

**Cambridgeshire Teacher Paid internships**

A two year teacher internship programme - an alternative route to Qualified Teacher Status.

**What our current interns think....**

“I would recommend this approach to teacher training, especially for someone who is coming to teaching from another profession.”

“It is so reassuring to be based in a school that will support you. “

“My school is as invested in my training as I am.”

“It's paid! I simply could not have afforded to pay £9k for a PGCE and not be earning.”

**Benefits for the intern**

* For those not yet sure they want to be a teacher, this is a chance to sample what it is like before committing yourself to a PGCE or School Direct ITT course.
* You will be able to earn approximately £25,000 over two years, with your training paid for.

**Benefits for the school**

* The chance to ‘grow your own’ staff.
* The chance to future-proof staffing issues, in a difficult recruitment climate which is predicted to become more challenging over the next two years,
* CPD and mentoring opportunities for your existing staff, which could help retain them.
* The opportunity to use your apprenticeship levy funding in year two.

**How it works**

We accept internship applications up to the end of February half term. We invite shortlisted candidates to interview: you will be asked to complete a short literacy test, and to carry out an activity with a small group of children. If you are a secondary applicant, this will involve discussing with them why your subject is important; primary applicants will be asked to share a book of their choice with a small group of pupils from a specific year group.

Once you are successful at interview, we will start looking for a placement for you. If you already have a school contact, feel free to approach them yourselves: we do our best to find places for all candidates, but cannot guarantee a place.

**Year one**

Interns start in September. You will be paid NLW[[1]](#footnote-1) from 1st September to 30th June (this is 29 hours per week, term time only, at the national living wage). The idea is that you will be supernumerary to the teaching assistant workforce, as you will be receiving training and will be moving around classes/groups so as to receive the complete experience. You will be expected to work as a TA to an extent in the first two terms however, with some team teaching/small group teaching in the third term.

Participating schools will be expected to provide training for all the interns on the Cambridgeshire programme, on a fortnightly rota basis. The training will revolve around the practicalities of working in a school as well as skills such as questioning, planning for differentiation etc. This training will normally take place on **Thursday afternoons**, unless all the participating schools agree to a different day.

Each intern will have a mentor within their own school, with whom they will meet on a regular basis.

The rota will be organised by the LA’s Senior Adviser: Curriculum, Teaching & Leadership (acting on behalf of *Teach in Cambridgeshire*) who will also be responsible for monitoring the interns and quality assuring the experience that they receive.

During year one, each intern will be expected to keep a portfolio which describes and evaluates the experiences they have had. Near the end of term three, the intern and their Head (with input from the intern’s in-school mentor) will decide whether the intern (a) wants (b) is suitable to continue to year two.

Once the decision has been made, you need to apply to become a Teacher Apprentice and then take the professional skills tests. As long as you pass the tests and are accepted onto the training programme, you are ready to proceed to…..

**Year Two (1st July – 24th July the following year)**

Your employing school will give you a timetable of up to 75% teaching, which should not include Fridays (as that is when you will receive core training). You will be paid at the rate of an unqualified teacher at scale point one; you will not have any training fees to pay.

You will have weekly meetings with your mentor, and will be observed teaching at least once a week so that you can be given constructive feedback. You will be expected to carry out research tasks within your school, to complete a certain number of assignments and to reflect upon your practice. You collect evidence throughout the year to demonstrate that you meet all the teachers’ standards.

Once you have achieved QTS, by the end of June, you should be paid as a qualified teacher until the end of the academic year. Your Apprenticeship end-point assessment will take place during this time. This will take the form of a lesson observation and a structured conversation with the assessor, about what you have learned. You are not expected to produce any evidence for this other than that which you have already produced for your QTS.

1. If you are already employed (eg as a TA) in a school, you don’t necessarily have to take a pay cut – you could remain on your original salary. You would need to discuss this with the Headteacher. [↑](#footnote-ref-1)