

Guide to...

Teacher Training

in England

(Primary and Secondary)



Explore
Experience
Progress



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TEACHER TRAINING IN ENGLAND

To teach in a maintained (i.e. state-funded) primary, secondary or special school in England (or non-maintained special school) you must have gained **Qualified Teacher Status (QTS)**, a legal requirement. You can teach in independent schools, academies and free schools in England without QTS, but it is an advantage to have it.

To gain QTS you will need to complete a programme of Initial Teacher Training (ITT). Once you hold QTS it is legal for you to teach any age range, although most teachers stay in either primary or secondary.

After your training, you will need to complete a two year induction as an ECT (Early Career Teacher). ECTs are encouraged to start their induction as soon as possible after gaining QTS, although there is no set time limit to start or complete an induction period. For information on the ECT see: **Induction for early career teachers (England) - GOV.UK (www.gov.uk)**

For further information about teaching early years or teaching people over the age of 16 (post compulsory) please see our **Guide to...Teacher Training for Early Years** and **Guide to...Teaching in Further Education and Higher Education**.

NOT SURE ABOUT WHAT TO TEACH - PRIMARY OR SECONDARY?

If you are unsure about whether you want to teach in primary or secondary, arranging work experience in both settings should help with your decision-making, as when you apply for teacher training you will need to indicate whether you want to train as a primary or secondary school teacher.

Primary schools cover Key Stage 1 and Key Stage 2, and teachers will be expected to teach the full range of National Curriculum subjects. Some primary schools also teach the Foundation Stage.

Secondary schools cover Key Stage 3 and Key Stage 4. During training you typically specialise in one subject area (related to your degree), but might be able to teach other subjects once you are qualified.

For details of National Curriculum subjects in England at all key stages see: **The national curriculum - GOV.UK (www.gov.uk)**

THE AGE RANGES AND KEY STAGES



Early Years Foundation Stage (EYFS)	Age 3-5	Nursery and Reception
Key Stage 1	Age 5-7	Year Group 1-2 (Primary)
Key Stage 2	Age 7-11	Year Group 3-6 (Primary)
Key Stage 3	Age 11-14	Year Group 7-9 (Primary)
Key Stage 4	Age 14-16	Year Group 10-11 (Primary)

MORE ABOUT LIFE AS A TEACHER:

Nursery and Reception

PRIMARY:

Life as a primary school teacher | Prospects.ac.uk

SECONDARY:

Essential skills for secondary school teachers | Prospects.ac.uk

ROUTES INTO TEACHING

There are a number of main teacher training routes, along with some specialist routes (see diagram on the next page). We would encourage you to explore all the main routes into teacher training so that you can make an informed decision about the route that suits you.

Assuming you have or are about to graduate with a degree, it can be helpful to think about your teacher training route options in two main ways:

1. Postgraduate Fee Funded (you pay a tuition fee) vs Postgraduate Salaried (you earn a salary while training)
2. University-led Route vs School-led Routes



UNDERSTANDING THE DIFFERENT TYPES OF ITT COURSES

UNIVERSITY-LED ROUTE

University-led training
(tuition fee)

Training as a teacher on a postgraduate university-led course.

SCHOOL-LED ROUTES

School Direct (tuition fee)	School Direct (salaried)	School Centered ITT (SCITT) (tuition fee)	Postgraduate Apprenticeship (salaried)	Teach First (salaried)	HMC Teacher Training (salaried)
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This box describes routes for teacher training where you are based in a school for the duration of your teacher training.

SPECIALIST ROUTES

Assessment Only (unqualified teachers)	Now Teach and Transition to Teach (career changers)
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This box describes specialist routes for those who are unqualified teachers and career changers.



MAIN TEACHER TRAINING ROUTES

UNIVERSITY-LED TEACHER TRAINING (TUITION FEE)

- University based training plus significant time spent in school on placements.
- QTS awarded with either a PGCE (Postgraduate Certificate of Education) or PGDE (Postgraduate Diploma in Education)
- One year full-time or two years part-time.

SCHOOL DIRECT (TUITION FEE OR SALARIED)

- School based training, learn 'on the job' and work as part of the teaching team.
- Many School Direct programmes award a PGCE (Postgraduate Certificate of Education) or may award a PGDE (Postgraduate Diploma in Education) in addition to QTS.
- Your training is accredited by a university or by a SCITT (consortium of schools).
- One year full-time or two years part-time.

SCITT (SCHOOL CENTERED INITIAL TEACHER TRAINING) (TUITION FEE)

- SCITT programmes are designed and delivered by groups of neighbouring schools and colleges (known as consortiums), with government approval to provide initial teacher training.
- Taught by experienced, practicing teachers, and often tailored towards local teaching needs.
- You will usually be based in one school from the consortium – the 'lead school' – but may have opportunities for teaching practice at other schools within the group.
- Many SCITT programmes award a PGCE (Postgraduate Certificate of Education) or may award a PGDE (Postgraduate Diploma in Education) in addition to QTS.
- One year full-time or two years part-time.

POSTGRADUATE APPRENTICESHIP (SALARIED)

- Apprenticeships combine paid on-the-job work and off-the-job training.
- You will be employed directly by a school.
- You will be assessed to make sure you meet the standards of the QTS.
- This route typically takes one year full time.

TEACH FIRST (EDUCATIONAL CHARITY)

Operating across England and Wales running early years, primary and secondary programmes. Applications open early: ***Building a fair education for all | Teach First*** and ***Training Programme | Teach First***.

- Competitive recruitment process, but you will earn a salary while training and working within a school.
- You receive five weeks of intensive training in the summer prior to starting.
- You will also study towards a PGDE (Postgraduate Diploma in Education - worth 120 Master's credits).
- This route takes two years.
- Teach First Taster Experience: ***Taster Programmes | Teach First***

HMC TEACHER TRAINING (INDEPENDENT SCHOOLS) (SALARIED)

The Headmasters & Headmistresses' Conference (HMC) is a professional association for the independent school sector: ***Independent School Jobs | HMC Teaching Careers***.

- HMC schools work with ITT providers to deliver training, leading to QTS.
- You will be training as a teacher working within an independent school.



SPECIALIST ROUTES

ASSESSMENT ONLY (AO) A route for experienced teaching assistants or unqualified teachers already working in schools who wish to obtain QTS. See: [Get QTS via the 'assessment only' programme | Get Into Teaching \(education.gov.uk\)](#)

NOW TEACH AND TRANSITION TO TEACHING A route for industry professionals looking to retrain as teachers. See: [See: Now Teach and Transition to Teach.](#)

WHAT FUNDING IS AVAILABLE?

If you are undertaking a tuition fee route, you may be eligible for a tuition fees and maintenance loan, but there are scholarships and bursaries available if you wish to teach certain subjects: [Funding your training | Get Into Teaching \(education.gov.uk\)](#).

WHAT ARE THE ENTRY REQUIREMENTS?

You should ALWAYS check directly with the teacher training provider to whom you are applying, however standard entry requirements include:

- GCSEs grade C/4 (or standard equivalent) in maths and English. For primary teaching you will also need GCSE science grade C/4 or above
- A degree (preferably a 2:1 or above). For primary, some providers may prefer you to have a degree in a national curriculum subject, whereas for secondary teaching, providers may prefer that your degree is closely related to the subject you wish to teach. Subject Knowledge Enhancement (SKE) courses are available for those who need to develop their subject knowledge (see: [Improve your subject knowledge | Get Into Teaching \(education.gov.uk\)](#)).
- You may also be required to agree to a criminal records check and a health questionnaire to assess your fitness to teach.



IS GETTING SCHOOL EXPERIENCE ESSENTIAL?

Many teacher-training providers would value classroom-based work experience prior to application so they can be sure you are making an informed decision about whether or not teaching is for you. You might also find it easier to write a convincing personal statement if you can reflect on your suitability to teach having had classroom experience or other experience working with children and/or young people in the age range you want to teach. By gaining relevant experience you can also feel more confident that teaching is a career that will suit you.



ARRANGING YOUR OWN EXPERIENCE

If you are interested in university-led, School Direct, SCITT or Postgraduate Apprenticeship routes you may find it helpful to explore the Get into Teaching 'Get School Experience' webpage: **Get school experience | Get Into Teaching (education.gov.uk)** as you can search for schools offering experience (see: **Get school experience | DfE School Experience (education.gov.uk)**).

Alternatively, you may decide to arrange your own experience. You can search for schools via **Get Information about Schools - GOV.UK (get-information-schools.service.gov.uk)**.

GETTING THE MOST OUT OF YOUR WORK EXPERIENCE

- Keep a daily record of your experiences in school (age of children, ability levels).
- Keep a record of specific activities and projects you helped with.
- Write down any observations about the way the teacher managed the class and how different teaching techniques were used and why.
- Make the most of speaking to teaching staff to understand the role, the structure of schools, and the wider education sector. What are the challenges and rewards of a teaching career?
- Show initiative and be proactive – you may want the teacher/s you have been working with to give you a future reference.

HOW AND WHEN TO APPLY

Applying via Direct Gov 'Apply'

For the following routes you apply via Direct.Gov:

- University-led teacher training
- School Direct (tuition fee and salaried)
- SCITT
- Postgraduate Apprenticeship

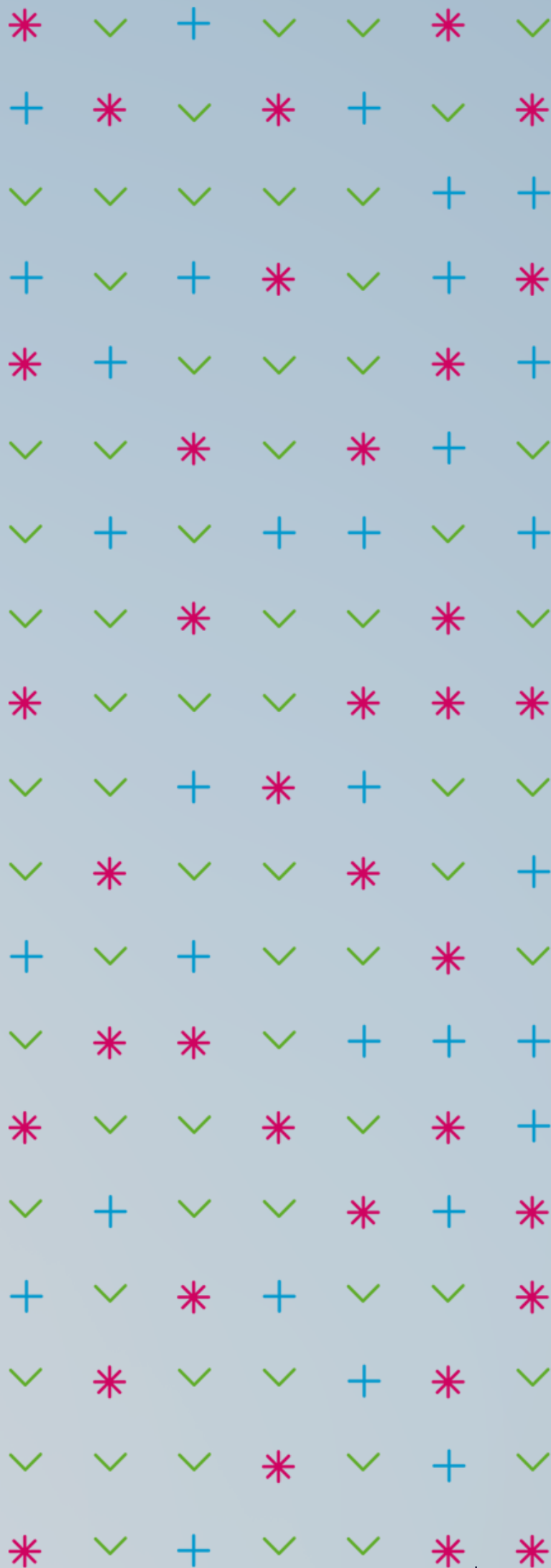
Applications typically open in October for teacher training courses starting the following September. Applications are considered on a rolling basis, so providers will close their opportunities when all their teacher training vacancies have been filled.

- You can search and apply via the **Find postgraduate teacher training courses - GOV.UK (www.gov.uk)**. Read course descriptions carefully to establish what type of route it is and whether it is fee paying or salaried.
- Once you know what training courses you want to apply for, go to: **Apply for teacher training - GOV.UK (www.gov.uk)** to complete the online application form. You have up to three choices consisting of any teacher training route.
- For tips on applying for teacher training via Direct Gov, go to: **Tips on applying for teacher training | Get Into Teaching (education.gov.uk)**.
- If you do not get a place on a teacher training course with your first application, you can apply again, submitting just one application at a time.

Applying for Teach First and HMC Teacher Training

For Teach First and HMC Teacher Training, you need to make a direct application to these providers. You *cannot* apply for these routes via Direct Gov.

- Teach First: Applications open as early as the summer in the year before teacher training starts and are considered on a rolling basis, meaning courses will close as soon as they are filled. To find out more about the recruitment process and to register to complete an online application, go to: **Application and assessment FAQs | Teach First**
- HMC Teacher Training: Opportunities are advertised as and when a school wishes to recruit a trainee teacher for the upcoming academic year, so there are no guarantees about what opportunities will be available. To search for opportunities, go to: **HMC Teaching Careers | Careers in the independent schools' sector (hmcteachingjobs.org.uk)**



PERSONAL STATEMENT

Teacher training places are competitive. Your statement should be well written, have a logical structure and be mistake free. Start early, as it often takes longer than you might think!

IMPORTANT: Make sure you read any available guidance notes before you start, whether you are applying for teacher training routes via 'Get into Teaching' Direct Gov or for routes where you apply directly to the provider, such as Teach First or HMC Teacher Training.

When developing your statement, you might wish to consider:

- Ensuring you have demonstrated your reasons, motivation, suitability and commitment to teaching.
- Demonstrating your enthusiasm for your subject(s) and the age group you wish to teach.
- Demonstrating that you have thoroughly researched teaching and are sure it will suit you.
- Reflecting on any relevant experience you have that evidences the skills and qualities you possess to support you in becoming a great teacher.
- Reflecting on any experiences that has informed your decision to teach. This could include reflecting on what you have learned, observed and gained from any classroom-based experience.

FURTHER HELP AND ADVICE WITH YOUR PERSONAL STATEMENT:

- For Direct Gov routes into teacher training see: **Tips on applying for teacher training | Get Into Teaching (education.gov.uk)**. You can also get support from a Direct Gov adviser **Get an adviser (education.gov.uk)** and/or the Bath Spa University Careers Team.
- For the Teach First route see: **Application form hints and tips | Teach First**. You can also arrange a support call to discuss your application with Teach First and/or access the Bath Spa University Careers Team.
- Research the skills required for teaching using the following job profiles: **Primary school teacher job profile | Prospects.ac.uk** and **Secondary school teacher job profile | Prospects.ac.uk**.

CONSIDER THE FOLLOWING QUESTIONS:

1. **Why do you want to teach? Who or what has influenced your decision to apply to become a teacher? What are your ambitions for your future in teaching?**

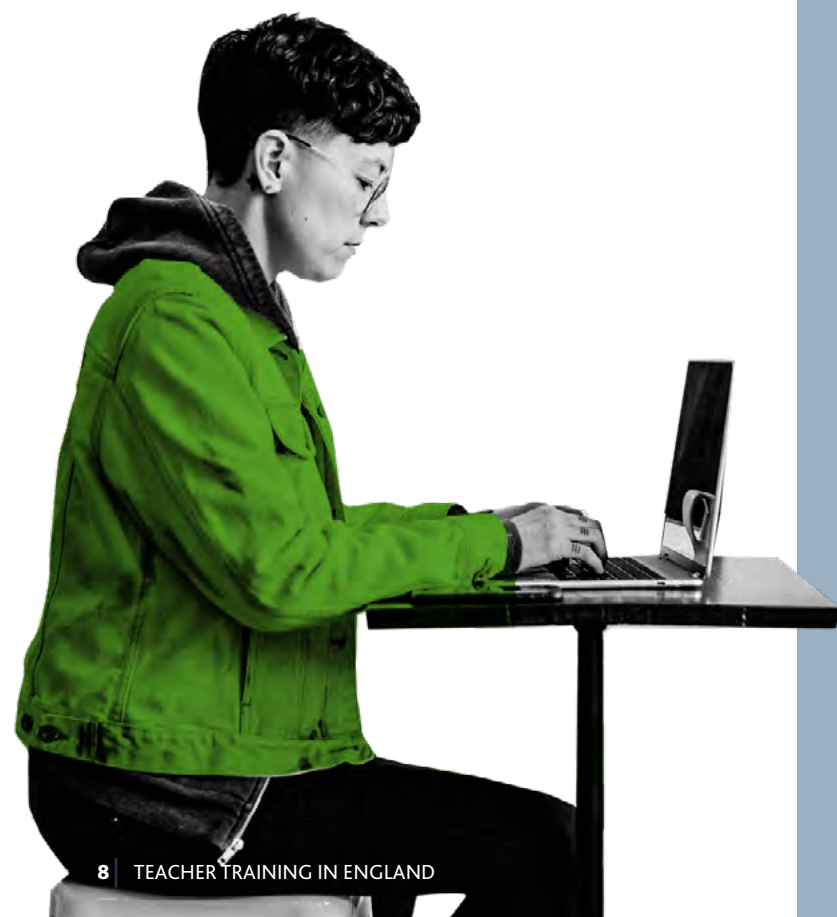
Avoid being too clichéd e.g. "I have dreamed of being a teacher since I was five"....

2. **Why will you enjoy working with that age range? Why will you enjoy teaching your subject(s)?**
3. **What skills and qualities make a good teacher and how can you explain that you have these too?**
4. **How has your previous relevant experience prepared you for becoming a teacher?**

Highlight your classroom experiences/other similar experiences of working with young people. Show your awareness of a teacher's responsibilities and reflect on what you observed and learnt.

5. **What other relevant skills or knowledge can you offer apart from your own specialist subject?**

Consider potential extra-curricular activities you can support or whether you have completed additional training courses that would benefit a school, e.g. First Aid, Coaching Qualifications? Consult the training provider's course information and whether they specify specific criteria.



YOUR TEACHER TRAINING

INTERVIEW DAY

Your interview day is an essential part of the application process for all initial teacher-training courses. Providers will be assessing your commitment to teaching, your relevant knowledge (including subject knowledge), skills and suitability for teaching.

WHAT TO EXPECT

The structure of the day will depend on the training provider, so it is important to carefully read through the information you have been provided inviting you to interview. Often an interview the day may comprise of;

- A written task, numeracy or subject-based tests;
- A group task or discussion (e.g. around current educational issues);
- Short presentation or teaching episode (sometimes referred to as a 'micro-teach');
- Individual panel interview.

Many interview days will involve a combination of staff e.g. university tutors, school teachers/head teachers and if you are being interviewed for school-based training, the day might even involve pupils. Other applicants are usually a part of the interview day, so expect to interact with other candidates.

TYPICAL TEACHER TRAINING INTERVIEW QUESTIONS:

- Why do you want to be a teacher?
- What specific qualities and skills do you have which are valuable in a classroom? / What qualities do you think makes a good teacher?
- What insights did you gain from your classroom experience?
- Can you give an example of a time when you worked in a team?
- Tell us about a time when you have had to use your leadership skills.
- How would you explain difficult topics to make them interesting and accessible?
- What is your opinion on current educational issues?
- How does your degree relate to the National Curriculum?
- What aspect of X subject are you most confident? / What gaps are there in your subject knowledge?
- Why have you chosen X school/university?
- Do you have any questions? (this is your chance to ask any questions you have)

ADDITIONAL INTERVIEW RESOURCES:

- *Teaching interview questions* | [Prospects.ac.uk](https://prospect.ac.uk)
- *PGCE Interview Questions* (teacherstalk.co.uk)

TO GAIN A WIDER UNDERSTANDING OF THE EDUCATION SECTOR USE WEBSITES SUCH AS:

- *Current educational issues* | [Prospects.ac.uk](https://prospect.ac.uk)
- *Education news, opinion and guides* | [The Guardian](https://www.theguardian.com/education)
- *Schools Week* | [The latest schools & education news](https://www.schoolsweek.co.uk)



FREQUENTLY ASKED QUESTIONS (FAQS)

WHAT IF I DON'T HAVE THE CORRECT GCSE GRADES?

If your GCSE grades in maths or English (plus science if applying for primary teaching) were lower than grade C/4 then you are likely to need to re-take your exams. Some teacher training providers may accept equivalency tests instead - ALWAYS check directly with the provider to establish if this is a possibility and who their preferred provider for the equivalency tests is.

ARE THERE ANY APPLICATION DEADLINES?

For teacher training routes via Direct Gov, training providers allocate places as people apply through the year and courses stay open until they are full, so an early application is encouraged. Teach First also recruits on a rolling basis, closing training opportunities for specific subjects when places fill. For HMC Teacher Training, as schools recruit on the basis of need, individual opportunities will have their own application deadline.

CAN I APPLY FOR TRAINING ON A PART-TIME BASIS?

Only some teacher training routes will have part-time training options, so check details carefully.

I'M APPLYING LATE - HOW DO I KNOW WHAT'S AVAILABLE?

Check the training provider search tool for routes available via Direct Gov. We suggest you also contact your chosen training providers to check they are still recruiting before applying. For Teach First, check directly to ensure your chosen subject area still has vacancies before applying.

CAN I GO INTO TEACHING IF I HAVE A DISABILITY?

Yes, those with disabilities are under-represented in the teaching profession. Teacher training providers have a responsibility to ensure equality of access, whilst at the same time ensuring trainees have the health and physical capacity to teach. It is important that you get in touch with training providers early on to discuss any possible reasonable adjustments you may need.

HOW DO I FIND OUT ABOUT TEACHER TRAINING IN OTHER UK COUNTRIES?

Wales: *Initial Teacher Education (ITE)* | [GOV.WALES](#)

Scotland: *Choose a new career path in teaching* | [Teach In Scotland](#)

Northern Ireland: *Initial teacher education courses in Northern Ireland* | [Department of Education \(education-ni.gov.uk\)](#)

IF YOU HAVE QUALIFIED IN ONE COUNTRY IN THE UK, CAN YOU TEACH IN THE OTHER UK COUNTRIES?

There is mutual recognition of QTS between England and Wales. For up-to-date information, go to the General Teaching Council website of the country you wish to teach in: Northern Ireland: [General Teaching Council NI \(gtcni.org.uk\)](#)

Scotland: [Qualified Outside Scotland](#) | [General Teaching Council for Scotland \(gtcs.org.uk\)](#)

Wales: [EWC/CGA](#).

CAN I COMPLETE MY ECT YEAR ABROAD?

This is possible, although the options are limited. Find out more from the Council of British International Schools (COBIS): [ECT Induction British Council of International Schools](#)

CAN I TEACH ABROAD?

You will need to do your research: it will depend on the country or sometimes even the state (e.g. USA) in which you wish to teach, the type of school you wish to be employed by and at what level you want to teach (e.g. Primary or Secondary).

In some cases, you may need to apply to have your qualifications recognised in the country you want to teach. Start your research by contacting the countries and/or states relevant teaching professional bodies and/or equivalents to their Department for Education.



ADDITIONAL SUPPORT AND EVENTS

Get Into Teaching Helpline:

Inspire the next generation | Get Into Teaching
([education.gov.uk](https://www.education.gov.uk))

For Bath Spa Open Days and/or Teaching Education
Events and Taster Courses:

Open days – Bath Spa University

The Department for Education run a series of free
Teaching Events and online webinars throughout the
year:

Find an event near you | Get Into Teaching
([education.gov.uk](https://www.education.gov.uk))

Bath Spa Careers and Employability is here to help you get a great start to your career.
We are open year round, so to find out more about how we can support you go to:
www.bathspa.ac.uk/careers

As a student or recent graduate, *MyCareer* is your online portal for booking events, accessing
appointments, submitting queries, and searching for jobs and placements.

You can also follow @bathspacareers on social media:

Facebook | Twitter | YouTube | LinkedIn | Instagram

Every effort has been made to ensure the information in this resource guide is accurate but we
recommend that you check all details carefully.

The University is committed to the promotion of equality and diversity. If you require this
publication in an alternative format, please go to *MyCareer* to submit a request via '*Questions*'.

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