



Star

NURTURING TODAY'S **YOUNG PEOPLE**,
INSPIRING TOMORROW'S **LEADERS**



**GRADUATE TEACHER
TRAINING PROGRAMME
RECRUITMENT INFORMATION PACK**



Star

WELCOME FROM THE CHIEF EXECUTIVE

Dear Candidate,

Thank you for your interest in Star's Graduate Teacher Training Programme.

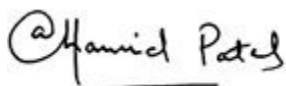
Teaching is a noble profession and I am delighted that you are considering embarking on a career that will enable you to transform the life chances of young people. We know that forfeiting employment to pursue a professional qualification can be an impossibly difficult choice and so we have created a new pathway that provides recruits with the best of both worlds by combining meaningful paid work with excellent postgraduate training.

Our programme has been specially designed so that you can maximise your time in the classroom as a paid trainee teacher and gain qualified teacher status within fourteen months by successfully completing the Postgraduate Teaching Apprenticeship training provided by our partner, the National Institute of Teaching.

If you are ambitious, motivated, values-driven and keen to spur social mobility by providing a first-class education to children from disadvantaged areas, this could be a significant step on your career path.

In this pack, you will find the job description, person specification and programme details. If becoming a graduate teacher with Star offers the challenge and fulfilment you crave, we look forward to hearing from you.

Yours sincerely,



SIR HAMID PATEL CBE

Chief Executive, Star Academies





ABOUT OUR SCHOOLS



OUR VISION

Nurturing today's young people, inspiring tomorrow's leaders.

OUR STAR VALUES

SERVICE

Being a responsible citizen in our community

TEAMWORK

Working together for excellence

AMBITION

Aspiring to be our best

RESPECT

Treating others as we wish to be treated

CURRICULUM

Our curriculum emphasises the importance of intellectual study and focuses on traditional learning. We believe that this will best equip our pupils for the pathways that lead to university, the professions and success in whatever career they eventually choose. We are determined that our pupils will compete on equal terms with pupils coming from the most privileged circumstances. We provide them with an academic, but rounded, education that gives them the best possible chance to succeed.

There are five key strands to the overall curriculum:

1. Academic excellence
2. Character development
3. Service to communities
4. Underpinning STAR values
5. Overarching leadership specialism

There is an unashamedly academically focused subject driven knowledge rich curriculum for the vast majority of pupils. This model is based on the driving principle of the highest ambition and expectations of pupils regardless of background that will lead to transforming their life chances.

LEADERSHIP SPECIALISM

Our leadership specialism provides our pupils with a variety of enjoyable and engaging learning experiences. Programmes in sports, creative arts and social enterprise build character and provide opportunities for making a difference in the local community. These programmes are supplemented by enrichment opportunities – Leadership Academies – aimed at developing key leadership skills and specific interests and talents. All of our Leadership initiatives promote our STAR values of service, teamwork, ambition and respect and equip our pupils with the skills and confidence to take on more responsibilities as they get older.

JOB DESCRIPTION

Job Title:	Graduate Trainee Teacher
School Base:	Various locations available
Staff Responsibility for:	As assigned

JOB PURPOSE

Graduate Trainee Teachers will contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.

As a participant on the Graduate Teacher Training Programme, you will be supported to undertake the responsibilities outlined.

JOB SUMMARY

1. Participate in the post-graduate teacher apprenticeship programme, delivered in partnership with the National Institute of Teaching.
2. Plan, design and produce teaching materials and resources which are appropriate to age and ability.
3. Plan, deliver and review lessons which are appropriate to the age and ability of the pupils so as to facilitate progression in pupils' learning.
4. Assess, record and report on the development, progress and attainment of the pupils assigned.
5. Attend meetings, carry out administrative tasks and duties as required.
6. Engage with an experienced mentor to develop classroom practice.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. Learning and Teaching

- 1.1. Create and maintain an environment and a code of behaviour that promotes and secures good teaching, effective learning and high standards of achievement.
- 1.2. Develop, use and apply subject expertise to secure appropriate and consistent progress for all pupils across a range of backgrounds and abilities.
- 1.3. Develop and apply a range of effective learning and teaching strategies to raise the achievement of pupils, maintaining an up to date knowledge of good practice in Learning and Teaching techniques.
- 1.4. Deliver after-school support and pre-exam intervention sessions as and when required to ensure the highest levels of achievement and attainment.
- 1.5. Deliver subject enrichment activities for learners to consolidate and promote learning in the subject.
- 1.6. Observe and be observed by colleagues and utilise feedback effectively.
- 1.7. Participate in pedagogic discussion and development, in order to share effective practice with colleagues.

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- 1.8. Use performance data to inform planning and teaching, including the evaluation of pupils' progress and setting of appropriate targets for achievement and improvement.
 - 1.9. Make effective use of links with the community including business and industry, to extend the curriculum and enhance learning and teaching.
 - 1.10. Create and maintain an effective partnership with parents to support and improve pupil attainment and personal development.
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2. Strategic Direction and Development of the School

- 2.1. Provide inspiring and purposeful leadership for the pupils within a caring and secure environment.
 - 2.2. Promote and deliver the priorities and policies of the school by contributing to School Improvement and Development Planning, by consistently and persistently implementing agreed policies and initiatives and adhering to the school's ethos within and beyond the school.
 - 2.3. Support the school's home and community liaison work through the appropriate participation in events.
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3. Relationships with Others

- 3.1. Maintain good working relationships with colleagues, pupils, parents/carers, governors, the community and Trust and ensure all communication is consistent with the school's ethos.
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4. Accountability

- 4.1. Engage fully with the apprenticeship training programme, meeting all programme expectations.
 - 4.2. Make best use of all resources to support the attainment of pupils.
 - 4.3. Ensure that parents/carers and pupils are well informed about the curriculum, attainment and progress, and about the contribution they can make in supporting their child's learning.
 - 4.4. Carry out any such duties as may be reasonably required by the Principal.
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5. Other Responsibilities

- 5.1. Promote the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.
 - 5.2. Champion the Trust's values of 'Service', 'Teamwork', 'Ambition' and 'Respect'.
 - 5.3. Contribute to the wider life of the Trust and the Star community.
 - 5.4. Carry out any such duties as may be reasonably required by the Trust.
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6. Records Management

- 6.1. All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.
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This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.

PERSON SPECIFICATION

No	Categories	Essential/ Desirable	Assessed by:	
			App Form	Interview/ Task
QUALIFICATIONS				
1.	A degree qualification (2ii or above) awarded by a UK higher education provider, or a recognised equivalent qualification with supporting ENIC certificate.	E	✓	
2.	A standard equivalent to grade C/4, or above, in GCSE English and Mathematics.	E	✓	
3.	To teach at secondary level, a degree in the subject the apprentice wishes to teach (although A level subjects may be considered, and Subject Knowledge Enhancement courses are also available).	E	✓	
4.	Commitment to completing the post-graduate teacher apprenticeship programme.	E	✓	
EXPERIENCE				
5.	Innovation and creativity to engage, enthuse and progress learners.	E	✓	✓
6.	Partnership and team working.	E	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
7.	Upon securing Qualified Teacher Status, ability to teach to GCSE standard .	E	✓	✓
8.	Upon securing Qualified Teacher Status, ability to deliver the highest standards of classroom and behaviour management.	E	✓	✓
9.	Ability to prioritise conflicting demands.	E	✓	✓
10.	Ability to use ICT and technology in the classroom to deliver engaging lessons and monitor pupil progress effectively.	E	✓	✓
11.	Ability to communicate effectively, articulately and sensitively with a range of groups and individuals.	E	✓	✓

PERSON SPECIFICATION

No	Categories	Essential/ Desirable	Assessed by:	
			App Form	Interview/ Task
PERSONAL QUALITIES				
12.	Commitment to delivering after-school and pre-exam sessions as required as well as enrichment opportunities for learners.	E	✓	✓
13.	Highly organised, literate and articulate.	E	✓	✓
14.	A strong belief in the value of education in developing citizens.	E	✓	✓
15.	Highest levels of professional and personal integrity.	E	✓	✓
16.	A strong commitment to inclusion and overcoming barriers to learning and achievement.	E	✓	✓
17.	Personal resilience, persistence and perseverance.	E	✓	✓
18.	A passionate belief in the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.	E	✓	✓
19.	A strong commitment to the Trust value of 'Service'.	E	✓	✓
20.	A strong commitment to the Trust value of 'Teamwork'.	E	✓	✓
21.	A strong commitment to the Trust value of 'Ambition'.	E	✓	✓
22.	A strong commitment to the Trust value of 'Respect'.	E	✓	✓
23.	Commitment to support Star Academies' agenda for safeguarding and equality and diversity.	E	✓	✓
24.	Sympathetic to and supportive of the Mixed Multi-Academy Trust Model and ethos of the Establishment.	E	✓	✓

ELIGIBILITY CRITERIA: Candidates must meet the ESFA apprenticeship eligibility criteria, which includes being a resident of the UK (or EEA if a UK or EEA citizen) for the last 3 years.

ABOUT STAR ACADEMIES

Star Academies is a mixed Multi-Academy Trust that runs a diverse network of primary and secondary schools. We are a values-based organisation, committed to enhancing social mobility. All our efforts are geared towards raising the aspirations of children and young people in areas of social and economic deprivation to improve their life chances and help them succeed at the highest levels of education, employment and the professions.

Star Academies is one of the country's leading education providers, and our schools promote excellence in everything they do. In every school, the entire staff team – working in partnership with parents and the local community – is committed to nurturing today's young people and inspiring tomorrow's leaders.

Our schools work together as Star Partnerships in five cluster areas – Lancashire, Greater Manchester, West Yorkshire, the Midlands and London. Schools within the Partnerships collaborate to share expertise and maximise opportunities and experiences for our pupils.

Star Academies employs the very best staff and invests heavily in their continuing professional development. Staff benefit from an extensive range of nationally accredited training provided by Star Institute. Star also offers a range of rewards and benefits, including competitive salaries and pension schemes, generous holiday entitlements and healthcare cash plans.

WE ARE
INSPIRATIONAL

WE ARE
TRANSFORMATIONAL

WE ARE
ONE



WE
ARE
STAR



WE ARE INSPIRATIONAL

DRIVING SOCIAL MOBILITY

Our schools are situated in some of the country's most deprived areas. Whether they are in deprived parts of thriving cities, coastal towns and rural villages, we don't let the places our pupils live get in the way and stop them achieving stellar outcomes.

We want our pupils to reach for the stars and believe that anything is possible if they are willing to work hard. We're not in the business of giving them false hope though. Our outcomes speak for themselves. We have pupils who arrive at primary school, living in poverty and with no prior knowledge of English, who go on to achieve a full house of GCSE Grade 9s and then to study at world-class universities or take up top-flight apprenticeships.

If you are passionate about closing the gap and believe young people shouldn't be limited by their circumstances or starting points - if you share our vision of a country of opportunity and you believe in the power of a knowledge-based education to transform opportunities and elevate the social and economic profile of a whole community - there could be a place for you at Star.

BRINGING OUT THE STARS

All our schools have a leadership specialism. We bring out the leader in every pupil, from their first day at primary school to the day they leave sixth form. Our pupils are award-winning entrepreneurs, junior athletes competing for their country, prolific charity campaigners and some of the country's best scholars. They are innovative scientists, skilled technicians, thought-provoking poets, performers, artists and everything in between.

Joining Star means joining an organisation that makes young people believe not only in themselves, but in a better and brighter future for the world around them.

VALUING HARD WORK

We make no apologies for the fact that we expect our pupils and staff to work hard; we wouldn't be able to achieve such consistently high results if they didn't. However, we make sure that every individual's hard work is valued, that their efforts are appreciated, and that they can see how their personal contributions are helping change young people's lives.

ENGAGING IN SOCIAL GOOD

Our Star-wide commitment to service empowers everyone in our organisation to give something back and make a positive impact in the community. Our Shine Charity helps pupils, staff and their families get involved with civic and charitable projects that tackle issues ranging from poverty to loneliness.

Our staff and pupils work together to run food banks, help local conservation projects and participate in clean-up operations. We volunteer at local homeless shelters and soup kitchens. We visit care homes and hospitals to bring some cheer into the lives of elderly people and those who are unwell. Our Star Winter Gift Programme is a unique national programme that aims to bring joy to thousands of people over the festive season.

Collectively, our schools have raised over £1,000,000 for charity.

DEMONSTRATING SERVANT LEADERSHIP

Our leaders put their teams first. They take time to build trust and they keep the wellbeing of their staff in mind in everything they do. They clear the obstacles that get in the way and do everything they can to enable their staff to shine.

BEING STRONGER IN OUR DIVERSITY

Star is a global community and we pride ourselves on our diversity. Our pupils and staff come from all over the world, our schools are located in every corner of the country, and the people we employ come from every part of society. We have faith and non-faith schools across all phases and our staff and pupils benefit from partnerships that encourage them to befriend people from other backgrounds, beliefs and cultures. We are a community founded on the principle of meritocracy and the desire to bring together the very best people to transform our country's educational landscape.





WE ARE TRANSFORMATIONAL

BEING A LEARNING ORGANISATION

We are a high-performing organisation, but we never rest on our laurels or take our success for granted. We are restless, always learning from our experiences – good and bad – and always on the lookout for new ideas to try in our constant quest for improvement. We don't believe that any one individual – however senior in the organisation – has a monopoly of wisdom. Some of the best ideas come from the most junior staff.



GROWING OUR OWN

We are committed to developing the next generation of teachers, managers and leaders in our own schools and throughout the school system. We offer clearly-defined pathways to success for teaching and non-teaching staff alike. We aim to create an environment where all our staff can grow and succeed. Star Institute, our training and development arm, was set up specifically to champion the professional and personal development of our workforce. The Institute offers a range of accredited CPD opportunities, nationally-recognised qualifications and coaching programmes for staff at all levels and from all disciplines, ranging from apprenticeships to national leadership qualifications.

EMPLOYING INSTRUCTIONAL LEADERS

At Star, we lead by example. Our leaders position themselves on the front line. They are visible and accessible to their staff. They roll their sleeves up and get involved in the hard graft that's needed to deliver outstanding outcomes. They work hard to earn the respect of their staff and do all they can to make their jobs easier - not harder. They willingly share their skills and expertise with their staff. Every manager is a coach, dedicated to enabling others to thrive.

COLLABORATING, SHARING AND SUPPORTING

Collaboration is at the heart of the Star model. It is by people working together, with each individual bringing their unique skills and perspectives, that organisations thrive. Leadership is shared as we work for and with each other.

Star creates an environment where sharing and mutual support come naturally. Our staff are instrumental in the development of Star-wide policies and procedures. Trust-wide learning and management groups provide opportunities for schools to come together to discuss, develop and refine the approaches and delivery plans for every aspect of our provision. From subject strategies to safeguarding, finance to estate management, we tap into our staff's collective expertise to ensure our plans - and our solutions - are practical, logical and optimal.

BEING JUST THE RIGHT SIZE

When you work for a large national organisation with multiple campuses, it is easy to feel like you are just a cog in the machine and that your contributions are negligible in the big scheme of things. Star is big enough to give you room to grow and progress, but small enough to remember what makes you special.



ENCOURAGING FAST TRACK CAREER PROGRESSION

At Star, we create a climate where talented, high-potential individuals are able to scale great heights. Our high quality, bespoke learning and mentoring programme provides a ladder to success. Our most promising staff are fast-tracked into leadership and management positions as part of our Star Talent Initiative.



WE ARE ONE

UNITING BEHIND OUR STAR VALUES

In order to achieve the aspirational standards we set ourselves, we act as one organisation – an organisation where the whole is greater than the sum of its parts. Our STAR values of service, teamwork, ambition and respect underpin everything that we do. They are shared by everyone in our schools and our central team. We expect our staff to model our STAR values and our pupils to act as ambassadors for our Star behaviours by serving the local community, working well together, aspiring to excel in all that they do, and treating others as they wish to be treated.

SHARING A MORAL PURPOSE

Anyone with experience in the education sector knows that it isn't an easy profession, but we are bolstered by the knowledge that what we do is worthwhile. We aren't just finding our own purpose - we are helping young people to discover theirs too. There are times when it feels like an uphill struggle, but we don't give up, because every day - in some small way - we are changing lives for the better. We are working tirelessly to eradicate social inequalities and break down barriers to learning. By levelling the playing field and giving disadvantaged young people, their families and communities a fighting chance, we are playing our part in enhancing social mobility. This makes us proud.

FILLING OUR ORGANISATION WITH STAR TALENT

In order to achieve excellence in everything we do, we need people who are exceptional in their field and who are driven to go the extra mile. We have a rigorous recruitment process because we want to make sure that we find the right people - people who share our values and who want to be the very best they can, whatever their discipline or background. Our roles may be varied and wide-ranging, but everyone shares one common characteristic – they are talented at what they do.

BEING DRIVEN BY THE PURSUIT OF EXCELLENCE

Nobody achieves success overnight, and every experienced leader knows that while you can plan for every eventuality, plans alone are not enough. Every school has plans that cover every area of school life, but it's how we deliver those plans that sets Star apart. We are characterised by attention to detail, a constant quest to do things better and a belief that there's always more to learn. That's the only way we can ensure every pupil is achieving their potential. Success lies in the quality of the learning materials and the resources we produce, in our relentless drive to ensure that every lesson is good or outstanding and in our commitment to operational excellence. Our staff strive for excellence in everything they do and go above and beyond the call of duty to make our vision a reality.

CELEBRATING SUCCESS

At Star, we celebrate the marginal gains as much as the monumental ones. Every small breakthrough is a step on the path to success. As in so many areas of life, most of our major successes are built on a series of small achievements along the way. We never lose sight of this. Whatever their role, we praise our staff for a job well done. We take stock of our day-to-day accomplishments and celebrate them.

Our STARS scheme and the annual Star Awards are designed to recognise individuals who go the extra mile. They bring everyone together to celebrate the role we collectively play in transforming futures. We take genuine pleasure in our progress, as individuals and as an organisation.

TAKING PRIDE IN BEING ONE FAMILY

Star is a vibrant, dynamic family where life-long friendships are forged, professional relationships flourish, and people treat each other with respect, kindness and good humour. We wholeheartedly believe that success is the result of teamwork, and teamwork depends on us supporting each other – not just when it's convenient, but when it really counts. We want all our people to love their job, to love the people they work with and to love being a part of Star.



STAFF BENEFITS



COMPETITIVE SALARIES

We value our staff and place a supreme importance on their well-being. We aim to offer job satisfaction, work-life balance and a competitive reward package.



PENSION SCHEME

All contracted members of staff will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme (whichever is appropriate).



NATIONAL TERMS AND CONDITIONS

We offer national terms and conditions in line with the School Teacher's Pay and Conditions document ("STPCD") and Burgundy Book for teachers or the NJC Green Book for support staff. This commitment is protected via a Recognition and Collective Agreement between Star and the national Trade Unions and Professional Associations. Star also subscribes to the Valued Workers Scheme.



SIMPLYHEALTH

Our Healthcare Cash Plan from Simplyhealth enables staff to claim money back on the cost of everyday healthcare, such as dental treatment, eye tests, physiotherapy, acupuncture, osteopathy, chiropractic treatment, homeopathy and chiropody/podiatry, all up to an agreed annual limit.



MYLIFESTYLE EMPLOYEE DISCOUNTS

mylifestyle is an exclusive portal that provides our employees with access to a wide range of employee perks, including shopping discounts at hundreds of online and high street retailers, and discounted gym membership.



CAR BENEFIT SCHEME

Our car benefit scheme allows Star employees to drive away a brand-new electric vehicle or plug-in hybrid car for a fixed monthly amount via salary sacrifice.



CYCLE TO WORK SCHEME

Our Cycle to Work scheme enables employees to purchase brand-new bicycles and equipment via salary sacrifice.



FLEXIBLE AND FAMILY FRIENDLY POLICIES

We offer flexible working opportunities; job share arrangements and part-time roles; generous family leave packages; and leave to support you with emergencies or for compassionate reasons.



RECOGNITION

We're proud to have a range of schemes, which recognise the achievements of our staff and show our appreciation of their contributions. Our Star Letters scheme and annual Star Awards provide a way for managers to reward and recognise colleagues who go that extra mile.



ADVICE AND COUNSELLING SERVICES

Our Employee Assistance Programme offers free and confidential advice 24 hours a day and 365 days a year. Colleagues also have access to structured counselling sessions.



GP SERVICES

Through our partnership with Simplyhealth, we offer 24/7 telephone access to GP services. Colleagues can speak to a GP at any time and, if appropriate treatment requires medication, the GP can offer private prescriptions.



NATIONAL INSTITUTE of Teaching



Welcome from Melanie Renowden, CEO at NIoT

I would like to introduce you to the National Institute of Teaching. The National Institute of Teaching (NIoT) exists to boost the quality of teaching and school leadership by carrying out research, applying the insights to our professional development programmes, and sharing findings with the sector.

Our programmes are designed by teachers and leaders who understand the joys and pressures of school life. We work in collaboration with schools across the country, such as Star Academies, ensuring that our findings benefit all schools, teachers and leaders. We generate and share research that spotlights the best ways to develop the nation's educators, from initial teacher training through to system leadership. This evidence is used to inform the programmes we offer, so that they have the highest impact possible.

We want to be a steady hand, guiding teachers from their first days as a trainee, adding value to the lessons they deliver and helping them to hone their expertise in the classroom. We will support those who choose to progress into leadership, easing their transitions along the way, so that they can become the skilful, pupil-focused leaders that the sector requires. This is an important time in the development of the profession, and we want to help talented teachers to play their part in improving education for all children. Above all, we want to ensure that all pupils – regardless of background and circumstances – are able to achieve to the best of their ability.

You are embarking on a transformative journey, training to teach with the NIoT and Star Academies will give you an amazing start in a career which will enable you to transform the lives of others and make a real difference.

Initial Teacher Training

We are proud to be an innovative provider of initial teacher education. The NIoT's initial teacher education programme is fully immersive and school-centred – aspiring teachers will be in the classroom from the very start. Our programme was designed by some of the most experienced teachers and leaders in the country, drawn from four leading school trusts – including Star Academies – with decades of teacher training between them. We also know from experience what headteachers look for in new teachers – and we prepare our trainees well for their next steps.

Our Research

The NIoT is dedicated to helping as many teachers, schools and leaders as possible. We are committed to disseminating our research widely so that anyone interested in teacher development can utilise it. With the goal of “lifting all boats” by 2028, we strive to ensure every teacher and leader in England has benefitted positively from the NIoT, either directly or indirectly. We are researching what works best in teacher and leader development. Our research will be fed back into schools, because we want teachers and leaders, no matter where they work, to receive the best professional development possible – ensuring that their students receive the best education possible.

visit www.niot.org.uk

HOW TO APPLY

Star Academies is committed to equality of opportunity and welcomes applications from all sections of the community. You can apply for this post by visiting our vacancies page: www.jobtrain.co.uk/starcareers/vacancies.aspx and filling in the associated application form. CVs will not be accepted for this post.

All potential applicants are welcome to contact Daniel Burgess, Resourcing Partner, on **0330 313 9150** if they would like an informal and confidential discussion regarding the role.

Star Academies is committed to safeguarding and promoting the welfare of children. This post is subject to satisfactory clearances, including references, DBS checks, health clearances and proof of legal working in accordance with the Asylum and Immigration Act 1996.



