

Recruitment

Typical student profiles are seen to be:

- * New graduates who are attracted to a school-based teacher training;
- * New graduates who wish to live in the locality;
- * Mature trainees who are based locally.

In order to attract such students the programme will be advertised in:

- * UCAS
- * Local press and from time to time the national press
- * HE Institution Careers departments

Recruitment evenings are held annually at the Lead School, Sponne, and details about the course can be viewed on The GUTP website www.gutp.org.uk

Selection

UCAS forms will be screened by the Partnership Director who will decide which candidates will be selected for interview using the following criteria:

1. A match between the candidate's qualifications and those required to teach the chosen subject specialism.
2. The quality and level of the qualifications in the appropriate area
3. Written communication skills
4. The level of support from the referee
5. The breadth of interest and the experience indicated in the application

Interviews will be held in the Partnership Schools. Interviewers will be looking for qualities of a general professional nature and also subject-based expertise and commitment. They will involve Subject Leaders as well as Directors.

Candidates will be asked to provide photographic proof of identity and relevant exam certificates when attending the interview.

Candidates will be given the opportunity to ask questions and to interact with students in the classroom. At the end of the exercise they will be asked to write up their observations, so that the Partnership can see that there is a sufficient level of literacy and that the candidates have the ability to reflect and organise their ideas effectively.

General course details and outlines of the course will be provided in the form of a presentation (which will include the opportunity to discuss any questions the candidates may have) and a handout to be taken away and used as a reference point upon completion of the interview day.

Areas to be explored during interview will include:

1. The candidate's ability to express themselves clearly and logically in conversation.
2. Their capacity to reflect their own educational experience.
3. Their sense of responsibility and commitment to teaching.
4. Their level of confidence combined with a balanced outlook.
5. Their ability to listen and be sensitive to others.
6. Their potential to relate well to children.
7. Their creativity of thinking.
8. Their enthusiasm and energy.
9. Appropriateness of the candidate's subject experience, including any previous occupational experience.
10. The depth of the candidate's subject knowledge.
11. The candidate's ability to enthuse, explain and make the subject interesting.
12. Overall intellectual qualities.
13. General interests and experiences.

Records of the interviews are kept and filed for future reference. Applicants who are not offered a place are entitled to a debriefing although thorough feedback is automatically provided to explain why a place has not been offered.

Candidates will be advised that an enhanced DBS check will be made to ensure that they have no criminal record of relevance to their suitability to be in charge of children. They will also be required to complete a declaration of medical health.

Specialist Subject Studies Programmes

The Partnership offers the following subject specialisms: Business Studies, English, Geography, History, Mathematics, Modern Languages, Physics, Chemistry, Biology, Physical Education and Primary. Each subject area provides its own Subject Development Programme which takes account of the QTS *Standards* and the scheme's schedule for progressive classroom involvement as well as its overall scheme of assessment and its general professional studies programme. Each subject area will make use of "subject audits" to determine where there are gaps in existing knowledge which will have to be filled in order for the trainee to teach the National Curriculum.