

Teacher Training Policy

The Key Education Centre



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1. Aims

This policy aims to:

- Outline the opportunities for unqualified teachers to achieve qualified teacher status (QTS)
- Outlining the application process for staff members who wish to be considered.
- Set out the criteria under which the school would endorse a staff member to achieve QTS via the Assessment Only Route
- Outline the role of the management committee in approving funding

The Key Education Centre is committed to providing opportunities for all staff members to improve their practice and become exceptional practitioners in their subject area. The Key Education Centre acknowledges that skilled practitioners can be found in colleagues who are unqualified teachers as their expertise is often routed in wider industry experience rather than classroom experience - which enhances the exposure of pupils to content and learning beyond that of the national curriculum. It is for this reason, that the centre see value in the appointment of unqualified teachers (instructors) as part of their curriculum team.

2. Opportunities to achieve Qualified Teacher Status (QTS)

As a school, we have decided that it would not be appropriate for us to support trainee teachers through School-centred initial teacher training (SCITT) programmes. Given the needs of our pupils, we feel that this would be unfair for both the trainee teacher and the pupils at the centre. We fundamentally put the needs of the pupils at the centre of all that we do, and recognise the importance of attuned and well-regulated adults. While we are committed to providing exceptional CPD opportunities, we do not have the capacity to support initial teacher training. Teacher training involves a steep learning curve and is incredibly demanding of trainees and we therefore feel that an education centre is not an appropriate setting for teacher training.

We are willing to consider endorsing existing unqualified teachers (instructors) to undertake the Assessment Only Route and have established a partnership with The Solent SCITT who are working with us to provide a bespoke course that enables us to put the needs of our pupils at the centre of any planning. The Assessment Only Route has been developed for very experienced classroom practitioners who can demonstrate that they meet all the standards for QTS without teacher training. The qualification includes a 6-week placement at another establishment. The qualification costs £2500 and is payable by the school in advance.¹

Visit this link for more information <https://www.thesolentscitt.co.uk/assessmentonly.php>

¹ Costing correct as of 19/06/2020

3. Criteria for Assessment Only Route endorsement

In light of the associated cost, and in recognition of the importance of establishing a fair and transparent policy for endorsement, we have outlined the criteria for endorsing a candidate for the Assessment Only Route.

Should a colleague be interested in exploring the Assessment Only Route, they should discuss with their line-manager in the first instance. Initial discussions should consider the following criteria outlined by The Solent SCITT:

Are you a graduate working in school as an unqualified teacher?

Can you answer 'yes' to the following statements?

- *I have at least two years' experience teaching in the classroom*
- *I have taught in at least two different UK schools*
- *I have a standard equivalent to grade C/4, or above, in the GCSE examinations in English and mathematics*
- *I have an undergraduate degree awarded by a higher education provider in England or Wales, or a recognised equivalent qualification*

**Applicants with a non-UK degree will be required to demonstrate equivalence with UK standards through [NARIC](#).*

<https://www.thesolentscitt.co.uk/assessmentonly.php>

The line-manager will then raise a potential application with the Assistant Head teacher: Pedagogy, Progress and Curriculum who will use the flowchart included below to assess suitability.

Prior to the presentation at management committee, the applicant will be expected to complete the following:

- Apply to complete the professional skills test in literacy and numeracy
- Put together a portfolio of evidence demonstrating that they have met the Teachers' Standards

Does the applicant hold the required qualifications at GCSE and degree level?

No

The applicant does not meet the requirements for the Assessment Only Route and must hold the relevant qualifications in order to proceed to any teaching training course.

Yes

Has the applicant consistently met the teacher standards within their role?

No

The applicant should continue to work with their line-manager to ensure that they know what is required in order to meet the teacher standards and will be supported through relevant CPD opportunities.

Yes

Is there a need for the existing position held by the applicant to be that of a qualified teacher?

No

The applicant will need to consider whether they wish to explore a self-funded alternative route into teacher training and The Key will support where appropriate.

Yes

Is there sufficient budgetary capacity to support the financial endorsement of the applicant?

No

The applicant will need to consider whether they are prepared to await an opportunity to complete an endorsed course when appropriate funding is available.

Yes

The application must be presented to the management committee pending approval in line with the budget.

4. Management Committee Approval

The Key Education Centre is governed by the Management Committee and therefore approvals for certain financial matters must go through a clear and accountable route to ensure schools' financial standards are met. Any training decisions proposed by the school require endorsement from the Management Committee including placing staff members onto any funded programmes. The process for gaining Management Committee approval for placing a member of staff onto funded programmes is as follows:

- Curriculum Lead will make recommendation to Assistant Head for Pedagogy, Progress and Curriculum. If application is supported it will be approved by the Head teacher and an agenda item for the next suitable Management Committee meeting will be requested to the Clerk.
- The application and approvals process will be tabled at the meeting. If agreed and within the budget for the financial year this will be approved and will appear in the minutes.
- Assistant Head and Curriculum Lead will plan with member of staff the next steps for undertaking the Assessment Only Route and discuss the support available.