

Education Bradford Advertising Service

# Information Booklet

## for NQT's

A useful guide for Newly Qualified Teachers

Updated: January 2009

# Welcome to Bradford

Bradford is the fourth largest metropolitan district in England with a population approaching half a million. It is also one of the most diverse areas one can find. The unique Victorian city of Bradford lies in the southern part of the district. To the west dramatic, empty moorland rises to the Pennine hills which enfold Haworth, world-famous home of the Bronte sisters and the second most visited literary shrine in Britain after Stratford. To the north of the district lie beautiful Wharfedale, prosperous Ilkley and its famous moor. And right at the heart of the district is Saltaire, which became a World Heritage site a couple of years ago and has rapidly become a fashionable place in which to live.

From this brief paragraph one can see that Bradford is far from being just another “grim-up-north-former-mill-town” of media stereotype. Those in the know appreciate that it is a fascinating place to work in – especially in the realm of education. Bradford’s population is young and energetic and some schools have pupils from many parts of the world, bringing all kinds of assets to us. Bradford commands great affection and loyalty from its citizens – even those who have not been here very long. One thing it definitely lacks is the bland empty sameness which often affects places in less-favoured parts of England.

And where else in Britain would you be within such easy reach of so many wonderful things? For a start there is some of the most beautiful countryside in England on the doorstep. Leeds, with its vibrant club scene and excellent shopping is right next door. There are hundreds of restaurants around to suit all tastes and pockets. Professional theatres, opera companies, dance groups, orchestras, music venues and galleries are all within an hour’s drive, as are world class football, rugby and cricket venues. Manchester is just an hour along the motorway and if you must go to London even that is only a little more than two hours away by train. Or you can fly there from our own Leeds Bradford International Airport, which is opening up more and more low-fare routes into the heart of Europe, Prague, Paris and Venice being three of the latest.

Yorkshire is synonymous with value for money so, as you’d expect, you can take advantage of all this for much less than you’d have to pay if you were living and working in the south of England. Whilst property prices and rents have increased in recent years, they are still significantly lower than in the south, as is the cost of living generally. Even in well-heeled towns like Ilkley, housing and associated costs compare very favourably with much less attractive places elsewhere in the country.

If you decide to come and teach in Bradford you’ll find friendly and hospitable people who will welcome you. And you won’t have to live in overpriced accommodation with television banality as your only affordable source of relaxation and recreation.

# What does Bradford have to offer?

Although primarily an industrial city, Bradford offers a mix of entertainment, culture history and countryside. As well as the city's wealth of bars, clubs and restaurants you can also catch the latest West End shows at the Alhambra Theatre or a top stage act at St George's Concert Hall.

## House Prices

Bradford can also offer homes to buy and rent at affordable prices.

Average House Prices for Bradford District (HM Land Registry October 2008)

Detached	£247,952
Semi- Detached	£132,053
Terraced	£ 88,458
Flat	£137,897
Overall	£134,667

One of Bradford's fascinating attractions is the National Museum of Photography, Film and Television and the 3D IMAX Cinema, which are well worth the visit. As well as the David Hockney collection at Salt's Mill, you could also take a trip to Cartwright Hall Art Gallery or the Worth Valley Railway featured in 'The Railway Children'.

Bradford is situated on the edge of the Moors and the West Yorkshire Pennines where you can visit the birthplace of the Bronte's and enjoy the rugged landscape of Haworth, which inspired their famous novels.

Bradford has a huge amount to offer. 150 years of migration has created a multi-cultural, vibrant district, which already attracts over 8 million visitors a year. Bradford is the focus of one of the largest community arts festivals in Britain, which includes the largest Mela in Europe. Saltaire is now recognised as a World Heritage Site of "outstanding universal value" and the National Museum of Photography, Film and Television is the most visited museum outside of London.

# Bradford Incentives

- Diverse education authority from rural to inner-city schools and a variety of cultures
- Nearly 120,000 pupils in Bradford district – for many of Bradford pupils, English is a second language
- Cheap cost of living
- Within easy reach of big ‘popular’ cities Leeds and Manchester
- Supportive teaching network
- Large number of schools to choose from whatever teaching environment you require:
  - a) 7 Nursery
  - b) 158 Primary
  - c) 29 Secondary
  - d) 11 Special
- To find out about individual school performance go to: <http://www.ofsted.gov.uk>
- Bradford places high importance on the provision and support for NQTs
- A welcome conference free of charge is held by Education Bradford to all NQTs in September accompanied by a Welcome to Teaching in Bradford pack
- Currently there is a shortage of KS2 staff
- Primary – Particular need for specialisms in PE, Music and ICT
- Secondary – Particular need for specialisms in Maths, Science, ICT, English, and RE
- Also shortage of male primary school teachers
- Bradford has excellent opportunities for career development
- Currently low turnover but are vacancies still available

# Money Matters

## Cash Incentives

- If you are teaching one of the priority subjects in a maintained and non maintained school in England after successfully completing your induction you may be eligible for a one-off, taxable "Golden Hello" of between £2500 and £5000
- Priority subjects: English (inc Drama), Maths, Modern Languages, ICT, Design Technology, Science, Music and Religious Education. The amount you receive will depend on your chosen subject, with Maths and Science currently attracting £5000 and all other priority subjects £2500
- For information about the "Golden Hello" scheme go to <http://www.tda.gov.uk/Recruit/thetrainingprocess/fundinginengland/goldenhellos.aspx>

## Training Bursaries

There has never been a better time to do teacher training. If you are a graduate, or if you will graduate this year, you may be eligible to receive an attractive package of support if you enrol on a Postgraduate Certificate in Education (PGCE) course. This includes:

- no tuition fees to pay
- a training bursary of £7,000 if you train in Maths or Science from September 2007
- a training bursary of £6,000 - £150 a week tax-free if you train full-time in any other subject
- a further "Golden Hello" if you train in one of the priority subjects (see above)

For guidance on eligibility for primary and secondary PGCE teacher training bursaries in 2007/8 go to [www.tda.gov.uk/Recruit/thetrainingprocess/typesofcourse/pgce.aspx?keywords=bursaries](http://www.tda.gov.uk/Recruit/thetrainingprocess/typesofcourse/pgce.aspx?keywords=bursaries)

To find out more about what the Government is doing to improve pay, conditions and standards in teaching, go to [www.teachernet.gov.uk/professionaldevelopment](http://www.teachernet.gov.uk/professionaldevelopment)

For more information on how to become a teacher, including information on the Graduate Teacher Programme, ring the Training & Development Agency's teaching information line on 0845 6000 991.

# Career Prospects

## Secondary Schools

There may be opportunities to move up the management structure within your subject team and become Head of Department. You could also become a Head of Year or lead an area such as Special Needs or Pastoral Care.

Alternatively you can progress as an Advanced Skills Teacher (AST). These work as classroom teachers for 80% of the time and the rest of the time spend a day a week on projects which span a number of schools working to enhance the skill of teachers in their own and other skills.

## Primary Schools

Prospects include taking on responsibility for coordinating key areas such as Literacy, Numeracy or Special Educational Needs. You can also move into management by becoming a Deputy Headteacher or Headteacher. There are also opportunities to become an AST.

Trainees aiming for management positions can apply for the Fast Track Programme.

## Pay – as of September 2008

- NQTs start on a scale that ranges from £20,627 - £30,148
- If you are a career changer or mature entrant you may start out on a higher level depending on previous experience
- Pay scales are reviewed each April
- Every September, salaries for teachers on the main pay scale move up one point if they have performed satisfactorily. You can move up two points if performance was excellent
- You can also become an Advances Skills Teacher which are on a higher pay scale and the Fast Track scheme, also has a different pay scale
- For more information on teachers pay and conditions you can visit [www.teachernet.gov.uk](http://www.teachernet.gov.uk)

# Induction

For any further information on the Induction procedure contact Chris Clark at Education Bradford on 01274 385757.

- Induction is there to:
  - a) Show your potential
  - b) Make rapid advancement towards excellence in teaching
  - c) Begin to make a real impact on the school's development
- Induction is a programme of support and guidance that ensures your suitability to continue in the teaching profession
- You will work collaboratively with colleagues to raise standards and an individualised programme of guidance, monitoring and support will be set up
- Induction period on average lasts 3 terms (or 378 school sessions)
- Teachers who obtain QTS must complete this induction if they are to continue to work in maintained schools or non maintained special schools in England
- You cannot start your induction until you have QTS i.e. until you have successfully met all the QTS standards. – if not 100% sure you have been awarded QTS, please check with General Teaching Council for England
- Failure to complete the induction period satisfactorily means that the NQT is no longer eligible to be employed as a teacher in a maintained school or non maintained special school
- You can appeal against this but no one can serve more than one induction period
- Pass rate for induction in Bradford is very high
- NQTs are well supported to make sure of satisfactory progress
- A training programme for NQTs is available through Serco Learning

## The Induction Period

- Should be no less than three terms for full-time NQTs
- Will be pro-rata for part-time teachers
- Some schools operate different term-time systems – the induction period is 189 working days or 378 sessions
- Breaks in induction are possible but you are obliged to continue with induction if you teach in a school where induction is available. You can do non-inductable short term supply work but cannot otherwise teach in a school without continuing induction

### Education Bradford Advertising Service

T: 01274 385992 / 3 - F: 01274 385989 - E: [education.advertising@educationbradford.com](mailto:education.advertising@educationbradford.com)

**The Induction Tutor**

- All newly qualified teachers should have support from a designated induction tutor who should be a senior member of staff or suitably experienced teacher who has considerable contact with you
- They should provide or co-ordinate guidance and effective support. They will also make rigorous and fair assessments about your performance against the standards

**Assessment of progress**

- Professional progress review meetings should take place towards the end of each half term and should be informed by a range of evidence about your work
- Three formal assessment meetings should take place during the induction period, one at the end of each term
- It is important that a copy of the official assessment (induct) forms are sent to Education Bradford within 10 days

**Unreasonable demands**

- Teaching outside the age range and subjects you were trained for
- Presenting you with day-to-day acute or especially demanding discipline problems
- Involving you in additional non-teaching responsibilities without appropriate preparation and support
- Involving you in different planning, teaching and assessment processes to other substantive teachers

**Observations**

- Regular observations should take place at least once each half-term period and within the first 4 weeks of induction
- You should expect professional feedback and advice and written records should be kept of all observations and should be made available to you
- NQTs must have a reduction of 10% of their teaching timetable in relation to other teachers in the school

## The end of induction

*There are three possible outcomes...*

### 1. The vast majority of NQTs pass induction

- You will receive a letter of congratulations from Education Bradford
- The GTCE will be informed and send you a certificate

### 2. Failure to complete induction satisfactorily

- Very few NQTs fail induction
- Failure should not come as a surprise i.e. systems should be in place to alert all parties to any NQT making unsatisfactory progress at anytime during induction and early action taken
- There is an appeals process as laid down in circular 0458/2003

### 3. Extensions can be granted under two circumstances only

- **Pre-completion:** Due to sickness absence of 30 days or more  
Maternity leave
- **Post-completion:** Due to exceptional circumstances only and at the discretion of the appropriate body

# Finding a job in Bradford

## Prospects

Prospects is the Education Bradford jobs bulletin which details vacancies in Bradford schools. This is the place to look for jobs in Bradford as 95% of vacancies are advertised here.

The bulletin is available every Monday during school term time.

### You can access the bulletin in 2 ways:

1. Log on to the Bradford Schools website: [www.bradfordschools.net](http://www.bradfordschools.net)  
select Jobs & CPD / Prospects and Job Vacancies
2. Send a supply of **A5** stamped addressed envelopes to the address below to receive hard copies:



The Advertising Service, Education Bradford, Future House, Bolling Road, Bradford, BD4 7EB

Contact the Advertising Team for more information:

T: 01274 385992 / 385993 or E: [education.advertising@educationbradford.com](mailto:education.advertising@educationbradford.com)

### Other places to look;

#### Telegraph & Argus

Many teaching vacancies are advertised in Wednesday's edition of the Telegraph & Argus. These vacancies can also be accessed via: [www.fish4jobs.co.uk](http://www.fish4jobs.co.uk)

#### Times Educational Supplement

Every Friday the TES newspaper carries a comprehensive listing of teaching vacancies. All posts are also features on their website: [www.tesjobs.co.uk](http://www.tesjobs.co.uk)

#### Education Guardian

Published on a Tuesday, the Education Guardian provides information on teaching as well as listing vacancies in the Education sector. [www.education.guardian.co.uk/jobs](http://www.education.guardian.co.uk/jobs)

### Other useful websites;

[www.eteach.com](http://www.eteach.com)

[www.education-jobs.co.uk](http://www.education-jobs.co.uk)

[www.sector1.net/careers/education](http://www.sector1.net/careers/education)

[www.schooljobs.org.uk](http://www.schooljobs.org.uk)

[www.flexexecutive.co.uk/education](http://www.flexexecutive.co.uk/education)

[www.educationbradford.com](http://www.educationbradford.com)

[www.bradford.gov.uk](http://www.bradford.gov.uk)

# Useful Links

**Education Bradford Website** – Information on the education services provided to Bradford schools. [www.educationbradford.com](http://www.educationbradford.com)

**Department for Children, Schools and Families (DCSF)** – Official Government website (details on Golden Hellos can be found here) [www.dcsf.gov.uk/index.htm](http://www.dcsf.gov.uk/index.htm)

**TDA (Training & Development Agency)** – Official Government website [www.tda.gov.uk](http://www.tda.gov.uk)

**TeacherNet** – Official Government website [www.teachernet.gov.uk](http://www.teachernet.gov.uk)

**Fast Track Teaching** – Government website on fast track schemes into school management / leadership. [www.ncsl.org.uk/fasttrack-index](http://www.ncsl.org.uk/fasttrack-index)

**General Teaching Council for England (GTCE)** – Professional body of teaching [www.gtce.org.uk](http://www.gtce.org.uk)

**Just for teachers** – For extra support for NQTs and facility to send in problems and receive free advice [www.justforteachers.co.uk](http://www.justforteachers.co.uk)

**Learning and Skills Council** - [www.lsc.gov.uk](http://www.lsc.gov.uk)

**National Curriculum online** - <http://curriculum.qca.org.uk/>

**National Grid for Learning (NGfL)** – <http://inclusion.ngfl.gov.uk/>

**For information on individual school performances visit both:**  
**OfSTED**  
[www.ofsted.gov.uk](http://www.ofsted.gov.uk)                      or                      [www.ukschoolguide.com](http://www.ukschoolguide.com)

**Teacher Support Line** - [www.teachersupport.info](http://www.teachersupport.info)

**Trainees from a minority ethnic background** -  
[www.tda.gov.uk/partners/recruiting/diversesociety.aspx](http://www.tda.gov.uk/partners/recruiting/diversesociety.aspx)

# Useful Contacts

**Induction Co-ordinator  
Chris Clarke**

T: 01274 385757

E: [chris.clarke@educationbradford.com](mailto:chris.clarke@educationbradford.com)

**NQT Administrator  
Barbara Newsome**

T: 01274 385733

E: [barbara.newsome@educationbradford.com](mailto:barbara.newsome@educationbradford.com)

**Education Bradford Advertising Team  
(Jobs) - Prospects**

T: 01274 385992 / 385993

E: [education.advertising@educationbradford.com](mailto:education.advertising@educationbradford.com)

W: <http://www.educationbradford.com> or [www.bradfordschools.net](http://www.bradfordschools.net)

**Bradford Education Professionals  
Supply Service**

T: 01274 377620

# Foreign / Overseas Candidates

## EU Trained

Technically speaking, EU trained teaching staff should be ok to start work straightaway, however it is best to get in touch with:

<http://www.teachernet.gov.uk/management/staffingandprofessionaldevelopment/recruitment/checkingqts/>

TDA Regional Careers Adviser – able to give additional advice  
Judith Hardy - T: 01904 720544

## Non-EU Trained

N.A.R.I.C - Government agency which converts non EU teaching qualifications to the English equivalent

T: 0870 990 4088 - W: [www.naric.org.uk](http://www.naric.org.uk)

## PGCE – Post Graduate Certificate in Education

- A PGCE graduate can teach adults
- Primary trained teachers can work in secondary schools and vice versa (Bradford College runs courses to assist with the conversion)

## Teaching Pay

The decision to pay people additional point allowances due to years in industry prior to teaching job is entirely school specific. It depends on market forces – how much money the school can spare. Very rarely would people get more than equivalent to a few years experience.

## Graduate Teacher Placement Scheme

Basically allows graduates to work as an unqualified teacher whilst training to be a qualified teacher.

Need to get accepted by a Designated Recruitment Body  
Barry Hobbs – Bradford College – T: 01274 751617  
Bradford College's Department of Teacher Education – T: 01274 433464