



## Information for Applicants: qualifications, personal qualities, selection criteria, the interview process

### 1. Qualifications

#### GCSE and equivalents

- GCSE Maths and English at least Grade C, or equivalent. ALL primary applicants must also have GCSE Science at least Grade C, or equivalent.
- We do **not** offer equivalence tests as a general service. We may offer equivalence tests **only** to exceptionally strong candidates who meet all other criteria and who are invited to and who are successful in interview.
- We do not accept equivalence certificates from external or commercial companies.

#### Degree

- A Foundation degree is worth 240 credits at HE Levels 1 & 2. Applicants with a Foundation Degree will need to supplement this qualification with at least 60 credits at level 6 (HE Level 3) in order to attain an equivalent qualification.
- A UK Bachelor's degree or equivalent. A first degree comprises 300 HE credit points of which 60 must be at level 6 of the NQF
- A NARIC certificate for qualifications gained overseas
- Where an applicant's degree is still to be awarded, the applicant will need to obtain, by 30 June, confirmation from the HEI that the degree award has been recommended. The award of the degree must have been made before a successful applicant can start on the programme.

#### Degree content

- For secondary applicants, degrees are usually relevant to the subjects to be taught i.e. over half the degree should match school curriculum requirements.
- **Primary** applicants may have a little more flexibility but will need to evidence their subject knowledge within the national curriculum. Degrees in curriculum subjects are desirable, as are A-levels in order to provide the necessary knowledge and skills for teaching across the Primary Curriculum.
- For applicants with non-curriculum degrees, the relevance of the degree to teaching, along with evidence of other studies and experience of supporting a curriculum area in school will be advantageous.

## **2. Personal qualities**

- A commitment to teaching and learning
- Understanding of children as learners
- A clear educational philosophy
- Understanding of educational issues
- Recent experience of working with children or young people in school/s with the relevant age phase and subject area
- A knowledge and understanding of the subject specialism within the curriculum (for secondary)
- A satisfactory standard of written and spoken English
- Ability to use ICT
- Ability to establish effective working relationships
- Ability to take responsibility for their own professional development
- Understanding of the demands of this employment based route into teaching

## **3. Selection criteria**

In addition to the requirements above we look for applicants who demonstrate

- a commitment to the area covered by the Partnership
- significant, sustained experience within schools or educational settings in the area
- an intention to seek employment locally after successful completion of the programme
- residency may be used as a determining factor in selection for a place when all other factors are seen as equal

## **4. Other considerations**

- Applicants will be classified against our allocation criteria: shortage secondary subjects; high quality primary applicants; high quality secondary applicants.
- The impact on local recruitment will be considered, especially in those secondary subjects where there are recognised local shortages;
- We acknowledge the need for a career pathway into teaching for people currently working as part of the school workforce and who have a commitment to the area;
- **Applicants with a sponsoring school and those without a school will be considered equitably, subject to the availability of an appropriate training school.**

◦ Applicants already working in a school must not assume that acceptance on to the programme is automatic: selection is through interview by both the Partnership and the employing school.

#### **5. If you are selected for interview:**

- You will be invited to an interview by a small panel comprising a Partnership tutor and a senior colleague from one of our partner schools;
- You will be expected to answer a range of questions which are designed to explore the qualities and criteria set out above;
- You will need to bring to interview original certificates of all qualifications, and proof of identity;
- You will be asked to complete a short exercise to demonstrate your ability to read effectively and communicate clearly and accurately in Standard English;
- You may be asked to take part in a group activity or to make a presentation on a relevant topic;
- You will be asked to complete the General Teaching Council for England self-declaration form of suitability to teach.

#### **6. If you are successful at the partnership interviews:**

- You will be recommended to a partner school as a prospective trainee;
- Where you have identified a potential employing school the Partnership manager will discuss with the head or senior colleague the school's capacity for the training programme;
- When a school is confirmed as the employing school you should expect to be interviewed by the school, following its recruitment and selection processes;
- Before commencing employment you will have had the terms of your employment set out in a contract between you and the employing school;
- You will have had a satisfactory criminal background check and all other requisite checks carried out, in accordance with requirements and terms of employment for the programme, and as advised by the officer responsible for personnel matters;
- **Formal offers of GTP places will be made by The Kirklees Partnership for ETT and not by individual schools.**

#### **7. Equalities statement**

We are committed to providing opportunities on a fair basis to every applicant who meets our selection criteria. No applicant shall receive less favourable treatment because of race, colour, ethnic or national origin, age, marital status, disability, gender, sexual orientation, or religious belief.