



CASTLE PHOENIX TRUST

# Teaching Internship

**Start Date:** 1 September 2025 plus 2 weeks paid induction in July

**Contract:** 1 year teaching internship with the option of progressing on to a nationally recognised training programme for trainee teachers

**Salary:** £21,731 per annum

## Do you have a degree and enjoy working with young people?

We are offering 4 graduate internships for 2025/26. This is an excellent opportunity to explore a career in teaching through gaining hands on experience in the classroom alongside participation in our graduate programme. Our programme comprises a blend of face-to-face modules to develop teaching skills as well as modules to develop your leadership and management capability which can be applied to any future career. You will be based in one of our 7 schools within Coventry and there will be opportunities to visit other schools and to participate in bespoke training.

Through our teaching internship, you'll receive support and training from our highly experienced Trust and school leaders.

A strong candidate should demonstrate excellent communication skills; have a proactive, enthusiastic attitude and good subject knowledge. A strength in science would be particularly advantageous. Successful candidates will show a commitment to supporting young people and raising standards, along with organisational and collaborative skills.

Teaching is a career that shapes you, as much as it does others, where no two days are the same, and where you can turn your passion into your profession. As a teacher, you can bring creativity to the classroom every day, and in turn have a lasting impact; inspiring the next generation.

In teaching, as you grow, so does your career. Opportunities for progression are varied and with added responsibilities you can expect additional pay rewards.

Once qualified, a career in teaching has a starting salary of £31,650 minimum and the opportunity to earn £43,607 minimum within 5 years. Teachers have 13 weeks paid holiday and a very generous employer pension contribution.

If you would like to discuss our internship programme further please contact our Trust Director of Education, Becky Clare on [becky.clare@castlephoenixtrust.org.uk](mailto:becky.clare@castlephoenixtrust.org.uk)

## TWO WEEK INDUCTION

Welcome to Castle Phoenix Trust event cohort 2025-26

Comprehensive introduction to school, policies and systems

Allocation of buddy/mentor

Introduction to teaching at CPT

Introduction to Teacher Standards

Observations of teaching

## LEADERSHIP DEVELOPMENT

An Introduction to Castle Phoenix Trust Leadership Competencies

Organisational skills and time management

Communication skills

Understanding self and behaviour

Experience within other schools

Project with final presentation to school and Trust leaders

## TEACHING PEDAGOGY AND SUBJECT SPECIALISM

Understanding the curriculum

Planning a lesson from scratch

Taking a pre-planned lesson and adapting it for a class.

Effective teaching strategies -Six Principles of Great Teaching

Adaptive teaching

Understanding pupil needs

Supporting SEND learners in the classroom

Effective deployment of a TA.

Understanding assessment

Accurately assessing pupil work which informs planning

An introduction to data

Using an iPad for teaching

Use of AI to support teaching and workload

Managing behaviour effectively

## ONGOING PROFESSIONAL DEVELOPMENT

School and Subject CPD

Trust CPD including Whole Trust conference on pedagogy and leadership

Behaviour Buddy membership and access to online modules

National College membership and access to online modules

Classroom presence training

Weekly mentoring

Access to STEM training

Observations of experienced teachers

Regular feedback to support and refine teaching

Instructional coaching

Video analysis of lessons

The Great Teacher Programme

Exam board training



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