

London Diocesan Board for Schools

School Centred Initial Teacher Training (LDBS SCITT)

Access Agreements for 2012-13

Part one: Introduction to your agreement

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

Introduction:

The London Diocesan Board for Schools School Centred Initial Teacher Training (LDBS SCITT) programme works in partnership with Church of England primary schools across the diocese of London. It was established in 1998 to contribute to teacher training and to support the training and recruitment of teachers for Church of England primary schools in London. Since then the LDBS SCITT has established itself as a significant provider of newly qualified teachers (NQTs) to partnership schools and has been conspicuously successful in meeting this aim (OFSTED June 2011 report). This and the committed and successful leadership of the LDBS SCITT have resulted in a trend of improvements to success rates. The LDBS SCITT has a good capacity to improve further. The partnership comprises over 50 Diocesan primary schools spread over 12 London boroughs. The LDBS SCITT is currently working intensely with 17 schools.

The LDBS SCITT provides one-year full-time initial teacher training (ITT) in the Early Years Foundation Stage and Key Stage 1 for postgraduate trainees leading to a Professional Graduate Certificate in Education (PGCE) and qualified teacher status (QTS). The LDBS SCITT has been recognised this year by the Training and Development Agency as having one of the best employment figures with up to 98% of graduates employed as teachers, of which 67% are teaching in Church of England primary schools.

The recruitment of under-represented groups at the LDBS SCITT is strong. Of the current cohort 33% are of minority ethnic heritage. 14% of the current cohort are men, within the SCITT recruitment target range. 26% of trainees taught since the LDBS SCITT was established in September 1999 were from Black and Ethnic Minorities background and 9.6% of the trainees taught since September 1999 are male. Headteachers and tutors of minority ethnic heritage involved in training are good role models for all trainees. The LDBS SCITT is notably successful in its aim of recruiting trainees with the potential to be high quality teachers to serve the recruitment needs of diocesan schools. Most of last year's trainees secured teaching posts, in London. Of these, over half are teaching in LDBS schools. Retention rates have improved significantly with over 90% of current trainees expected to complete the course in a timely manner. Headteachers say that LDBS trainees are held in high regard for their practical skills and ability to settle quickly into a school environment.

Key activities and developments planned for 2012-13 are:

- The TDA have extended provision from September 2012 to include Key Stage 2. As a result we will be offering two parallel courses: Early Years (3-7) and General Primary (5-11).
- Our cohort will increase from 30 to 50 trainees.
- Press advertisements, campaign, open days and taster programmes to attract and recruit the very best male graduates and graduates from lower socio-economic and under-represented communities.
- Mathematics and Science will be offered as specialisms.
- The M Level in EYFS introduced in 2011-12 will be maintained with the possibility of two new M-level modules in Reading and Mathematics.
- School-based 'Immersion Weeks' in EYFS, Phonics/Early Reading and Special Education Needs and Disabilities (SEND) have so far had a great impact on trainees' subject knowledge and confidence to teach. We aim to continue these and to expand into other focus areas in 2012-13.
- Further development of a series of well-received conferences including a Phonics Festival, EYFS, Raising Boys' Achievement and a Maths conference.

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

B. Fee limits

The LDBS SCITT will charge the higher tuition fee of £9,000 for every home and EU student entering the one year full time Professional Graduate Certificate course in Education in the academic year 2012-13. The tuition fee will rise each year in line with the limit set by Government each year.

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

The LDBS SCITT will spend a minimum of £300 for every full higher fee received for promoting fair access to the course in particular for attracting high quality applicants from lower socio-economic and under-represented group, providing financial support, outreach and retention work.

D. Financial support for trainees

The LDBS SCITT does not have a formal bursary/scholarship scheme. However, the LDBS SCITT will provide discretionary, need-based financial and in-kind support to trainees, ranging between £25 to £400 in value, in the form of travel grants, child care grants, cash bursary, educational services, materials, laptops/internet access or fee waiver to help aid retention.

Part three: outreach and retention

E. Outreach and retention work

The LDBS SCITT will continue with its programme of encouraging and recruiting high calibre trainees from Black and Ethnic Minority groups and the male population. This will be in the form of taster programmes and road shows supported by course Tutors, Teachers and Head Teachers who represent the diversity of our schools.

The LDBS SCITT has a high retention rate. Our strengths lie in:

- the coherence, commitment and vision of all members of the partnership, which promotes good and rising attainment for trainees,
- high quality professional dialogue between trainers and trainees, which clearly articulates how well trainees are doing and what they need to improve,
- high quality teaching by course and school-based tutors, resulting in confident trainees who have high rates of employment in London schools,
- the rapid impact on attainment and drive for continuous improvement by the SCITT training manager,
- very good pastoral and academic support for trainees,
- the partnership's response to local and national initiatives.

The London Diocesan Board for School also has a dedicated Recruitment and Retention Officer who supports trainees in their applications for employment and works as a hub between our trainees, NQTs and our schools.

Part four: Targets, milestones and monitoring

F. Targets and milestones

The LDBS SCITT will work towards a target of recruiting 33% of high quality trainees from Black and Ethnic Minorities background, a target of 18% of high quality male trainees and a target of 98% retention.

G. Institutional monitoring arrangements

The LDBS SCITT Training Manager will monitor the fulfilment of this agreement and report this to the Management Committee regularly.

Part five: Information to students

H. Provision of information to trainees

Information on costs of studies, tuition fee, training bursary provided by TDA, financial support given by the LDBS SCITT and other relevant general information will be given to prospective students in the form of a hand-book. This information is also available at our website www.ldbsscitt.org

Communication with our existing students will be through a number of ways including by email, telephone, text messages, meetings and via website.

Contact Details:

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