



ACHIEVING MORE TOGETHER

# Recruitment, retention, and enhancement

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Science – New Teacher Offer (NTO)

# 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 new teacher offer (NTO) is a series of opportunities specifically available for staff who are in their first, or second year of teaching. As a new teacher (in Year 1 or 2) you will automatically be supported through the Early Careers Framework, and so these offers sit in addition to this mandatory offer.

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

## Year 1

- ✓ **Free** classroom welcome pack: this pack (worth £80) will provide you with a range of resources and materials essential for navigating the first few months of teaching.
- ✓ **Teaching practical skills workshop:** this one-day workshop will support new teachers with the knowledge and skills needed to support students in developing their practical skills.
- ✓ **Free The Association for Science Education (ASE) membership:** the association of science is a professional association for staff connected with the teaching of science. The ASE produces several journals and develops a wide variety of texts to aid the teaching of science. Furthermore, the ASE offers online CPD for their members and discounted rates.
- ✓ Free membership to the **OAT Science book club:** the book club provides staff access to a wide variety of texts which support not only the teaching of science but also enhance your wider knowledge of the subject.

## Year 2

In addition to those opportunities detailed above, teachers in Year 2 can access the following:

- ✓ **£300 direct funding:** This funding is paid to the academy for you to use on a science or related STEM project.
- ✓ In Year 2 you will be given the opportunity to co-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.

## Year 3

In addition to those opportunities detailed above, teachers in Year 3 can access the following:

- ✓ Enrolment onto one of the following National Accredited NPQs. **National Professional Qualifications (NPQs)** are government funded and nationally recognised qualifications aimed at supporting teachers in their own professional development. The four NPQs on offer in Year 3 (12-month course) 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.
- ✓ 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.
- ✓ 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.

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