

School Direct

Initial Teacher Training Programme 2019 - 20

KMT

QUALITY
TEACHER
TRAINING



Working in partnership

Welcome to the Kaizen Teaching School Alliance

We would like to thank you for your interest in following a School Direct Initial Teacher Training programme in our Alliance. We firmly believe that the School Direct pathway into teaching has many advantages over the traditional initial teacher training routes, not least of which is the opportunity to experience school life at your preferred school right from the beginning of the academic year through to completion of your course and hopefully beyond.

We have the experience and capacity to deliver outstanding teacher training for the next generation of teachers. As an Alliance, we are passionate about teaching and learning and we are also committed to providing exceptional world-class initial teacher training. We have a cultural mix of students who are keen to achieve. The Alliance has a number of schools OFSTED judged as OUTSTANDING. We are a forward-thinking ITT strand leadership team and our curriculum reflects the best possible way forward for all our students.

Our aim is simple: We want to continue our tradition of raising standards through effective teaching and learning, whilst providing the highest level of quality for learning and teacher development.

All schools in our Alliance work with our School Centred Initial Teacher Training (SCITT) provider, Kent and Medway Training (KMT). Last year, Kaizen had 19 trainees, all of whom successfully completed the course and majority of whom are employed in their first teaching post.

You will spend the vast majority of your one-year full time training programme in the classroom, getting to heart of what outstanding teaching looks like.

Learning from outstanding teachers, you will enjoy a rigorous training programme (in areas such as behaviour management and meeting the needs of student learning) with excellent 1-1 subject and professional development, and expert coaching and mentoring.

Our Alliance draws on its vast experience to provide Professional Studies sessions where trainees across the Alliance have a chance to learn together.

You will have a home-school where you will begin your training, spending time in a contrasting school-based experience with a school in our Alliance. All schools in the Alliance are experienced in providing ITT and excel at developing and training their staff.

We recruit and select our own trainees and, whilst we cannot guarantee employment, we aim to ensure employment for the majority of our trainees often within our Alliance of schools, offering excellent opportunities for career development.

Training at a Kaizen Teaching Alliance School will provide you with a wealth of experiences, skills and opportunities that will prepare you to teach in a wide range of settings. You will be training in an extremely supportive environment and at the same time we will guide and challenge you to become an outstanding teacher. We pride ourselves on the quality of training that we can provide. Please feel free to contact us for any queries or help.



Adrian Pitts



Chris Love

The Kaizen Partnership

Bold indicates Secondary Schools

Amherst Primary School
Borough Green Primary School
Hadlow Rural Community School
Lady Boswell's C of E VA Primary School
Maidstone Grammar School for Girls
Riverhead Infants School
Shoreham Village School
St Pauls' C of E VC Primary School
Sussex Road Community Primary School
The Skinners' School
The Judd School
The Malling School
Tonbridge Grammar School
Tunbridge Wells Grammar School for Boys
Tunbridge Wells Girls' Grammar School
Weald of Kent Grammar School
Woodlands Primary School

We pride ourselves on our outstanding outcomes for our trainees, and work alongside **Kent and Medway Training** to provide a range of high quality experiences that effectively supports them and prepares them for a career in teaching. We have long serving and experienced staff who are crucial to the success of supporting and coaching others within the profession. As a group of schools we have many successful years of experience supporting new teachers to successful careers.

“Doing my School Direct Teacher Training here has been an amazing experience. It was a great opportunity to learn on the job, in a very professional and friendly environment, and to experience what teaching was like in one of the top schools in Kent.” – Kaizen Graduate

School Direct teacher training

Our “Lead School” Weald of Kent Grammar School, manages the ITT/UCAS application process of all School Direct posts for the home-schools within the Kaizen Teaching School Alliance.

There are two routes into training through the School Direct Scheme. **Non-salaried, tuition fee route** and a **salaried route**.

The **non- salaried, tuition fee route** through Kaizen is open to candidates offering a wide range of subject specialisms. You do **not** have to have been in employment for three years before application.

You can opt to follow a Post Graduate Certificate of Education qualification (PGCE) which requires additional modules and contact time to be studied. This is a qualification recognised throughout England, Wales, and most of Europe. For some subjects, a bursary is available which could be as much as £28,000. The non-salaried route builds up your solo teaching gradually and will closely follow the typical university style PGCE course by giving you the opportunity to gain basic skills through observational work and collaborative teaching. Where the school direct PGCE differs from a traditional approach is that you have the opportunity to apply to the school at which you wish to be trained. Upon successful interview, undertaken jointly by the school and Kent and Medway Training, you will begin your course on the 1st September, giving you a “whole year” experience of teaching with a much earlier and greater emphasis placed on “practical” teaching of your subject. The majority of your training will be concentrated at your home-school with a seven week experience at a contrasting school being scheduled in the Spring term before the completion of your course back in your home-school. Where possible, students successfully completing the course are likely to be offered a job at the home-school.

The applicant to a non- salaried route will be able to apply for a student loan to cover course tuition fees. Additionally, there is a bursary available in most subject areas which you can apply for. Depending on your subject area and degree qualification, this could be as much as £28,000.

Alternatively, you could earn a salary while you train on the **salaried route**. Once qualified, you’ll earn a competitive starting salary and have excellent opportunities for pay rises. Aimed at those with three or more years’ career experience. This experience will normally have been gained since leaving university and does not have to be from an educational setting, although it could be. Primarily, the salaried route is designed to career changers.

For more details of both schemes with the Kaizen Teaching School Alliance please contact Adrian Pitts or Chris Love kaizenitt@wealdgs.org , Clare Giles (Secondary) clare.giles@kmtraining.org.uk or Richard Palmer (Primary) richard.palmer@kmtraining.org.uk .

The Application Process

1. You need to ensure that you meet the application criteria. For School Direct these are

- A UK undergraduate degree or a recognised equivalent qualification. 2:2 or better
- A GCSE grade C/4 (or standard equivalent) or above in English and Mathematics. Science GCSE at C/4 for Primary.
- Passes in the Literacy and Numeracy Skills tests

For more details visit: <https://getintoteaching.education.gov.uk/eligibility-for-teacher-training>

2. To search for current vacancies please visit: <https://www.gov.uk/guidance/find-postgraduate-teacher-training-courses-in-england> . Register with UCAS <https://www.ucas.com/postgraduate/teacher-training/ucas-teacher-training-apply-and-track> and then complete their on-line application form. Please then ensure that you have selected the correct UCAS code . A list of these is available in this brochure on page 7 or these are available via the DfE's search tool. Kaizen and KMT will select for interview, soon after. You will have an opportunity to have a tour of the school, meet the department, your potential mentor and students; see resources and gain first-hand experience of life at a Kaizen School. You will also be asked to deliver a short teaching activity to a group of students. The interview panel will comprise of, at least the Professional School Tutor, a member of the Kent & Medway Team, and where possible, a member of the department to which your training will be assigned.

3. Successful candidates will be appointed subject to completion of any Kent and Medway Training subject knowledge tests, literacy tests and the on-line professional literacy and numeracy skills tests as well as a DBS (formally CRB) check.

4. Unsuccessful candidates will not be forgotten either. We will give feedback to you explaining why you were not successful in order to help you identify gaps in your skills, knowledge and experience so that, hopefully, you will be in a stronger position to further your chances of gaining a training place with an alternative provider.

"Teaching the students was a great opportunity to put all the theory I learnt into practice, especially considering the challenges for a teacher in an outstanding school, yet ultimately it was an incredibly fulfilling experience." –
Kaizen Graduate

Courses and Codes 2019 - 20



To search for current course vacancies please visit:

<https://www.gov.uk/guidance/find-postgraduate-teacher-training-courses-in-england>

Please note that each course code represents one place at the specified school.

When searching for courses on the “Find postgraduate teacher training” portal please search for “Kaizen Teaching School Alliance” and then by subject in order to find the school you wish to apply for. Course codes and schools are displayed at the bottom.

	Site Code	Subjects																										
		Primary	Art	Biology	Business Studies	Chemistry	Computing	D&T	Drama	Economics	English	(MFL) French	(MFL) German	Geography	History	Maths	Music	PE	Physics	Psychology	RE	Social Sciences	(MFL) Spanish					
Amherst School	K	354V																										
Hadlow Rural Community School	4	353N	353Q			354Z									354C	3B43		3C6W	3C6X	354L		3B4M	354S					
Lady Boswell's C of E VA Primary School	Y	383G																										
Maidstone Grammar School for Girls	3	383D						353S	3546								3B44	354J	3B4D		354Q			3B4T	353V	3553	3B4W	
Riverhead Infants School	X	385B																										
Shoreham Village School	M	383C																										
St Pauls' C of E VC Primary School	A	34JJ																										
Sussex Road Community Primary School	5	394Z																										
The Skinners' School	H	3544				383L			3547											3B4F	3B4I							
The Judd School	D		2RTF																	354P	2WR8	2ZMF						2ZMP
The Malling School	E		3B3G			3B3M		3B3S	3B3V											3B4G	3B4K							
Tonbridge Grammar School	B					354S	3B3Q													34KL	2RVV	2ZM4						
Tunbridge Wells Grammar School for Boys	F	383F	3B3H	3B3K	3B3N	3B3R	3B3R	3B3T	3B3W											3B4B	3B4H	3B4L	3B4N	3B4R	3B4V			3B4X
Tunbridge Wells Girls' Grammar School	G		3B3I			3B3P															3D9Y	354N						
Weald of Kent Grammar School	-	2ZJT	2WNL	353R				34MJ	2ZL4											34KJ	38TH	2WQT	353T					2ZMM
Woodlands Primary School	2	354X																										355S

 Primary
 Secondary
 Non-salaried
 Salaried

Funding for non-salaried School Direct trainees 2019 - 20

Certain subjects attract a training bursary based on your degree classification. Some subjects attract a scholarship of up to £28,000. In addition to this, all non-salaried trainees in all subject areas can apply for a student loan to cover training fees and basic subsistence costs. Our partners at Kent and Medway Training are happy to help anyone accepted on a course in applying for these.

Please refer to the table below to see if your subject area is included and the bursary that you can expect to receive. For further information, including terms, conditions and eligibility to receive funding, please see <https://getintoteaching.education.gov.uk/funding-my-teacher-training> .

Eligible subjects	Scholarship	Trainee with 1 st , 2:1, 2:2, Master's or PhD
Physics	£28,000	£26,000
Mathematics *	£22,000	£22,000
Chemistry	£28,000	£26,000
Computing	£28,000	£26,000
Languages	£28,000	£26,000
Geography	£28,000	£26,000
Biology	-	£26,000
English	-	£15,000
Design & Technology and History	-	£12,000
Music and RE	-	£9,000
Primary with Mathematics	-	£6,000

*** Secondary mathematics early-career payments**

You could receive £30k or £32k in total - £20k as a tax-free bursary or £22k scholarship with additional payments of £10k after tax once in teaching. You'll need to have completed a non-salaried teacher training course and received a bursary or scholarship in the academic years 2018/19 or 2019/2020. You'll receive two additional early-career payments of £5k each in your third and fifth year of teaching - enhancements to these payments are available if you teach in specified areas in England. You must have taught in a state-funded school in England since completing your teacher training course.

Contact Details

Adrian Pitts and Chris Love (ITT Directors)

Kaizen Teaching School Alliance

c/o Weald of Kent Grammar School

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Kent

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Useful Websites

- For details and further information about **Amherst Primary School**
www.amherst.kent.sch.uk
- For details and further information about **Hadlow Rural Community School**
www.hrcschool.org
- For details and further information about **Lady Boswell's C of E VA Primary School**
www.ladyboswells.kent.sch.uk
- For details and further information about **Maidstone Grammar School for Girls**
www.mggs.org
- For details and further information about **Riverhead Infants School**
www.riverhead.kent.sch.uk
- For details and further information about **Shoreham Village School**
www.shorehamvillageschool.net
- For details and further information about **St Pauls' C of E VC Primary School**
www.st-pauls-swanley.kent.sch.uk
- For details and further information about **Sussex Road Community Primary School**
www.sussex-road.kent.sch.uk
- For details and further information about **The Skinners' School**
www.skinners-school.co.uk
- For details and further information about **The Judd School**
www.judd.online
- For details and further information about **The Malling School**
www.themallingschool.kent.sch.uk

- For details and further information about **Tonbridge Grammar School**
www.tgs.kent.sch.uk
- For details and further information about **Tunbridge Wells Grammar School for Boys**
www.twgsb.org.uk
- For details and further information about **Tunbridge Wells Girls' Grammar School**
www.twggs.kent.sch.uk
- For details and further information about **Weald of Kent Grammar School**
www.wealdgs.org
- For details and further information about **Woodlands Primary School**
www.woodlands.kent.sch.uk

- For details and further information about initial teacher training courses at **Kent and Medway Training**.
www.kmtraining.org.uk

- For details and further information about Initial Teacher Training.
<https://getintoteaching.education.gov.uk/>

- For details and further information about available Bursaries and Funding for School Direct applicants.
<https://getintoteaching.education.gov.uk/funding-my-teacher-training/bursaries-and-scholarships-for-teacher-training>

- For help with applying for a Initial Teacher Training course through UCAS
<https://www.ucas.com/postgraduate/teacher-training/ucas-teacher-training-apply-and-track>

- For help in gaining a School Experience Placement
<https://getintoteaching.education.gov.uk/school-experience>