

A photograph of a male teacher with glasses and a beard, wearing a dark suit, leaning over a desk to assist two young male students. The students are also in school uniforms (dark blazers, white shirts, and red and white striped ties). They are focused on working on a robot built on a metal frame. The robot has various electronic components, including a breadboard, wires, and a motor. The background is a blue wall with some equipment.

[OAT]
Ormiston Academies Trust

ACHIEVING MORE TOGETHER

Recruitment, retention, and enhancement

Science – Established Teacher Offer (ETO)

Recruitment, retention, and enhancement: science

January 2023

We, Ormiston Academies Trust (OAT) are one of the largest not-for-profit multi-academy trusts in England. Our aim as a charity, alongside you and our schools, is to help provide local children with a great education. We educate over 30,000 pupils across five OAT regions in over 40 schools – currently 32 secondary schools, six primary schools, four alternative provision schools and one special school. We are one of the longest established trusts and have been sponsoring academies since 2009. Our sole purpose is to provide OAT pupils with excellent learning opportunities inside and outside the classroom.

Together, we support a wide range of communities with diverse and challenging contextual demands. It is our belief that every child, irrespective of their background should have a “brilliant journey” with access to the highest quality teaching and opportunities.

This document sits within the wider recruitment, retention, and enhancement package. This package is designed at providing opportunity for new staff who are thinking of joining the trust and staff who already work for OAT. This document details some of the opportunities that you will have access to as a member of the OAT science family.

Considering joining OAT?

The established teacher offer (ETO) is a series of opportunities specifically available for staff who have at least three years of sustained science teaching. As an established teacher you will have the opportunity to work alongside other schools across OAT, the OAT lead practitioner team and its CPD delivery partners. Furthermore you will have access to the following offers;

¹Any decision made is subject to academy approval and considerate the teachers' terms and conditions, teaching standards and performance management process. ²Suitability for each offer must be determined by the individual academy. ³Accreditations are subject to appropriate assessments. ⁴All external funding is subject to review on a six-month cycle.

As an established teacher, as part of the ETO, you can opt into the following **each year** for the first three years .

Year 1 to 3

- ✓ Enrolment onto one of the following National Accredited NPQs. **National Professional Qualifications (NPQs)** are government funded and nationally recognised qualifications aimed at supporting teacher in their own professional development. The four NPQs (12-month course) on offer in Year 3 are:
 - ✓ Leading teaching
 - ✓ Leading teacher development
 - ✓ Leading culture and behaviour
 - ✓ Leading Literacy
- ✓ Enrolment onto SKPT, or equivalent accreditation. **Subject knowledge for physics teaching (SKPT)** is a series of six modules covering the main concepts with KS3 and KS4 physics. This course officially accredited by the Ogden Trust and the Institute of Physics, aims to provide teachers with the in-depth knowledge needed to confidently teach with a second specialism, Physics. This two-year, sustained program comprises nine days face-to-face coaching and up to another 150 hours blended learning.
- ✓ **£300 direct funding:** this funding is paid to the academy for you to use on a science or related STEM project. This project is yours to manage and the outcomes of the project will be shared as part of the national STEMfest finals.
- ✓ You will be given the opportunity to plan and lead a **domestic trip**. This is a fantastic opportunity to develop leadership skills and gain a vital insight into the trip planning process, a skill that few staff possess.
- ✓ Extensive subject knowledge enhancement: delivered by members of the OAT science lead practitioner team, covering KS2, KS3, KS4 and KS5 in all three disciplines of science.

For staff who are joining the trust in their **first appointment as a curriculum leader**, the following additional opportunities will be provided.

- ✓ Optional enrolment onto the national STEM learning centres “**new and aspiring heads of science**” nine-day training course. This course (12-month course) offers a valuable insight into the skills needed to successfully manage and lead a science team in the changing and complex academic landscape.
- ✓ You will be assigned a **national mentor** and assigned a **partner school**, who will work with you on developing those skills needed to lead an effective science department, such as:
 - ✓ Setting your priorities, data handling, effective leadership and management, curriculum development and supporting staff development.
- ✓ At least one off site visit to your partner school.
- ✓ Access to the **OAT national curriculum leaders’ network** and associated CPD, including at least one face- to-face professional development meeting per term. This will be your chance to meet other curriculum leads from across the 32 secondary schools, share ideas and develop best practice.

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