



A School Direct Salaried Trainee Teacher in my school.....

Why you should 'Grow your own'

- Recruitment in the current climate is really challenging, so get us to help with your recruitment, save costs and keep them for a few years.
- There are some very strong candidates we lose because they want a salaried place and are successful elsewhere – we want them for you, but they need a school prepared to salary them.

Scenario 1

SALARIED AS PART OF YOUR STAFFING STRUCTURE

- Works well as a jobshare with a senior member of staff, whose non-contact time then increases during the year.
- Best with trainees who have a lot of TA experience / HLTA / UQ Teacher.... experience of teaching anyway
- Still need to spend time observing and being observed. They can't teach the full 3 days in the autumn term

Scenario 2

SUPERNUMARY

- Pair the salaried trainee with an experienced teacher, as you would with any tuition fee trainee
- Invest in their training
- Add into their contract a pay back clause to keep them for NQT +1
- This scenario looks at trainees who have huge potential, but you don't yet know them. You take a bit of a risk but the pay-off might be enormous

Money

- Unqualified 1 for a minimum of 10 months
- £17208 from September 2018
- If they are employed and teaching for you after end of June, they will need to be paid as a qualified teacher

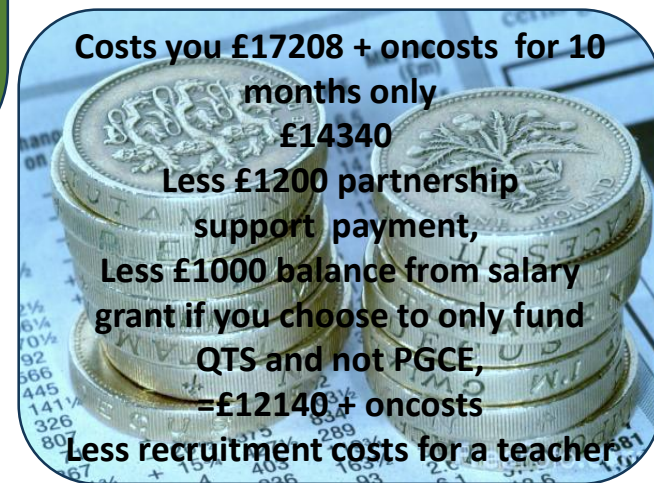
Finding the money

- In the class or year group where there is a trainee as well as qualified teacher/s, don't employ a TA – you have already increased the manpower and interventions could be done by the qualified teacher when the trainee is teaching
- Use the trainee increasingly over the year to release a senior member of staff whom you would want to release anyway. Offset the cost against supply or part time costs
- Remember – it costs £5000 to recruit a teacher **this model saves you that money**

Costs you £17208 + oncosts for 10 months only
£14340

Less £1200 partnership support payment,
Less £1000 balance from salary grant if you choose to only fund QTS and not PGCE,
=£12140 + oncosts

Less recruitment costs for a teacher



NOT ALL SUPERHEROES WEAR CAPES...SOME TEACH!

