



Recruitment Pack

Teacher Apprentice

Role in Maths

2025-26



A WELCOME FROM THE CEO OF THE ATC MULTI ACADEMY TRUST



Would you like to gain qualified teacher status through our Trust teacher training apprenticeship, starting in September 2025.

Thank you for your interest in the position of Apprentice Teacher at Bowland High.

We are recruiting a Graduate to work and train to teach within Maths. The salary for this position is £21,731 and you will receive excellent training and support throughout.

To be successful in this role, the ideal candidate will be able to demonstrate a clear understanding of and commitment to the values of both Bowland High and the AtC Trust.

A little about AtC Trust

Bowland High and Witton Park Academy worked together from the Autumn of 2015 to form a multi-academy trust (MAT).

We felt that working in collaboration was more beneficial to our pupils, parents and staff than competing with other local schools.

The Trust – Achievement through Collaboration Trust (AtC) was formed in 2016. Since this time we have developed the expertise of staff building up 13 Specialist Leaders of Education, one Local Leader of Education and one National Leader of Governance.

Much work has been completed to set up systems that gain benefit from being part of a larger organisation. Roseacre Primary Academy joined our Trust in December 2018 becoming the first primary school in AtC.

Thames Primary Academy also joined AtC on 1 September 2020 following the development of a strong partnership. Working with Roseacre and Thames has improved the expertise within our schools, giving greater depth to understanding the demands of the curriculum, especially on transition between primary and secondary school.

In February 2025 Community First Academy Trust merged with AtC bring Platt Bridge Community School, Kingsbridge EIP SCITT and two trading companies into the Trust, to take us to a Trust of five strong schools.

Jane Chambers CEO





Welcome from our Headteacher

Mrs Laura Fielden

At Bowland High we firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

To be considered for this role, you must have the following essential qualifications, experience, skills, and qualities:

- Are you a graduate looking to get into Teaching?
- Are you looking for a fee free, salaried position?
- Are you driven, with determination to work hard?
- Our Teaching Apprenticeship Programme may be for you.

Teaching is an incredibly rewarding and fulfilling career that allows you to have a long-term impact on the next generation.

Level 6 Teacher apprenticeships allow you to realise your dream of becoming a teacher whilst working in a full-time, salaried position in school. During the apprenticeship programme you will work towards Qualified Teacher Status and inspire children to aim for and achieve things they never thought they could.

To support your training, you will receive the support of experienced subject and professional mentors inside and outside of the classroom to help you on your way to achieving Qualified Teacher Status. Our school will cover the cost of your teacher training and assessment during your programme of study.

The Teaching Apprenticeship Programme will work in collaboration with Kingsbridge EIP SCITT to find out more about teacher training visit <https://www.kingsbridgeteachertraining.co.uk/>

Entry Criteria:

- Degree awarded by a higher education provider in England or Wales, or a recognised equivalent qualification at a 2:1 classification or above.
 - Grade C/4 or above in GCSE Maths and English
- Experience of working with children - ideal but not compulsory

We look forward to your application, we look forward to welcoming a new team member who shares our commitment to excellence in education!





INFORMATION FOR CANDIDATES ABOUT THE SCHOOL

At Bowland High we work on a daily basis in such a positive community. There is something unique about the school that really has to be experienced, Bowland is a unique school and a number of factors combine to make it so. Visitors to the school cannot fail to be impressed by the attitudes of our pupils. The friendly and supportive atmosphere in school is, to a large degree, due to the friendly, positive nature of the pupils. These attributes and values are nurtured by the staff, so that a genuine sense of community and a family atmosphere pervades all aspects of school life.

At Bowland High - EVERY CHILD NO EXCUSES

We want every single student to achieve their potential. We go the extra mile for our students and understand that some of our students will require more support to overcome barriers to learning than others. We work collaboratively to problem solve and find the best therapeutic and academic solutions for our students to achieve the best possible outcomes.

High Expectations

We know that expecting the best from all our students is integral to them achieving a world class education. We strive day in and day out to ensure the highest standards of behaviour where everyone can learn and develop in a safe and secure environment. We also work tirelessly to embed the importance of attendance as a vital employability skill and work collaboratively with parents and carers to ensure all students attend school.

We want our students to develop a life-long love of learning and to have the confidence to make a difference in their community as positive, proactive citizens within our society.

*Innovating... Engaging... Caring... Learning... Succeeding Together.
With pride and passion we unite our school and our local
community, and lead the drive to be 'always learning'.*

INFORMATION FOR CANDIDATES ABOUT THE TRUST

Achievement through Collaboration is a strong Trust of five great schools that serve very diverse communities.

The Trust was initially formed as a partnership between school leaders from Bowland High and Witton Park who shared similar ethos and values; a strong sense of the importance of social justice underpins the work of the Trust.

The current wording of the Trust's ethos and values are very closely associated with one of the founding schools. As the Trust has grown, whilst our desire to put children first and at the heart of everything we do remains unchanged, we recognise that the wording of our vision, mission and values needs to more fully reflect what we aim to achieve with wider collaboration.

At ATC we Achieve - we ensure all children have the knowledge, skills and character to shape future success for themselves and their world.

- Achievement means we place value on fully developing each child's potential, recognising and valuing all learning. We are inclusive and strive for equity for every child.
- Achievement means that our pupils, enabled through powerful knowledge and empowered through transformational competencies, are equipped to overcome any barrier to a successful future.
- Achievement means our pupils are prepared for life in modern Britain, that they lead fulfilling lives and remain lifelong learners



At ATC we Belong - we are individual schools united through common purpose and shared values.

- Valuing the identities, heritage and cultures of each of our children, adults and schools builds a culture of belonging where individuals and groups flourish and contribute to each other's successful future.
- Our values and purpose, codify how we work together. They ensure that schools retain the individuality to serve their different communities whilst also demonstrating that they work in trust with the other members of Achievement through Collaboration.
- Those who lead and govern communicate the Trust's values and purpose through their service to schools and their communities. Their behavioural norms define what it is to belong to Achievement through Collaboration.

At ATC we Collaborate - we share good practice, support schools and provide opportunities for children, staff and our communities.

- Collaboration is built upon nurturing, respectful relationships with each other and the environment that puts children first; every child no matter what background, no matter what barriers.
- Through collaboration we mobilise the best research and evidence to focus relentlessly on knowledge-building so that every staff member in every school is as good as they can be in what they do and how they do it.
- Effective collaboration draws upon the diversity within the trust to overcome the barriers of bias, stereotype and discrimination, building cohesive communities

INFORMATION FOR CANDIDATES



Our Values

All members of AtC are expected to display our values. Our values are the golden thread woven through our service to our pupils, our communities and each other.

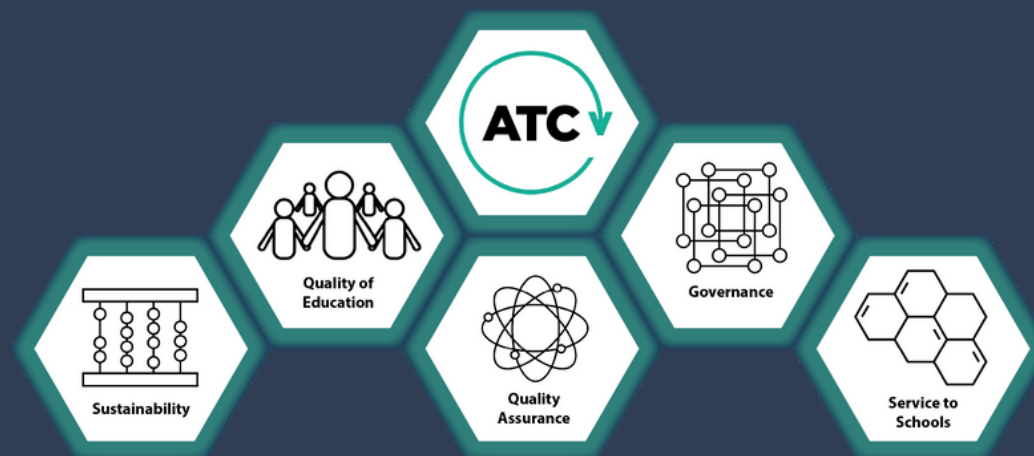


All staff at Achievement through Collaboration Trust act with **respect** and **integrity**; they take their duty to serve their schools and communities seriously, collaborating with each other so that all achievement is recognised and everyone can thrive. **Innovation** and **aspiration** inform our constant drive to improve; our staff are forward thinking and courageous, they have high ambitions for our pupils and are **resilient** in overcoming any barriers that may prevent those ambitions from being met. **Nurturing** relationships enable and empower our staff to be tenacious in ensuring equity for all.

Our Strategic Plan

The objectives of our strategic plan encompass our following strategies:

- Quality of Education
- Governance
- Service to School
- Quality Assurance
- Sustainability



JOB DESCRIPTION:

Apprentice Teacher

Grade/Salary Scale: Unqualified Teacher Pay Scale 1
Reporting to: Headteacher
Start date: September 2025
Contract: This vacancy is initially for a minimum fixed contract of twelve months and on completion of the apprenticeship training leading to Qualified Teacher Status (QTS).

Job Purpose:

Achievement through Collaboration Trust and Bowland High are seeking to appoint two exceptional and dynamic Apprentice Teachers to join our dedicated teaching team.

Whether you are a graduate looking to secure qualified teacher status, an experienced individual already employed in a school wanting to use your degree to progress further or a career changer – we look forward to receiving your application!

The desired candidates will be hardworking, honest, dependable and self-motivated in order to uphold the ethos, aims and values of Kingsbridge EIP SCITT in collaboration with Bowland High.

Postgraduate Teaching Apprenticeships are a nationally-recognised, work-based route into teaching. In addition to working towards Qualified Teacher Status (QTS) on successful completion of the course, you will also complete an end point assessment (EPA) to consolidate your initial teacher training learning.

We are looking for enthusiastic and innovative individuals who wish to work with us and train to teach.



JOB DESCRIPTION:

Apprentice Teacher

MAIN PURPOSE OF THE ROLE

- Work towards undertaking all the duties of a qualified teacher as described in the School Teachers' Pay and Conditions Document (STPCD).
- You'll receive practical, school-led training alongside experienced staff, and spend at least 20% of your time off-timetable to learn the pedagogy of teaching.
- In addition to working towards QTS on successful completion of the course, apprentices will also complete an end point assessment (EPA) after the summer to consolidate learning from initial teacher training.

Teaching and Curriculum

- Teach clearly structured lessons which maintain pace and interest, and challenge and motivate pupils.
- Establish a safe and stimulating learning environment, where pupils feel confident and safe.
- Take into account pupils' needs and abilities when planning lessons.
- Demonstrate a good knowledge and understanding of the curriculum.
- Mark and assess pupil's work, using different assessment and monitoring strategies, evaluating pupil progress towards the planned learning objectives.
- Plan whole class and collaborative lessons which interest and include pupils from all backgrounds.
- Set challenging learning and teaching objectives for the whole class, building on prior attainment where necessary.



JOB DESCRIPTION:

Apprentice Teacher

CORE RESPONSIBILITIES & TASKS

School Environment

- Establish a clear framework for classroom discipline and follow the school's procedures for managing behaviour, recognising and encouraging good behaviour.
- Monitor pupils' discipline, intervening when necessary, to maintain a safe and productive learning environment.
- Build and maintain good relationships with parents.
- Set a good example to pupils, demonstrating the positive attitudes, behaviours and values which are expected of pupils.

Working with pupils

- Assess pupils' achievement and development, providing parents with written and oral reports.
- Communicate learning objectives to pupils.
- Have a clear understanding of all pupils' needs, including varying levels of ability, special educational needs and disabilities (SEND), and pupils who may have learnt English as an additional language
- Mark and assess pupils' work and use the information for teaching and future lesson plans.
- Monitor pupils' discipline, intervening when necessary, to maintain a safe and productive learning environment.
- Encourage active and independent learning, enabling children to think for themselves.
- Plan whole class and collaborative lessons which interest and include pupils from all backgrounds.

Additional:

- We all have a responsibility for providing and safeguarding the welfare of children and young people we are responsible for or come into contact with.
- Collectively, we share and co-develop best practice for the benefit of all our academies.
- We promote the employment of people with disabilities and will make adjustments considered reasonable to the above duties.
- You will have the opportunity to access the very best professional development and therefore may be required to attend, from time to time, training courses, conferences, seminars or other meetings.
- This job description is not an exhaustive list of duties, and the post holder will be required to undertake any other reasonable duties discussed and directed by the line manager.



JOB DESCRIPTION:

Apprentice Teacher

Equal opportunities We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment AtC is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. The description reflects the position at the present time only and may be modified by the CEO, in consultation with the post holder, to reflect or anticipate changes in the job, commensurate with the salary and job title. A flexible working pattern is needed to ensure that all relevant functions are fulfilled. The post holders role involves work on different sites and attendance at board and committee meetings, including some Local Governing Body Meetings.



PERSON SPECIFICATION:

Apprentice Teacher

Qualifications: Essential:

- Hold a degree awarded by a UK higher education provider, or a recognised equivalent qualification at a 2:1 or above.
- Have achieved a standard equivalent to grade C/4, or above, in the GCSE examinations in English and Mathematics.
- Be willing to undertake further training.
- Permitted to work in the UK

Experience

The successful candidate will be able to:

- Demonstrate an understanding of the characteristics needed to train to teach.
- Show an understanding of the curriculum across Maths
- Show an understanding of how to raise standards in schools.
- Show how resources can be managed efficiently.
- Experience of working as a part of a team.
- Show an importance of parental involvement.
- An understanding of teaching children with SEND, EAL and challenging
- Hold a good attendance and punctuality record.
- Have excellent verbal and written communication skills.
- Demonstrate excellent time management and organisation.
- Hold high expectations of self and professional standards.
- Be commitment to their own CPD.
- Enthusiasm for effective education practice.
- Undertake an enhanced DBS certificate and barred list check.

For full Person Specification see role advert at:
<https://www.kingsbridgeteachertraining.co.uk/>



HOW TO APPLY

We've made it really easy for you to apply for a place at Kingsbridge.

Our applications are made through DfE Apply, so all you have to do is go to the website.

You'll need to create an account, so click on 'Register' in the upper right hand corner of the home page. When you get to the Register page, make sure you click on 'Teacher Training'. Then click 'Register and Apply'.

Programme Provider: Kingsbridge EIP SCITT



CLICK HERE TO APPLY NOW

If you would like to enquire about the role please contact:

Laura Fielden Headteacher via the school office

Please note, it is the policy of AtC Trust to contact shortlisted candidates only.

Trust Head Office

Units 11&12, South Preston Office Village, Cuerden Way,
Bamber Bridge PR5 6BL
Email: Kingsbridge@cfat.org.uk

Additional Information

Ofsted Reports: www.ofsted.gov.uk
Achievement Through Collaboration Trust: www.atctrust.org.uk



ABOUT ACHIEVEMENT THROUGH COLLABORATION MULTI-ACADEMY TRUST



Our approach is based on integrity, avoiding the common pitfalls and prioritising the needs of the pupils in every member academy and the communities we serve. We aim to empower our member schools with earned autonomy – giving Governors and school leaders the support they require to shape their school, whilst standards remain high. We share proven methods amongst our members, and provide support when standards fall below the thresholds set. Our focus always remains on the well-being of every pupil, and their contribution to the community. We will help you to develop the full potential of your pupils and staff, and create a unique pupil offer with local relevance.

Bowland High Bowland is a unique school and a number of factors combine to make it so. Visitors to the school cannot fail to be impressed by the attitudes of our pupils. The friendly and supportive atmosphere in school is, to a large degree, due to the friendly, positive nature of the pupils.

Roseacre Primary Academy Roseacre Primary Academy foster a shared vision of “Excellence for All – Excellence from All”, encouraging every child and adult to give their best and to expect the best in return. The ethos of the academy is evident as you walk around the school, take in the displays, soak up the atmosphere and speak to children and staff.

Thames Primary Academy & Nursery Thames Primary Academy take pride in developing outstanding teaching and learning by holding the highest expectations of all pupils and knowing the children well. Thames Primary challenge all children to strive for academic, creative, sporting and personal accomplishment within a broad, vibrant and enriched curriculum.

Witton Park Academy Witton Park is for children aged 11–16. It is within the boundary of Witton Country Park, to the west of Blackburn. Our ultra- modern school building allows our pupils to flourish.

Community First Academy Trust (Joined 01 February 2025) bringing Plat Bridge Community School & Nursery, Kingsbridge EIP SCITT and two trading companies CFAT Facilities Ltd and CFAT Superheroes Ltd



A photograph of two young boys in school uniforms (white shirts, blue and green striped ties) and aprons (one green, one red) working together in a kitchen. They are looking down at something they are holding, possibly a wooden spoon. The background is slightly blurred, showing a kitchen environment with a white container and a green object.

AtC Trust

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