



Five Counties
Teaching
School Hubs
Alliance

Facilitator Recruitment:

Early Career Teacher Programme for ECTs and mentors National Professional Qualifications (NPQs)

The Five Counties Teaching School Hubs Alliance is a collaboration of three DfE appointed teaching school hubs, which cover Somerset, North Somerset, Bristol, South Gloucestershire and Bath and NE Somerset and has a reach of more than 750 schools and settings in all phases.

We are looking to grow our team of facilitators, also known as 'Visiting Fellows' as we move into our third year and continue to expand our reach and engagement. We are seeking outstanding teachers and school leaders who are excellent trainers to join our growing team to facilitate in-person and online training for the Early Career Teacher Programmes for teachers new to the profession and their mentors, and the new suite of specialist and leadership National Professional Qualifications, the NPQs.

We are particularly seeking those with appropriate experience from early years and special settings and those who are linked to schools within Somerset and BANEs, to add to the expertise and geographical breadth within our team but all are welcome to apply.

We also are looking to increase the diversity of our team of facilitators, and therefore welcome particularly applications those from a range of ethnicities and backgrounds to represent the wide range of schools, staff and pupils we serve.

About the role:

Visiting Fellows on the Early Career Teachers programme and NPQ suite of leadership programmes

Visiting Fellows (VFs) are integral to the successful implementation of the Early Career Framework (ECF) for Early Career Teachers (ECTs) and their mentors and for the new suite of eight different National Professional Qualifications, the NPQs. The Five Counties Teaching Schools Hubs Alliance has a key role in delivery of these programmes. The hub partners with two national lead providers - Ambition Institute and the Education Development Trust who write and support the overview of the programmes which we deliver locally on their behalf. Programmes are a mix of online self-study and online / in-person facilitated training.



Visiting Fellows on the **ECT programmes** will work directly with ECTs and mentors, facilitating their conferences, clinics and running online coaching sessions, which provide individual support for ECT mentors. VFs support the quality assurance of the programmes by engaging in our continuous improvement and evaluation processes. You will need to have had significant experience of mentoring and supporting NQTs / ECTs in the past and be an excellent facilitator to support our programme and participants fully.

Visiting Fellows on the **NPQ programmes** work to facilitate in-person and online conferences and termly after school clinics to develop a network of support with their groups and to assist with end of programme assessments. They also support the quality assurance of the programmes. VFs facilitating NPQs programmes will need to have a depth of experience in the role they are facilitating - for example, if you are a VF on an NPQ for Senior Leadership, you will need to have experience as a head or deputy head working at senior level. See the table below for more detail.

You will support the delivery of one or more groups of ECTs and their mentors or NPQ delegates: the commitment for each programme varies and can be explored below. Usually there is an initial launch conference and a twilight 'clinic' which is used to apply knowledge from the delegate's online study. Programmes vary from 12 months for specialist NPQs, 18 months for leadership NPQs and 24 months for the ECT programmes.

Typical delivery pattern for those facilitating on Ambition ECT / mentor programmes							
Year	Role	Half-term 1	Half-term 2	Half-term 3	Half-term 4	Half-term 5	Half-term 6
Y1	ECT	Conference 1 <i>Full day</i>	Clinic 1 <i>1 hour after school</i>	Conference 2 <i>Full day</i>	Clinic 2 <i>1 hour after school</i>		Clinic 3 <i>1 hour after school</i>
	Mentor	Mentor Conference 1 Clinic 1 – 1 hour after school		Clinic 2 – <i>1 hour after school</i>		Mentor Conference 2 <i>Full day</i>	
Total commitment for VFs in Year 1 – 4 days and 5 after school clinics							
Y2	ECT	Conference 3 <i>Full day</i>	Clinic 4 <i>1 hour after school</i>	Clinic 5 <i>1 hour after school</i>		Clinic 6 <i>1 hour after school</i>	
	Mentor	Clinic 3 – 1 hour after school					
Total commitment for VFs in Year 2 – 1 day and 4 after school clinics							

Typical delivery pattern for those facilitating on Ambition NPQ programmes	
Specialist NPQs (12-month duration)	Leadership NPQs (18-month duration)
Specialist NPQs: Total commitment for Year 1 (12-month programme) – 1 day and 5 after school clinics Leadership NPQs: Total commitment for Year 1 (18-month programme) – 1 day and 2 after school clinics and for Year 2 - 1 day and 3 after school clinics	

All materials for delivery, such as PowerPoint slides and scripts / notes are provided by the lead provider, but VFs can contextualise the materials for the groups they work with. Groups are usually cross phase which brings a richness to the experiences for those taking part. For larger groups or conferences, you will work with an experienced facilitator to share the delivery. Costs for delivery, including preparation and training for VFs are paid to the VF's school at the end of each period. These equate to £350 a day for your school, with increased amounts for facilitating leadership programmes.

Person Specification for Visiting Fellows:

- Qualified to teach in the UK, hold QTS and be an experienced teacher and leader at a school / MAT level;
- Held a leadership role in a school;
- Track record of excellent teaching and delivering exceptional outcomes for pupils, particularly for those from challenging backgrounds;
- Strong understanding of best practice in teaching and learning;
- Strong understanding of and commitment to the Early Career Framework and the DfE's recruitment and retention strategy, in particular the progression through the 'Golden Thread' from ITT through to school leadership;
- For those delivering ECT programmes, experience being an NQT /ECT mentor training and development, including developing coaching and mentoring.

- For those delivering specialist or leadership NPQs, significant experience of leading change at the NPQ level or above, related to the specific NPQ requirements below ;
- Experience delivering training to a range of stakeholders both in-person and online as a facilitator and understanding of the best ways to achieve impact when working with teachers and leaders.

NPQ specific requirements for VFs

Specialist NPQs:

- **NPQ for Leading teaching (NPQLT):** An experienced middle leader or senior leader.: Has responsibility for leading teaching at department, phase or whole school level.: Knowledge of teaching, curriculum and assessment (and preferably the ECF framework).
- **NPQ for Leading Teacher Development (NPQLTD):** An experienced middle leader or senior leader.: Has responsibility for teacher development at department, phase or whole school level.: Knowledge of teacher development (and preferably the ECF framework).
- **NPQ for Leading Behaviour and Culture (NPQLBC):** An experienced middle leader or senior leader.: Has responsibility for leading behaviour at year group, phase or whole school level. Knowledge of behaviour and culture (and preferably the ECF framework).
- **NPQ for Leading Literacy (NPQLL):** An experienced middle leader or senior leader. Has responsibility for leading English or literacy across phase, subject, whole school or group of schools. Knowledge of literacy, including spoken language, reading (including phonics, fluency and comprehension), writing.

Leadership NPQs

- **NPQ for Early Years Leadership (NPQEYL):** An experienced educational leader, senior leader, or equivalent if from private/voluntary setting. Suitable experience of leading across the early years foundation stage. Knowledge of up-to-date early years theory and practice and organisational management in an early years setting (which can include nursery and reception in schools and private/voluntary settings).
- **NPQ for Senior Leadership (NPQSL):** An experienced senior leader. At least three years of relevant experience (i.e. as an Assistant or Deputy Head, or Headteacher).
- **NPQ for Headship (NPQH):** A serving school leader in a headship role or in a more senior role but with headship experience (e.g. as an executive or trust leader). Suitable experience in leading a whole school or group of schools.

Training and Development:

Visiting Fellows will be provided with the following to support their facilitation of the Early Career Teachers programme:

- **Content:** The programme materials are carefully designed, with materials and scripts to support the consistency of delivery. All training materials have gone through an extensive internal QA process and user testing, as well as being reviewed by the DfE and EEF.
- **Training:** Central and local training on the latest thinking around the ECF and the NPQ programmes, the programme structure and content, and techniques to support novice teacher development up to those who are experienced leaders. Visiting Fellows will also have access to online learning to deep dive into aspects of facilitation to develop their skills and support them in the ECF / NPQ curricula.
- **Briefings:** Visiting Fellows will have access to recorded briefings to support their preparation for delivering sessions. They will also be invited to live Q&A sessions.
- **Observation and feedback on their work from highly experienced colleagues:** Visiting Fellows will receive feedback and support about their facilitation of training, with help to improve and develop their practice.

The Five Counties Teaching School Hub is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Application Process

Applicants should complete the online form and submit it by **12.00pm on Tuesday 18th April 2023**. This will include information about you and your experience. If you are called to interview, you will be required to seek permission from your headteacher to be released from school for 2 days of induction training, and for the delivery of sessions.

The Five Counties Teaching School Hubs will contact successful applicants after the closing date. Interviews will take place at the CLF Institute on:

- Tuesday 2nd May 2023 or
- Monday 15th May 2023

If you have any questions about this opportunity, please contact me directly, via email at:

mike.eatwell@fivecountiesalliance.co.uk