

### ***The postgraduate route***

If you have a degree, you can follow a full-time, one-year teacher training course at a university or college of higher education. Always check the relevance of your degree with individual training providers. Training providers must satisfy themselves that the content of your previous education provides the necessary foundation for the subject you are aiming to teach. Applications are usually made through the Graduate Teacher Training Registry.

Courses can lead to either a Postgraduate Certificate in Education (PGCE) or a Professional Graduate Certificate in Education (sometimes also called a PGCE or a PGCE Professional). Both programmes focus on developing your teaching skills by combining classroom practice with academic study. The Postgraduate Certificate is academically more demanding and leads to credits that can be counted towards a masters degree, while the Professional Certificate is at honours-degree level. Once on a course, it may be possible to transfer from one type of programme to the other.

There are some part-time PGCE courses. A few training providers (such as the Open University) offer flexible, modular, individualised programmes of study – designed to meet individual needs and take into account previous experience. Alternatively, you could apply for a PGCE run by a group of designated schools known as SCITTs (School-Centred Initial Teacher Training). These programmes are usually taught by practising teachers, offer more time in the classroom and are often tailored to meet local teaching needs. However, it should be noted that some SCITTs offer QTS without a PGCE.

In England, subject knowledge enhancement courses are available, taking the equivalent of two weeks' full-

time study. These help you develop the necessary depth of subject knowledge needed before you begin to train to teach certain priority secondary subjects. There are also some extended PGCE courses available, for specific secondary subjects, that last between 18 months and two years, aimed at trainees who need additional subject knowledge. Subject conversion PGCE courses, lasting two years, are for trainees who come from a range of subject backgrounds and who wish to develop sufficient subject knowledge to teach specific subjects at secondary level. Contact the Training and Development Agency (TDA) for further details of available courses.

### ***Financial assistance***

Through its Higher Education Awards Programme the Education Department helps students from the Bailiwick attending off-island undergraduate ITT courses with the cost of tuition fees, living costs in the form of a maintenance grant and travel costs. The financial assistance the Department gives is normally subject to a parental assessment of income.

As with all post-graduate students, financial assistance is discretionary for those students undertaking initial teacher training programmes at post-graduate level e.g. PGCE. Grant rates are similar to those for undergraduate students although if you are studying for a PGCE you may be eligible for

- A TDA (or its successor body) bursary to cover maintenance
- Course fees (may or may not be means-tested)
- A means-tested travel grant

For further information please contact the Grants Section of the Education Department on **710821** or email **grants@education.gov.gg**

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### ***Pay and prospects***

For current pay rates for teachers in England and Wales please visit the Training and Development Agency's website: **www.tda.gov.uk**.

Pay for teachers in Guernsey is generally negotiated on an annual basis. Teachers in Guernsey can generally earn more than their colleagues in England and Wales. Current salaries for teachers in Guernsey are available from the Education Department.

Within schools, promotion may be rapid for those wishing to take on extra responsibilities.

There are training courses leading to the National Professional Qualification for Headship (NPQH), which is required by teachers, as well as those applicants from outside the teaching sector, applying for their first headship role.

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## ***For further information***

### ***Careers Service***

**Tel:** (01481) 733044  
**Email:** [careers@education.gov.gg](mailto:careers@education.gov.gg)  
**Web:** [www.careers.gg](http://www.careers.gg)

### ***Training and Development Agency for Schools (TDA)***

**Teaching information line:**  
**0845 6000 991**  
**View careers and training information at:**  
**[www.tda.gov.uk](http://www.tda.gov.uk)**

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### ***The following may be available in careers libraries:***

***Working in Schools & Colleges***  
**Published by Babcock Lifeskills, £8.50.**

**See the Times Educational Supplement (Fridays) for an idea of vacancies.**

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***Teaching:***  
*An Introduction  
to the Work  
and Training*



# Teaching: An Introduction to the Work and Training

Teachers help children, young people and adults to learn by developing their understanding and creative thinking. To teach in state schools, you need to study at least to degree level. There are also other requirements, e.g. GCSEs at grades A\*-C in English and maths, or equivalent, and, for primary teaching, science.

## What do teachers do?

Apart from actual classroom teaching, listed below are just some of the many things that teachers do.

- The year's work has to be planned so that all important topics are covered.
- Individual lessons have to be planned and resources organised.
- Assignments and tests have to be set and marked.
- Records of each pupil's learning and progress must be kept, and regular reports have to be written.
- There may be tutorial duties with a particular group of pupils.
- There are meetings to attend, often after school or in the evenings, to plan ahead, to discuss matters with other members of staff, or to meet parents.
- To ensure that every child reaches their potential, teachers often liaise with colleagues across the wider school workforce and with other professionals.
- Through continuous professional development, teachers keep up to date with new initiatives, methods of teaching and subject developments. Some of this is done through in-service training, or out-of-school hours learning.

Teachers in secondary schools usually teach just one or two subjects, but they may also be involved in other activities, such as the delivery of personal, social, health and citizenship education. Teachers of younger age groups, or children with special needs, usually work with the same group of pupils for most of the time.

Teachers are given time away from the class to plan, prepare and assess work. Teachers may be supported by teaching assistants (see **Teaching: Teaching Assistant** leaflet for further information.)

## What it takes

Good teachers can inspire children and young people and help to develop their understanding and appreciation of the world. Teaching is challenging work; it takes energy, dedication and commitment, but the rewards can be huge. In the classroom, the teacher must have the imagination, confidence and communication skills to stimulate and encourage all children and young people to achieve their potential.

## Exploring teaching as a career

In order to decide whether teaching is the right career for you, and because there can be keen competition to get a place on a teacher training course, try to get some work or voluntary experience with children and/or young people. Ideally, to find out what it's really like, you should try to spend some time at a school, perhaps through work experience or work-shadowing. This is an entry requirement for some teacher training courses.

The Education Department runs a Teaching as a Career course every year with the general aim to provide students in Years 11, 12 and 13 with the opportunity to find out more about what it is like to work in a school and what is needed to become a teacher.

There are two parts to the course:

- **Part 1** provides you with information on the skills, knowledge, understanding and insight needed to become a teacher; the different types of Initial Teacher Training available and the opportunity to meet with a representative from an Initial Teacher Training provider to discuss courses and life at university. Time is also spent in a primary school observing teachers at work.
- **Part 2** is available the following year for Year 12 and 13 students who have normally previously attended Part 1. You are provided with the opportunity to spend a full week in either a primary or secondary school where you can have a more in-depth experience of talking to teachers and observing them at work. Time is also spent working with groups of children.

The progress of all local students undertaking initial teacher training programmes is tracked by the Education Department and in November each year those students coming to the end of their training programmes are contacted by the Staffing Services Section. You will be advised of the Department's recruitment procedures for the next academic year and given the names of Education Department contacts should you wish to return to Guernsey to take up a teaching post.

The Education Department is always keen to welcome back local teachers at whatever stage in their career.

The Education Department also offers information, advice and support to former teachers interested in returning to the profession.

## Entry and training

To teach in state-maintained schools and non-maintained special schools in England and Wales and to teach in States-maintained schools in Guernsey and Alderney, you need to follow approved training that leads to Qualified Teacher Status (QTS), successfully complete an induction period and register with the appropriate body, depending on which part of the country you work in.

Before starting an Initial Teacher Training (ITT) programme leading to QTS, you have to undergo checks on your suitability to teach (including criminal record, health, identity and employment checks). Every teacher is trained to teach across at least two Key Stages. In England, there's an early years foundation stage for children aged three to five, Key Stage 1 for children aged five to seven, Key Stage 2 for ages seven to 11, Key Stage 3 for ages 11 to 14 and Key Stage 4 for 14 to 16 year-olds. In Wales, the Foundation Phase is gradually being introduced for children aged three to seven; Key Stages 2-4 are the same as in England. In Guernsey the Foundation stage is for ages four and five but the introduction of an entitlement to pre-school education is under review.

You can train to teach any of the subjects in the National Curriculum. At secondary level, there are limited training places in other subjects, e.g. business studies, leisure and tourism, and health and social care.

All newly qualified teachers (NQTs) need to successfully complete a three-term induction period. During this time you teach a reduced timetable, have the support of an experienced teacher and are given an individual development plan.

Teachers in independent schools do not have to meet the same criteria, however many independent schools welcome NQTs and offer the statutory induction that is required should you wish to transfer to the state-maintained school sector later. Teachers in independent schools can register voluntarily with their appropriate GTC or successor body.

If you follow the On-Island Teaching Training programme, run in conjunction with Brighton University, you will be awarded QTS (Guernsey) which is currently only recognised in Guernsey and may restrict your opportunity to work off-Island in the future

## Entry qualifications

Teaching in state schools is an all-graduate profession, so you must have a degree. The degree could be a BEd (Bachelor of Education), or a BA or BSc with QTS.

Alternatively, you could gain a degree without QTS and then follow a postgraduate ITT programme (PGCE -explained below), or an employment-based training route.

To get onto a degree course usually requires 'A' levels or the equivalent, such as a BTEC Level 3 National qualification. Check degree course entry requirements carefully, as they do vary.

In order to enter an ITT programme, you need GCSEs at grades A\*-C in English and maths (or equivalent). For entry to primary ITT, you also need to have GCSE science at grade A\*-C, or an equivalent qualification. (Check with course providers about the acceptability of non-standard subjects.) Some course providers can offer equivalence tests if you do not have the GCSE requirements.

## The first degree route

BSc/BA with QTS and BEd courses combine degree-level study with professional teacher training. You pursue academic study of one or more subjects, and also study the theory and practice of teaching and undertake teaching experience. Courses are at colleges of higher education and at universities. Full-time courses run for three or four years; applications are made through UCAS. There are also part-time courses.

The first degree route is popular for those who want to teach in primary schools, but BEds, as well as BAs and BScs with QTS, are also available for secondary education.

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