1 assigned mentor.
- Opportunities to work collaboratively with highly skilled teachers within and outside department areas.
- Dedicated CPD training time on Friday afternoons.
- Opportunities for a range of placements within the Trust.
- Wide network of support within the experienced ITT team, comprising of, ITT lead, Senior Professional Mentor and two Professional Mentors.
- Potential future employment with the trust when awarded QTS, with opportunities for significant career progression and additional retention payments.
- Large cohort of trainee staff.
- Competitive salary whilst training.

The Howard School are Looking for trainees with:

- resilience and positivity
- good interpersonal skills
- a desire and passion to mould the minds of young people
- a love for continual learning
- an aspiration and commitment to motivate and enthuse young people
- a desire to support other and make a difference
- a love for their subject/age range

Our Routes

Within each of our partner schools we offer various routes into teaching. They are detailed below.

Associate Teacher route

The Associate Teacher route provides training and mentoring in your early career to support you through your journey to Qualified Teacher Status. This route aims to provide a year of experience before deciding on the initial teacher training pathway which will suit you. During this route you will be employed directly by the school, with a salary, as a full time member of staff taking on the same responsibilities as other members of staff. You will have the following support during your training year:

- A reduced timetable to give you time to begin your career in education.
- An experienced subject mentor who will support your development as a teacher and with whom you would regularly meet.
- A dedicated in school CPD/training programme to help you with the skills and pedagogy needed to become an outstanding teacher.

**This option gives you the opportunity to develop as a teacher prior to selecting your ITT route that will lead to QTS.*

**Opportunities for non-graduates available on request to byrnem@thehowardschool.co.uk*

School Direct (Salaried)

School Direct (salaried) is an employment-based route for high quality graduates. This route into teaching allows you to earn a salary while you train towards your Qualified Teacher Status (QTS). With this route you do not need to pay any tuition fees.

During this route you will be the main classroom teacher in your chosen subject area/age range. Your base school will provide you with a range of support during your training year such as:

- A reduced timetable to give you time to begin your career in education.
- An experience subject mentor who will support your development as a teacher.
- A dedicated in school CPD/training programme to help you with the skills and pedagogy needed to become an outstanding teacher.
- You will also be provided with further training sessions run by our selected training provider which will be off school site.

School Direct (Non Salaried)

This route is aimed at high quality graduates who may have had no prior experience in education before application. Trainees will pay their own fees, but may be eligible for a bursary to support them whilst they train. This route is suited for students who need a more gentle immersion into school life than the SD salaried route. Your teaching hours and roles will increase steadily over the training year.

Assessment Only Route

If you're an experienced teacher with a degree, you can achieve qualified teacher status (QTS) without having to do any further training. Assessment Only allows you to demonstrate that you already meet all of the standards for QTS.

To achieve QTS via the AO route, you'll need to present detailed evidence that you meet the standards. Your teaching will be assessed in a school by an accredited and approved AO provider. You'll also need to take the professional skills test in literacy and numeracy before you can be accepted onto the route.

This way of achieving QTS is only available to unqualified teachers who have taught in at least two schools, early years and/or further education settings.

Apprenticeship Route (This route is TBC)

Postgraduate Teaching Apprenticeships are a new, nationally-recognised, work-based route into teaching. In addition to working towards Qualified Teacher Status (QTS) on successful completion of the course, apprentices will also complete an end point assessment (EPA) after the summer to consolidate learning from initial teacher training. This route offers a postgraduate-level qualification, no tuition fees, and the opportunity to earn while you learn. You'll receive a combination of classroom teaching and off-the-job training as you work towards Qualified Teacher Status (QTS).

Apprentices will split their time between school and university study. 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.

Work Experience Opportunity

At various stages throughout the year The Howard School will be holding 'Taster Days', which will give you an insight in the world of education. During these days there will be opportunities to liaise with Heads of Departments about arranging a long term plan for work experience.

If you are interested in taster days, please keep an eye on The Howard School website OR contact Mairead Byrne directly: byrnem@thehowardschool.co.uk for dates.

Eligibility for Various ITT Routes

GCSEs

To train as a teacher on any programme you must achieve a standard equivalent to a grade C/4 in GCSE English and Maths.

Degree

You must have a UK university degree or a recognised equivalent qualification of a minimum award 2:2, with honours. NARIC equivalency certificates are required for any degree or school qualification gained outside the UK.

**For more information on criteria required please make direct contact with Mairead Byrne: byrnem@thehowardschool.co.uk*

OR alternatively check: www.getintoteaching.education.gov.uk

Clearance from the Disclosure and Barring Services (DBS)

For all ITT routes an Enhanced DBS Checks will take place as an entry requirement, it will allow us to make an assessment of your suitability for access to vulnerable groups. An Enhanced Check will contain details of cautions, warnings, reprimands, convictions, if the applicant is on the barred list for children and adults and further information from the local police.

Additional Information

All enquires are to be made directly to Mairead Byrne, ITT Lead, The Howard School.

Application Process

We will review applications as they are received and contact those shortlisted for interview. Early applications are encouraged as we will close the recruitment process once a suitable candidate is appointed.

Visits to the school are strongly recommended.

Applicants should apply via our online application process via the TES. www.tes.com.

Important information for applicants

Visits: Please email hr@thatrust.org.uk to arrange a tour of the Academy

Closing Date: Ongoing all year round

Interviews: TBC

Person Specification

This specification sets out the criteria which will be used to shortlist candidates for interview and during the interview process. *Please request a job specification from HR.*

We hope you find the information in this pack useful. Should you have any further queries, please do not hesitate to contact Sharon Teachen or Mairead Byrne using the details below:

Sharon Teachen HR Manager, on 01634 265771 or email hr@thatrust.org.uk.

Mairead Byrne ITT Lead, on 01634 388765 ext 240 or email byrnem@thehowardschool.co.uk