School Direct Information Pack
Academic Year 2020-21
Who are The Endeavour Teaching School Alliance?

The Endeavour Teaching School Alliance (ETSA) is a vibrant and exciting partnership of schools who are passionate about finding and nurturing talented individuals to become outstanding Primary School teachers. Our diverse alliance comprises of a large number of local school partnerships across several areas of the country. We offer teacher training is in partnership with outstanding Universities at the forefront of Initial Teacher Education.

Our partnership of schools is led by Tidemill Academy, a National Teaching School based in London. We have a strong reputation for professional development at all levels and our commitment to our staff, including our trainees, is shared by all.

Why train with us?

Our trainees have been hugely successful; since 2014, 100% of our School Direct trainees have received Good or Outstanding at the end of the course. We know how to support and develop teachers at the start of their careers and have a proven track record of initial teacher training, having piloted the former Graduate Teacher programme and Teach First primary programme.

No matter which partner school in the Endeavour Teaching School Alliance you apply to, you will join a highly supportive team that will help you develop the confidence to implement effective teaching strategies. From the very beginning, you will be a valued member of our staff, contributing to and benefiting from our positive and 'can do' attitude.

The majority of our alliance schools are also part of REAch2 Multi-Academy Trust which supports over 55 schools across England and provides unrivalled development and employment opportunities. All schools have local differences but share the same strong sense of moral purpose and the drive to deliver outstanding educational experiences for all children.

Our alliance contains outstanding leaders and teachers that will help to deliver a bespoke training package, alongside our higher education partners. Several schools in our alliance design and run a variety of training courses for teachers at all levels - from trainee teachers and Newly Qualified Teachers to established leaders. Alongside this, the majority of our schools are involved in tailored outreach work for schools around the UK to support teachers and leaders in a variety of areas. Our team of specialist leaders of education (SLEs) will contribute to your training experience.

A career in teaching

A career in teaching is immensely rewarding. When you begin your teacher training with us, we see it as the first step on your teacher development journey with us. The benefits of teaching are many and varied and include:

- The opportunity to make a difference to children’s life chances and inspire children
- Intellectual challenge and variety
- Great employment prospects and job security
- Excellent career progression
- A competitive salary
What is the School Direct programme?

Unlike a university led PGCE, you select the main school you wish to train in. This means you can ensure the school is the right fit for you. School Direct is a school-led initial teacher training pathway that puts you in control. It offers ‘on-the-job’ training and teacher education. The programme aims to create highly qualified, highly skilled teachers, who are an integral part of a school community.

You will usually be placed at a school from the start of your training but you don’t need to worry about being thrown in at the deep-end – you won’t be teaching classes until you are ready! You will be supported by an outstanding and well-trained classroom mentor and a member of the school’s Senior Leadership Team, in partnership with an experienced professional tutor from one of our accredited partners. Alongside our committed ETSA training team, you will be supported every step of your journey to reach the professional standards of teaching and gain Qualified Teacher Status. Your timetable and teaching responsibility will increase as you gain in confidence and skill.

Your training will be delivered by expert teachers within the school and complemented by training from one of our accredited partners. You will develop your understanding of pedagogy, teaching practice and curriculum knowledge. By being part of our cohort of ETSA trainees, you will also develop a strong professional support network who understand and share the teacher training experience alongside you.

As well as your main training placement, you will complete at least one contrasting placement in a different key stage; this will afford you the opportunity to work with different students, within a different school and with a wider range of colleagues.

We offer both the School Direct Primary Salaried (QTS) and School Direct Primary PGCE (+QTS) pathways.

School Direct Salaried (QTS)

This route is aimed at high calibre career changers. You will be employed by your main placement school, start on the first day of the autumn term and be paid a salary while you train. School Direct Salaried trainees are not eligible to apply for a bursary or for student loans. Successful completion of the course leads to recommendation for Qualified Teacher Status (QTS). There is also the option of joining the PGCE pathway, should you wish to pay top-up fees. You must be a degree holder, with at least a 2:2 in a relevant subject. A period of sustained work experience is desirable for this challenging, employment route but not essential. Please note, your work history does not need to have been gained in an education related field.

You do not have to be supernumerary and you can have up to 80% of a teaching timetable by the end of the training year.

School Direct PGCE (+QTS)

This route is aimed at recent graduates. Successful completion of the course leads to the award of Postgraduate Certificate of Education (PGCE) which includes the recommendation for Qualified Teacher Status (QTS). You must have at least a 2:2 class degree and you will be eligible for student finance to cover the cost of your PGCE fees. You will start your first placement school on the first day of the autumn term.

You will be supernumerary and you can have up to 70-80% of a teaching timetable by the end of the training year.
About our schools

**London Partner Schools**

**Tidemill Academy**
Lead School
Deptford
www.tidemill.net

**Aerodrome Primary Academy**
Croydon
www.aerodromeprimary.co.uk

**Robert Fitzroy Academy**
Croydon
www.robertfitzroyacademy.com

**St Marks CofE Primary Academy**
Croydon
www.st-marks.academy

**Southwark Park Primary**
Southwark
www.southwarkparkschool.co.uk

**Dorothy Barley Junior Academy**
Dagenham
www.dorothybarleyjunioracademy.co.uk

**Woodside Primary Academy**
Walthamstow
www.woodsideprimaryacademy.com

**Concordia Academy**
Romford
www.concordiaacademy.co.uk

**Brampton Primary Academy**
Bexley
http://www.brampton.bexley.sch.uk/
**East Midlands Partner Schools**

**Scientia Academy**  
Burton-on-Trent  
www.scientiaacademy.co.uk

**Five Spires Academy**  
Lichfield  
www.fivespiresacademy.co.uk

**Lawley Village Academy**  
Shropshire  
www.lawleyvillageacademy.co.uk

**Veritas Academy**  
Stafford  
veritasprimaryacademy.com

**Oakfield Primary Academy**  
Rugby  
www.oakfieldprimaryacademy.com

**Silkmore Primary Academy**  
Stafford  
www.silkmoreacademy.co.uk

**Racemeadow Primary Academy**  
Atherstone  
www.racemeadow.co.uk/

**Heath Hayes Academy**  
Heath Hayes  
www.heathhayesacademy.co.uk/
West Midlands Partner Schools

Moor Green Primary Academy
Moseley
https://moorgreenprimary.org.uk/

Manor Park Primary
Aston
https://www.manorparkacademy.co.uk/

Oakfield Primary Academy
Rugby
https://www.oakfieldprimaryacademy.co.uk/

Racemeadow Primary Academy
Atherstone
https://www.racemeadow.co.uk/

Riverside Academy
Rugby
http://www.riversideacademy.co.uk/
Harlow and Hertfordshire Partner Schools

Pemberley Academy
Harlow
www.pemberleyacademy.co.uk/

Water Lane Primary Academy
Harlow
www.waterlaneprimary.co.uk/

Newhall Primary Academy
Harlow
http://newhallacademy.org

Garden City Academy
Letchworth Garden City
www.gardencityacademy.co.uk/

Wilshire Dacre Junior Academy
Hitchin
www.wilshere.herts.sch.uk
East Anglia Partner Schools

Gunton Primary Academy
Lowestoft
schoolswire.org/public/gunton0019.html.nocache

The Limes Primary Academy
Lowestoft
http://thelimesacademy.org/

Phoenix St. Peter Academy
Lowestoft
https://phoenixstpeter.co.uk/

St Margaret’s Primary Academy
Lowestoft
www.st-margarets.suffolk.sch.uk/

Burrsville Infant Academy
Clacton-On-Sea
www.burrsville-inf.essex.sch.uk/
Finance information

School Direct PGCE (+QTS)

The tuition fee for School Direct PGCE starts from £9,150. You might be able to apply for financial support, including maintenance loans. The following website is a useful source of information:

https://getintoteaching.education.gov.uk/funding-my-teacher-training

School Direct Salaried

ETSA School Direct Salaried trainees will be paid on the Unqualified Teacher pay scale. Pay varies depending on your placement school’s location.

<table>
<thead>
<tr>
<th>Unqualified Teacher pay scale</th>
<th>England and Wales (excluding London and fringe)</th>
<th>Inner London</th>
<th>Outer London</th>
<th>Fringe London</th>
</tr>
</thead>
<tbody>
<tr>
<td>Min</td>
<td>£16,626</td>
<td>£20,909</td>
<td>£19,749</td>
<td>£17,718</td>
</tr>
<tr>
<td>Max</td>
<td>£26,295</td>
<td>£30,573</td>
<td>£29,422</td>
<td>£27,384</td>
</tr>
</tbody>
</table>

After your training

When you have completed your training, it is our aim that you will secure a teaching position in your training school or one of our other partner schools. Depending on the location of the school, salaries will vary. The table below gives you an idea of a qualified teacher's starting salary and how the salary can progress.

<table>
<thead>
<tr>
<th>Qualified Teacher pay scale</th>
<th>England and Wales (excluding London and fringe)</th>
<th>Inner London</th>
<th>Outer London</th>
<th>Fringe London</th>
</tr>
</thead>
<tbody>
<tr>
<td>Min</td>
<td>£22,917</td>
<td>£28,660</td>
<td>£26,662</td>
<td>£24,018</td>
</tr>
<tr>
<td>Max</td>
<td>£33,824</td>
<td>£39,006</td>
<td>£37,645</td>
<td>£34,934</td>
</tr>
</tbody>
</table>

Additional rewards

In addition to the basic salary you’ll earn, there are other great benefits available including:

- holidays – you’ll get more days than many people in other professions, though teachers work for 195 days per year in school, and tend to do some work during their holidays;
- a generous pension – when you’re employed as a teacher you’ll automatically be a member of the Teachers’ Pension Scheme;
- special educational needs (SEN) allowance – if you work as a qualified teacher with pupils with SEN, you could be eligible for an SEN allowance of no less than £2,106 and no more than £4,158 per annum;
- teaching and learning responsibility (TLR) payments – additional money if you take on more responsibilities ranging from £2,667 to £13,027 depending on the type of duties.
How to apply to train to teach with us

All applications are processed through the UCAS system. To do this, search for UCAS Teacher Training or visit https://www.ucas.com/postgraduate/teacher-training/ucas-teacher-training-apply-and-track

To find courses, you will use the Government’s ‘Find postgraduate teacher training’ service https://www.gov.uk/guidance/find-postgraduate-teacher-training-courses-in-england

You will be able to find all of our programmes and the schools you can apply to by searching for ‘Endeavour TSA’.

When you are ready to apply you will need to apply for 2020 entry. You will need to register to create an account. Once this is complete, you will be able to apply for teacher training courses.
FAQs

Below are some of the most common questions we are asked about teacher training with us. If you cannot find an answer to your question below or in the rest of this information booklet, please get in touch with us using the contacts page at the back.

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>What key skills are you looking for?</td>
<td>It is really important that you are passionate about a career in teaching and excited about the prospect of becoming a teacher! We are looking for candidates who show potential: this means you need to demonstrate an eagerness to learn, a reflective attitude, attention to detail, and an ability to adapt and thrive under pressure.</td>
</tr>
<tr>
<td>I haven’t got a degree. Can I still apply?</td>
<td>No, all candidates must hold a UK degree (or equivalent). If you are currently studying towards an undergraduate degree, you must have completed the course prior to commence a School Direct training programme.</td>
</tr>
<tr>
<td>I did my degree outside of the UK. Is this valid?</td>
<td>All qualifications gained outside of the UK will be checked to ensure they meet the relevant equivalency standards.</td>
</tr>
<tr>
<td>Can I apply if I live outside the UK?</td>
<td>All applicants must have the right to work in the UK to be eligible for School Direct training with the Endeavour Teaching School Alliance.</td>
</tr>
<tr>
<td>When do I need to take the Professional Skills test?</td>
<td>QTS skills tests will no longer be required for 2020/21. We will work with each of our accredited providers to administer literacy and numeracy tests either during or after the selection process to ensure all candidates have a suitable level of proficiency.</td>
</tr>
<tr>
<td>Will I have to travel to other schools or the University?</td>
<td>You will be based at one school for the majority of the programme but will also have training sessions at our Endeavour Teaching School Alliance schools. This might be at our lead school or one of our hub school. Sometimes training will take place at local partner schools. You will also need to travel to training provided by the accredited provider we work with on each programme.</td>
</tr>
<tr>
<td>What happens after my training year?</td>
<td>The expectation is that the trainees will go on to teach in their employing school, or another school in the local partnership, once they are suitably qualified and have successfully passed the course.</td>
</tr>
<tr>
<td>Can I apply by submitting a CV and cover letter directly to the school?</td>
<td>No, all applications must be processed through the UCAS system.</td>
</tr>
<tr>
<td>I’ve submitted my application but haven’t heard from you. Why?</td>
<td>Once your application has been submitted, and your references have been provided, we will be able to download your application from the UCAS system. We work in partnership with our accredited provider partners and will together respond to all applications within 40 days. All programmes differ –some involve two stages of interview (one with our accredited provider and one with us) whilst others consist of one interview only. If we decide to offer you a place on one of the training programmes, we will pass this recommendation on to our accredited provider(s) who will make any final offer of a place.</td>
</tr>
<tr>
<td>What can I expect of the interview process?</td>
<td>During the interview process we would observe you interacting with a group of children, conduct literacy and numeracy tasks and conduct a formal interview. We aim for our interview process to be as relaxing as possible so that you can feel comfortable and show us your true potential.</td>
</tr>
</tbody>
</table>
Contacts

Email

ETSA School Direct training programmes, general enquiries etsa@tidemillacademy.org
ETSA School Direct training programmes, London enquiries etsa@tidemillacademy.org
ETSA School Direct training programmes East Midlands (Scientia) enquiries danielle.austin@scientia-academy.org.uk
ETSA School Direct training programmes Harlow and Hertfordshire (Pemberley) enquiries Simon.harvey@pemberleyacademy.co.uk
ETSA School Direct training programmes West Midlands (Moor Green) enquiries palminder.bahia@moorgreenacademy.org
ETSA School Direct training programmes East Anglia (Gunton) enquiries office4gunton@yahoo.co.uk
University of Derby programme enquiries schooldirect@derby.ac.uk
UCL Institute of Education School Direct programme enquiries schooldirect@ucl.ac.uk
University of Birmingham programme enquiries schooldirect@contacts.bham.ac.uk
University of East Anglia programme enquiries edu.pgce.admiss@uea.ac.uk
Essex Teacher Training programme enquiries info@essexteachertraining.co.uk

Websites

ETSA www.endeavourtsa.org
University of Derby https://www.derby.ac.uk/courses/postgraduate/pgce-primary-school-direct/
UCL Institute of Education (Salaried) http://www.ucl.ac.uk/ioe/courses/teacher-training/primary-school-direct-salaried
UCL Institute of Education (PGCE) http://www.ucl.ac.uk/ioe/courses/teacher-training/primary-school-direct-pgce
University of Birmingham (PGCE) https://www.birmingham.ac.uk/postgraduate/courses/taught/edu/school-direct.aspx
University of East Anglia (PGCE) https://www.uea.ac.uk/education/pgce/school-direct
Essex Teacher Training (PGCE) http://www.essexteachertraining.co.uk/scitt-and-school-direct/