

Graduate Teacher Training / Trainee Lecturer Programme

1. Scope

This scheme is open to graduates with at least a 2:2 degree in relevant fields, except for Maths where a 3rd class degree is acceptable. Equivalent qualifications such as an HND or relevant vocational experience are also considered. A minimum of GCSE or Level 2 FS in Maths and English is required.

2. Eligibility

Applicants must have:

- Level 2 in Maths & English
- Right to Work in the UK
- No prior teaching qualification
- A qualifying degree or vocational experience
- Availability to start in September 2022

3. Recruitment

We are seeking graduates with degrees in:

- Engineering
- Science
- Information Technologies/Computing
- Health and Care
- Nursing
- Physics
- Maths

We also welcome Trainee Lecturers with professional experience in:

- Construction
- Law

The scheme starts in September, and trainees will pursue their teaching qualification concurrently. Open days and interview days are scheduled.

4. Selection Process

Suitable candidates are invited to an assessment/interview day at the College, which may include:

- Short presentations about the College and programme
- A five-minute presentation exercise (topics to be confirmed)
- Literacy and numeracy assessments

- Individual and group exercises
- Formal interview

5. Appointment

Appointments follow the usual recruitment procedures, with pre-employment checks required.

6. Employment Status

The Graduate Scheme lasts for one year (from August). Participants will be subject to college policies and procedures. Upon scheme completion, graduates must apply for positions through competitive interviews. While a full-time job is not guaranteed, graduates are assured an interview for any vacancy applied for and may join the HPL pool.

7. Mentoring Scheme

Graduates will be assigned a mentor from the College's academic staff and will receive tutoring from the dedicated teacher trainer. The Head of Teaching & Learning will also identify experienced teachers to serve as mentors.

8. Graduate Programme Content

Before classroom teaching begins, graduates will participate in:

- Corporate induction
- Teaching and Learning induction (including VLE and interactive whiteboard use)
- Training activities (safeguarding, equality and diversity, online systems, student engagement, quality and student experience policies)
- Team teaching exercises
- Shadowing mentors
- Reviewing key teaching documents (scheme of work, lesson plan, group profile, assessment schedule, tracker, marked student work)
- Developing lesson plans and resources
- Micro-teaching, role-playing, case studies, self-evaluation, and reflection
- Industrial work placements (up to 5 days)
- Enrolling in the Level 5 DET programme with 100% attendance
- Exchanging ideas with other graduates

9. Terms and Conditions

Graduate Teachers/Trainee Lecturers will start at lecturer band 1 salary, managed by the relevant Head of School, and supported by a personal tutor from the Teacher Training team. They will teach up to 9 hours per week in the first term, increasing to 11 hours thereafter, starting after mandatory training in September. Training sessions are timetabled on Mondays and Fridays, with additional meetings on Wednesdays. General terms of employment and annual leave apply as per the Scale 1 lecturer contract.

10. Teaching Qualification

Participants must enrol in the Pearson Edexcel Level 5 DET. The College covers the course costs, but participants must reimburse the cost if they leave before completing the qualification. Attendance at all related classes, workshops, and seminars is mandatory, along with completion of assignments. Non-compliance may result in termination of the role.

Mandatory study units include:

- Developing Teaching, Learning, and Assessment in Education and Training
- Theories, Principles, and Models in Education and Training
- Wider Professional Practice and Development in Education and Training

Additional units include:

- Action Learning to Support Development of Subject Specific Pedagogy
- Delivering Employability Skills
- Equality and Diversity
- Action Research L5
- Preparing for the Personal Tutoring

11. Termination

Graduate Teachers/Trainee Lecturers must give two months' notice to terminate the contract. If they leave the scheme before completion, they must repay the teaching qualification cost.