Train with an organisation where ...

Your Character Counts

Impossible

YOUR CHARACTER COUNTS

I am: confident
I am: creative
I am: curious
I am: empathetic
I am: resilient
I am: respectful
I am: trusting
I am: happy & healthy
I am: UNIQUE!

Greenwood Academies Trust

School Direct 2020/2021

Training the next generation of outstanding teachers.....
A MESSAGE FROM THE CHIEF EXECUTIVE

Thank you for your interest in training with the Greenwood Academies Trust (GAT). For anyone looking for a career where you can make a difference, I can assure you that the GAT is the place for you.

Our academies are led by outstanding Principals. Whilst working to achieve our organisational core values each Principal is free to develop the curriculum and structures within their own academy to best serve their communities. The GAT does not impose a standard central curriculum or structure. We have created a Trust where each academy can evolve individually, developing best practice that can be shared both within the Trust and more widely meaning that staff can reap the benefits of a collaborative working style.

I am passionate about ensuring that our staff are involved in the Trust’s future, feel valued and are given opportunities to succeed. The addition of the Learning Alliance to the Trust has helped to embed a strong culture of learning and development throughout our workforce by providing professional skills and learning opportunities to help staff invest in their futures.

I look forward to welcoming new people to the Trust and hope that you can reap the benefits of training in a successful Multi Academy Trust and assist in our mission to inspire and transform the minds of tomorrow!

Wayne Norrie
The Greenwood Academies Trust (GAT) is dedicated to enhancing young lives across the East Midlands. We focus on giving every child a real chance to succeed and transform schools in difficulty to ensure positive outcomes and consistently high achievement.

With 35 academies in the East Midlands, our long term aim is to develop the most successful and innovative group of academies in the country delivering outstanding progress and above average attainment in socially disadvantaged communities.

This document is designed to provide you with information on the role available and the application process. If you have any questions please contact the HR department on 0115 748 3310 Option 1 or email vacancies@greenwoodacademies.org.
Train to Teach with the Greenwood Academies Trust

The Greenwood Academies Trust has a proven track record of providing high quality academy-based Initial Teacher Training (ITT) opportunities in conjunction with The Cambridge Partnership, Bishop Grosseteste University, Nottingham Trent University and the University of Nottingham.

School Direct offers two routes into teaching:

Unsalaried
- Open to all graduates who meet the requirements and is funded by tuition fees, paid by the trainee.
- Bursaries may be available depending on the degree classification and the trainee’s chosen teaching subject.

Salaried
- Open to graduates who meet the requirements.
- Graduates must have at least three years full-time careers experience. This does not have to be in an educational setting.
- Trainees are employed as unqualified teachers by the academy.

School Direct ITT involves the following academy-based activities;
- observing teachers from the chosen subject area and from other departments
- tracking individual pupils for a day to see how they respond to different teaching and learning strategies and styles of teaching
- working in the classroom, shadowing the teacher and supporting in lessons
- regular training sessions with the academy’s ITT co-ordinator and other staff to share best practice
- lesson observations with feedback and discussion
- a comprehensive programme of Continuing Professional Development (CPD)
- a block placement in a contrasting school

Trainees beginning a School Direct course with the Trust will be given a personalised, academy-based training programme, tailored to their prior experience and subject knowledge.

Trainees will be based at their academy for four days a week, visiting their local ITT provider once a week for lectures and seminars.

Each academy will provide on-going support and guidance from a subject mentor and professional tutor, with weekly review meetings and feedback sessions.

Upon successful completion of the course, trainees will be recommended for Qualified Teacher Status (QTS) and awarded a Post Graduate Certificate of Education (PGCE) with Masters level credits, depending on the ITT provider.
Benefits of training with the Greenwood Academies Trust

Making a difference. If you really want to make a difference to the life chances of pupils then why not join an organisation that enables you to do just that?

GAT is a well established multi academy trust and has a track record of working to help raise standards in areas of social and economic deprivation and/or educational underachievement.

A supportive leadership and central team. GAT is led by educationalists who have significant experience in a wide range of schools with expertise in areas such as curriculum, SEND, staffing and finance. The central team provides a wide range of high quality services to academies, enabling them to focus on teaching.

GAT is a not for profit educational charity. We always prioritise our resources to achieve outstanding educational outcomes for our pupils.

A close knit support network. With academies across the East Midlands the chance of sharing best practice and collaborative working is second to none.

We offer extensive development opportunities. We are keen to promote from within, so if you are looking for a career with real potential for progression, then GAT is the place for you.

Professional development is actively encouraged at all levels. The Learning Alliance is the CPD arm of the Trust which offers a programme of development courses to all employees. Find out more by visiting www.greenwoodacademies.org/learningalliance.

We support our staff wellbeing. All staff have access to a 24/7 confidential Employee Assistance Programme to help employees manage stress and access specialist counselling and information services.

The Trust intends to employ trainees once qualified as teachers. This cannot be guaranteed, however, but the Trust recruits trainees with the reasonable expectation of there being a vacancy.
THE APPLICATION PROCESS

In line with our continued commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults, we apply safer recruitment practices across our selection process. All posts within the Trust are subject to an enhanced DBS with Barred List Check, in accordance with the requirements of the Disclosure and Barring Service (DBS), the Police Act 1997 and the Department for Education’s (DfE) Keeping Children Safe in Education guidance.

Application requirements

Before you apply, you must have:
- at least a 2:2 degree (or if in your final year, be predicted at least a 2:2)
- GCSE Grade C or above (or equivalent) in mathematics and English (for secondary roles)
- GCSE Grade C or above (or equivalent) in mathematics, English and science (for primary roles)
- three years’ work experience (for salaried places).

Visits

Prior to applying for teacher training, we are happy to arrange a visit to your preferred academy. Please contact the academy directly to organise a mutually convenient time.

How to apply

Applications are via the UCAS system. Apply online at www.ucas.com provider code 1EX.

Shortlisting

Applications are reviewed as soon as they are received. Candidates will be shortlisted against the job specification, and invited for an assessment day, if successfully shortlisted.

Interviews

Shortlisted applicants will be contacted prior to interviews with details of the proceedings. Candidates should be aware that as part of the interview process any gaps or discrepancies in their application will be explored.

Offers

Any training offers will be made as soon as possible after interview and will be subject to satisfactory background checks, which will be carried out by either our partner university or our HR department.
## Person Specification

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<tr>
<th>Essential</th>
<th>Desirable</th>
<th>How Assessed</th>
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<tbody>
<tr>
<td><strong>Qualifications:</strong></td>
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<tr>
<td>Degree (or equivalent) in relevant subject area (Grade 2:2 or above).</td>
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<td>Application form, original certificates (all non-UK degrees must be verified by NARIC).</td>
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<tr>
<td>GCSE Grade 4/C or above (or equivalent) in English Language and Mathematics (plus science for Primary roles).</td>
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<td>Application form, original certificates.</td>
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<td><strong>Teaching Experience:</strong></td>
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<td>Knowledgeable about own subject area (secondary). Sound knowledge of all core subjects areas (primary).</td>
<td>Knowledge and understanding of National Curriculum for subject area (secondary)/all subject areas (primary).</td>
<td>Application form; at interview and reference.</td>
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<tr>
<td>Understanding of the educational landscape in maintained schools in the UK.</td>
<td>‘Hands-on’ experience in schools.</td>
<td>Application form; at interview and reference.</td>
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<td>Interest in working with young people.</td>
<td>Experience of working with young people.</td>
<td>Application form; at interview and reference.</td>
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<td><strong>Personal and Professional Skills and Attributes:</strong></td>
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<tr>
<td>Ability to communicate subject knowledge effectively.</td>
<td>Ability to teach at an ‘outstanding’ level. Secondary – ability to teach up to A-Level.</td>
<td>Interview.</td>
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<td>Effective communication - ability to read, write and speak English clearly and confidently.</td>
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<td>Application form and at interview.</td>
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<td>Ability to manage pupil behaviour whilst ensuring achievement.</td>
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<td>Interview.</td>
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<td>Ability to work effectively as a member of a team and on own initiative.</td>
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<td>Interview and references.</td>
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<td>High quality organisational and time management skills.</td>
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<td>Interview and references.</td>
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<td>Ability to self-review effectively and set appropriate targets.</td>
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<td>Interview and references.</td>
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<td>Confident and competent in the use of ICT.</td>
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<td>Application form and references.</td>
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<td>Willingness to engage in development activities.</td>
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<td>Application form and at interview.</td>
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<tr>
<td>Willingness to play a part in the wider life of the Academy.</td>
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<td>Interview.</td>
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<tr>
<td><strong>Requirements from confidential background checks:</strong></td>
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<tr>
<td>The Greenwood Academies Trust will require the appointed candidate to gain satisfactory relevant background checks in accordance with teacher training and safer recruitment guidelines, this will include an Enhanced Disclosure check under the Rehabilitation of Offenders Act 1974.</td>
<td></td>
<td>Application form, at interview, references and relevant background checks.</td>
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GOOD LUCK

Thank you again for your interest in the Greenwood Academies Trust.

FURTHER INFORMATION

Details of bursaries and funding, plus alternative routes into teaching such as Teach First or a ‘traditional’ Post Graduate Certificate of Education can be found at: www.education.gov.uk/get-into-teaching

Details of current School Direct vacancies with the Greenwood Academies Trust can be found at: www.greenwoodacademies.org/schooldirect

CONTACT US:

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