

High Force Education SCITT Access Agreements for 2012-13

Name of institution	High Force Education Primary SCITT
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Part one: Introduction to your agreement

A. Your current position in relation to access and, where appropriate, retention

High Force Education Primary School Centred Initial Teacher Training provider (SCITT) is a group of Durham, Darlington and North Yorkshire LEA primary schools led by Green Lane Primary School. The SCITT has an annual designated number of 33 places.

The training offered by High Force Education Primary SCITT is a 38 week full time route in general primary covering Foundation Stage, Key Stage 1 and Key Stage 2.

High Force Education Primary SCITT is an innovative small community of local trainee teachers who are pursuing a course which leads to QTS and a Post Graduate Certificate in Education with 60 master level credits, validated by Northumbria University. High Force Education Primary SCITT was initially established to meet the local needs of the partnership primary schools to recruit from the local population to train teachers and ultimately retain the trainees on completion of the course within the local area as a qualified teacher, specialising in teaching within small, rural schools.

The Management Committee at High Force Education Primary SCITT is committed to widening access and as a result we encourage applications from all sectors of the community being acutely aware of those currently under represented in teacher training. Although the immediate recruitment area is made up of a majority white British background, as part of the annual recruitment process we aim to target trainees from all identified underrepresented groups including candidates from black and minority ethnic groups, males into teaching, people from lower socio economic and lower income groups, candidates with disabilities and mature/career changers.

In order to encourage participation from all underrepresented groups High Force Education Primary SCITT aims to offer financial incentives and additional mentor support to trainee teachers from any of the identified groups as well as participate in retention and outreach work as part of a collaborative venture. Over the last three years an average of 40% of trainees have benefitted from the additional scholarship.

High Force Education Primary SCITT is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share in this commitment. High Force Education Primary SCITT welcomes applications from all potential trainees regardless of their age, gender, ethnicity, sexuality, religious affiliation or disability. High Force Education aims to recruit trainees from under represented backgrounds each year and as a result currently has 43% of trainees from a low income background and 23% of trainees from underrepresented groups, including 3% SEND and 20% males.

Part two: Fee limits, spend on access and financial support for trainees

B. Fee limits

We will charge a fee of £9,000 for all full time post graduate ITT places from the academic year 2012/13. The fee limit will rise with inflation (in line with annually published Government legislations)

This agreement is for the academic year 2012/13 and will be reviewed on an annual basis.

C. Amounts of additional fee income to be spent on access measures

The annex highlights the detailed estimated cost of additional fee income and the estimated amount of investment in access measures.

In summary:

- Fee income to be used to support access £9,900
 - Bursary support for full maintenance grant trainees £5, 950
 - Outreach work £1,950
 - Retention £2,000

D. Financial support for trainees

High Force Education Primary SCITT aims to financially support trainees from a lower socio economic and lower income background through the offer of a cash bursary. A cash bursary of £350 will be paid to all trainees who are in receipt of a full maintenance grant (household income of less than £25, 000).

Payments will be administered directly through High Force Education SCITT by BACs payment direct to the trainee's designated bank account. The amount will be paid in one instalment on the last working day of September.

It is anticipated that such a sum of money will be used to support the trainee with travel expenses to school placements, for the purchase of course material or to purchase a netbook to support with studies.

Non English UK trainees and other EU trainees will also be eligible for the same level of support where evidence of their household income can be provided.

In addition, High Force Education Primary SCITT will pay trainee costs for all field study and other visits away from the training school, with the exception of school placements.

Part three: outreach and retention

E. Outreach and retention work

Outreach:

High Force Education Primary SCITT will seek to identify areas of underrepresentation in the trainee cohort, when compared to HE sector from which we recruit. If we identify an area of significant under representation we will seek to address this and may do so by considering whether there might be any effective outreach initiatives which could be directed at such a group. We shall liaise with our validating university, Northumbria University to engage their assistance, using their specialist knowledge of SCITTs.

As identified in annual recruitment data BME targets are not consistently met. With this in mind High Force Education Primary SCITT will utilise the services of MERIT. A joint collaboration between Newcastle, Northumbria, Durham and Sunderland Universities and Gateshead, North Tyneside and High Force Education SCITT together with Gateshead Ethnic Minority Achievement Service. The organisation is jointly funded by each of the Initial Teacher Education providers together with Aim-Higher North-East to provide a support network for potential candidates looking to enter teacher training from BME backgrounds.

The aim of the collaborative partnership is to:

- Raise awareness of the opportunities available to BME trainees to enter Initial Teacher Education (ITE);
- Raise awareness of the ITE courses available locally;
- Provide support mechanisms to guide BME trainees in the application and interview process for ITE.

High Force Education plans to start a series of outreach activities to increase awareness of High Force Education Primary SCITT. Each outreach activity will be advertised and promoted through the website as well as within local schools, press and radio.

It will include:

- Attending the annual Career Fair in the autumn term at University of Teesside to target BME and lower socio economic groups;
- Hosting separate open events at High Force Education one in the autumn term and one in the summer term to increase awareness of opportunities into teaching in the local area, raise aspirations and encourage young people as well as carer changers into the teaching profession.

Retention:

High Force Education Primary SCITT will employ an additional team of Learning Mentors, responsible for providing targeted academic and pastoral support to trainees from underrepresented groups. The main aim of such a role will be to:

- Increase the success of trainees in completing the course from underrepresented groups;
- Provide support in gaining their first employment within a teaching post.

Such targeted support will include assisting trainees with disabilities such as dyslexia and trainees with English as a second language through additional group tutorials for academic written assessments, proof reading service and interviews preparation.

Part four: Targets, milestones and monitoring**F. Targets and milestones**

High Force Education Primary SCITT does not collect data which would be suitable to determine baseline for targets and milestones around lower income or socio economic backgrounds. However we do measure those trainees in receipt of full state maintenance grant, BME, males in teaching, disabilities, mature trainees and career changers.

Due to the small number of trainees on the course High Force Education Primary SCITT sets targets around data averages over a three year aggregate period.

The targets for High Force Education Primary SCITT are as follows:

1. *Trainees recruited from lower income backgrounds (less than £2500) based on receiving full state maintenance grant* – Increase the percentage of trainees recruited from a low income background from the baseline three year aggregate of 43% to 45% for 2012/13 with an increase in the following four years to 50% by 2016/17.
2. *Trainees recruited from all underrepresented groups (BME, males into teaching, disabilities, mature, career changes)* – Increase the percentage of trainees from underrepresented groups from the baseline three year aggregate of 23% to an increase in the following four years to 25% by 2016/17
3. *Retention of trainees from all underrepresented groups (low income, BME, males into teaching, disabilities, mature, career changes)* – Increase the retention of trainees from underrepresented groups from the baseline three year aggregate of 94% to 96% from 2012/13 maintaining the percentage in the following four years to 2016/17
4. *Trainees recruited from the local area(home postcode of DL, DH, TS)* – increase the percentage of trainees recruited from the local area from the baseline three year aggregate of 85% to 86% from 2012/13 with an increase in the following four years to 90% by 2016/17

High Force Education Primary SCITT has been successful in meeting previously set targets and will

continue to review and evaluate strategies used to ensure that we maintain and endeavour to increase the proportion of trainees recruited from underrepresented groups over the next five years.

G. Institutional monitoring arrangements

High Force Education Primary SCITT will formally monitor the progress of the access agreement including monitoring against targets once a year through the Finance Committee who will subsequently report annually to the Management Group and Governing Body of the lead school.

The annual report to the Management Group will form the basis of the annual monitoring report to OFFA.

Part five: Information to Trainees

H. Provision of information to trainees

High Force Education Primary SCITT employs a number of methods to ensure applicants, prospective and existing trainees receive clear, accessible and timely information related to fees that are to be charged and the amount of financial support that they may be entitled to. Such methods are employed below:

1. Website – The website will contain a section on funding and finance, including fee and support information, institutional support and support available through the government including maintenance grants, teaching bursaries and maintenance loans. This information will be accessible by all applicants, prospective and existing trainees
2. Prospectus – The same information as on the website will also be published in a prospectus available to all prospective trainees and used as promotional material at Career Fairs and Open Days.
3. Assessment day and Offer Letter – The information is summarised and again clearly articulated on assessment days and in writing within the offer letter, prior to the trainee making key decisions on whether to accept a place.
4. GTTR and SLC – Timely and accurate information will be provided to the GTTR and SLC to enable them to populate their applicant facing web services.

