



# Glenmoor & Winton Academies

## **TRAIN TO TEACH PROGRAMME**

**HIGH ACHIEVEMENT - HIGH STANDARDS**



Our Core Values:

**Integrity, Compassion, Courage**



*“Teaching is a uniquely challenging, engaging and exciting profession. I will avoid the cliché that it is the best job in the world, but I cannot think of many other careers that provide such variety and responsibility. It is a privilege to see young people develop under your care and to be part of a dynamic school community, which has the potential to enhance the life chances of hundreds of young people each year.*

*Glenmoor and Winton Academies provide an ideal setting to learn how to teach. Staff and students are united by the academies’ aspirational culture, while crystal-clear systems, which enable teachers to teach, and students to learn*

*support classroom practice. Alongside high academic standards, you will be part of a rich school community that values trips, clubs, productions and sporting fixtures.*

*Trainee teachers at Glenmoor and Winton receive precise and frequent coaching and feedback, and will benefit from collaboration with colleagues at other United Learning schools. Our network of schools includes some of the country’s highest performing academies and independent schools.*

*I highly recommend teaching, and I highly recommend learning to teach at Glenmoor & Winton Academies.”*

**Dame Sally Coates**

**United Learning Southern Academies Director**



# Glenmoor & Winton Academies

## High Achievement – High Standards

Part of United Learning



It is with great pleasure and much pride that I welcome you to Glenmoor & Winton Academies prospectus for the 'GW Train to Teach' programme. We are proud to be the two of the highest performing schools in Dorset and incredibly privileged to be part of the multi Academy Chain United Learning. The GW Train to Teach programme is designed to support graduates in forging a career in teaching through on the job training within a successful school environment. Alongside a competitive salary we offer all graduates a comprehensive and bespoke CPD programme that will ensure teaching becomes a passion as well as a job.

Glenmoor & Winton Academies motto is 'High Achievement, High Standards'. We believe that every child matters and every lesson counts creating well rounded citizens achieving academic excellence. The schools are unique due to the decision to co-locate the two Academies but remain separate schools through lessons being taught in a single sex environment. This has proved hugely successful with resources, staffing expertise and curriculum opportunities now being fully utilised for the benefit of all students at the Academies. Co-location has been seen by all stakeholders as offering the 'best of both' which I believe you will see if you decide to join our GW Train to Teach programme.

Glenmoor & Winton were last inspected by Ofsted in June 2015 with both schools being graded as good in all areas. Comments included in the reports are listed below and reflective of the Academies growing reputation on a local, regional and national level.

*'The Principal and senior leaders are passionate in their pursuit of excellence for all students. Achievement and teaching are good and improving rapidly as a result'*

*'Teachers share the Principal's vision for the academy and are universally keen to develop and improve their practice. Learning is characterised by exceptionally good relationships between staff and students'*

*'Students behave exceptionally well around the site. The academy is a calm and safe environment for learning'*

As an organisation we are values based and expect everyone to work to our core values of integrity, compassion and courage. Any member of staff who joins the GW Train to Teach programme can expect everyone's full and unrelenting support. I hope you find the information in this prospectus useful and wish to discover more, please do not hesitate to contact the Academies and organise a tour and see for yourself the excellent work being done by the outstanding students and staff at Glenmoor & Winton.

#GWproud

*Very best wishes*

*Ben Antell*

*Principal*

*Glenmoor & Winton Academies*



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Part of United Learning



In my role as ITT Co-ordinator, I will ensure that graduates are supported and given opportunities to develop throughout the programme, so that they feel confident and prepared on their journey to becoming a newly qualified teacher. They will not be alone as there are weekly initial teacher training professional development meetings, where there is the chance to meet with others who are also on the same pathway.

Glenmoor and Winton is a fantastic place to train and with a high percentage of excellent recently qualified teachers at Glenmoor and Winton, it is a great environment to grow and develop in!

I look forward to welcoming graduates to Glenmoor and Winton Academies as part of GW: Train to Teach.

'GW: Train to Teach' is a programme that will ensure graduates are constantly developed and provided with training in order to be the best that you can be. Every individual that has the privilege of working with young people in a classroom deserves the right to continuous training and development. At Glenmoor and Winton we do not just train staff, we personalise training so that staff have the opportunity to develop in ways that support them to strive.

The 'GW: Train to Teach' programme will ensure that graduates are allocated a personal mentor, which will be someone they can meet with weekly to discuss their progress, set targets as well as review their strengths and areas for development. Mentoring is the most effective way of developing as a trainee teacher, whether it is someone that has classroom experience or not, everyone has the right to allocated time to reflect on his or her practice.

Best wishes

Danielle Fisher

Initial Teacher Training Co-ordinator



## Graduate Training Programme / 'GW Train to Teach'

The GW graduate training programme will offer graduates the opportunity to go through a 2-year internship before completion of the NQT year. The 2-3 year programme will allow graduates with an interest in teaching to join the Academies and become part of the staffing body, taking a full and active part in the life of the Academies. Every graduate will receive a competitive salary for the entire programme with qualified teacher status being the end goal.

### Year 1:

- Experience in school – Taking lessons (subject specialism) and covering lessons for absent colleagues in subject specialist area, small group intervention, lesson observations of staff across the Academies, attendance at whole school CPD plus additional CPD (ITT) support
- Opportunity to become a form tutor with a Year 7 or 8 group
- Opportunity to become involved in the extra-curricular life of the Academies (Duke of Edinburgh, sports teams, debating club, young enterprise are all on offer)
- Personalised support offered through ITT team – Co-coordinator/coach to personalise support where needed
- Gain a full insight into the life of the Academies and all the benefits of being a teacher brings
- Comprehensive reference at the end of year 1 from the ITT Co-Ordinator and Principal

### Year 2:

- United Teaching training route begins – QTS with a PGCE.
- Timetable up to 50% of a fortnightly timetable in a specialist subject area within the Academies (all subjects are considered, but dependent on degree and A levels studied)
- Designated teacher mentor with significant school experience and weekly mentor meetings to take place
- Career Professional Development Programme – weekly ITT events plus whole school CPD
- Standards folder – evidence to be built up over the assessment period to ensure participant can move to the status of a newly qualified teacher

### Year 3:

- Newly qualified teacher (NQT status achieved)
- NQT teacher mentor assigned
- Opportunity to visit other United Learning Academies across the country and observe best practice
- Highly competitive salary (Academies have their own pay grades)



*'The school is delightful. Young people often get a bad press, but in this visit I have been inspired by what the students are doing. Hugely enjoyable and I would love to return'.*

Lord Eden



*'Really enjoyable visit to the schools. Students are so smart and polite'.*

Local Bournemouth Councillor



*'Impressive visit to Winton & Glenmoor Academies.*

*Strong consistently good teaching in all of the lessons I visited. Teacher feedback very good.*

*Consistent and simple key messages about learning are making the difference'.*

Sir David Carter – National Schools Commissioner

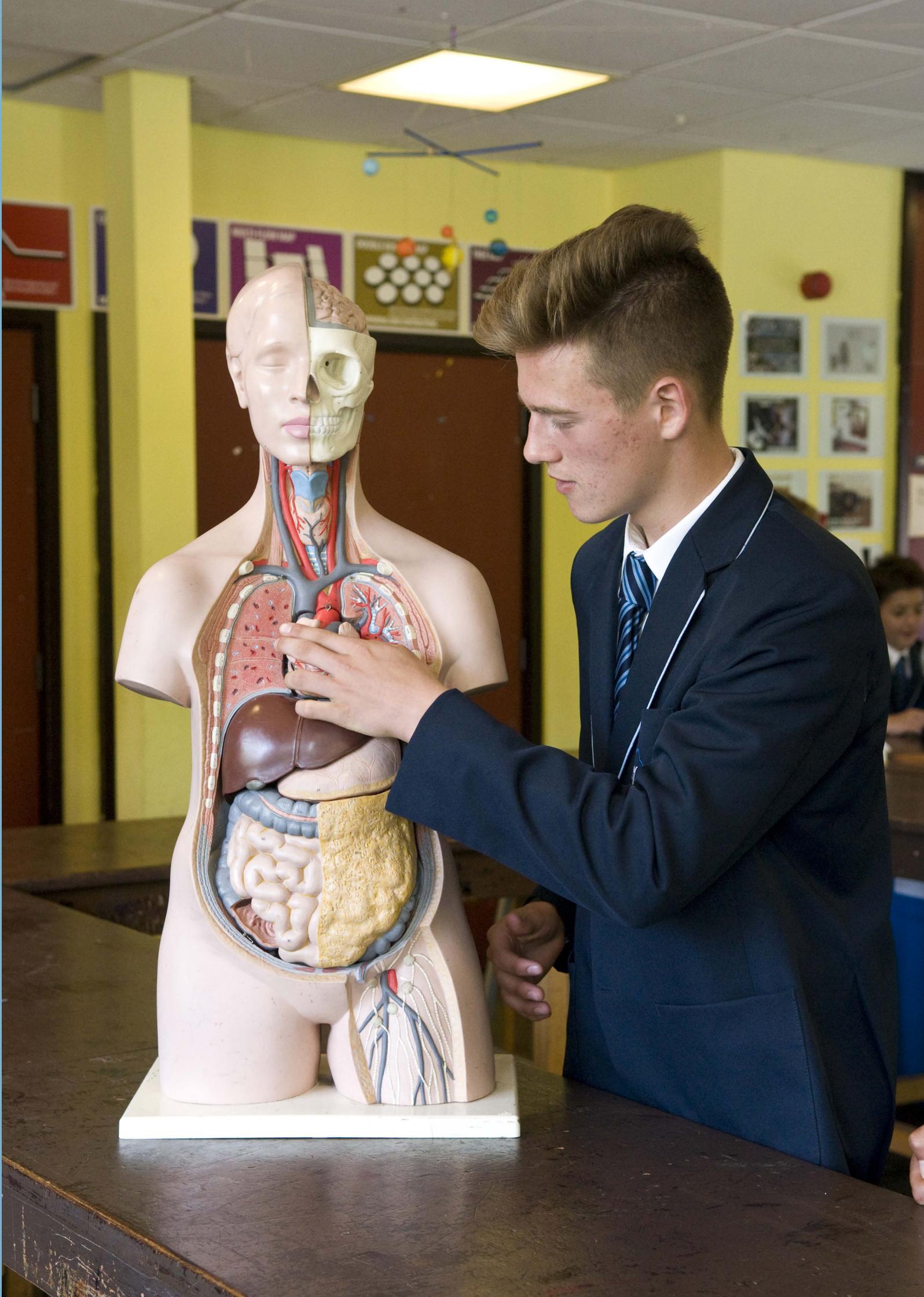


*'I highly recommend teaching, and I highly recommend learning to teach at Glenmoor & Winton Academies'.*

Dame Sally Coates – United Learning Southern Academies Director







## Behaviour at Glenmoor and Winton Academies

*“No pupil has the right to disrupt the learning of others. Teachers will have disruption free classrooms in which they can teach and pupils will have disruption free classrooms in which they can learn.”*

The above is our pledge to all stakeholders that are involved at the academies. Teachers concentrate on teaching and pupils concentrate on learning. We have a simple system, which allows everyone to thrive in a productive and disruptive free environment.

We expect students to be highly self-disciplined, stand on their own two feet, work exceptionally hard, be very demanding of themselves and never let behaviour of their peers to drag them down.

We have a room where some students are sent that demonstrate they cannot behave in a classroom environment. No teacher is expected to put up with students that distract the learning of their peers, meaning that teachers cannot teach. This process ensures that when students are sent back to lessons they realise it is for one reason, which is to learn.

Retention of staff is high at the academies and when asked behaviour is a central theme to the reason by staff to remain working at the academies. Pupils are aware of the clear policies and are thankful that they can learn in a disruptive free environment.

The below quotes are typical of the experience of the staff at Glenmoor and Winton Academies. We pride ourselves on our standards and it is a key facet of the work we do here at the academies:

*‘Behaviour at GW is amazing and I am able to teach. Instead of concentrating on managing behaviour I spend my time planning and delivering lessons, when I speak to fellow trainee teachers they are envious of the systems in place to support me.’* (Charlene Hill, English trainee)

*‘As a newly qualified teacher, it’s so great to be in a school where I don’t have to worry about students disrupting learning. I can focus on those students who want to learn!’* (Zoe Ogahara, Maths NQT)

*‘It’s so interesting to hear GW students talking about the isolation system – they completely respect it and believe that it’s a fair system.’* (EJ Saava, Science NQT)

We guarantee that your experience at Glenmoor and Winton Academies will not be tainted by poor behaviour, but one where you will work in a focused, progressive and enjoyable environment.



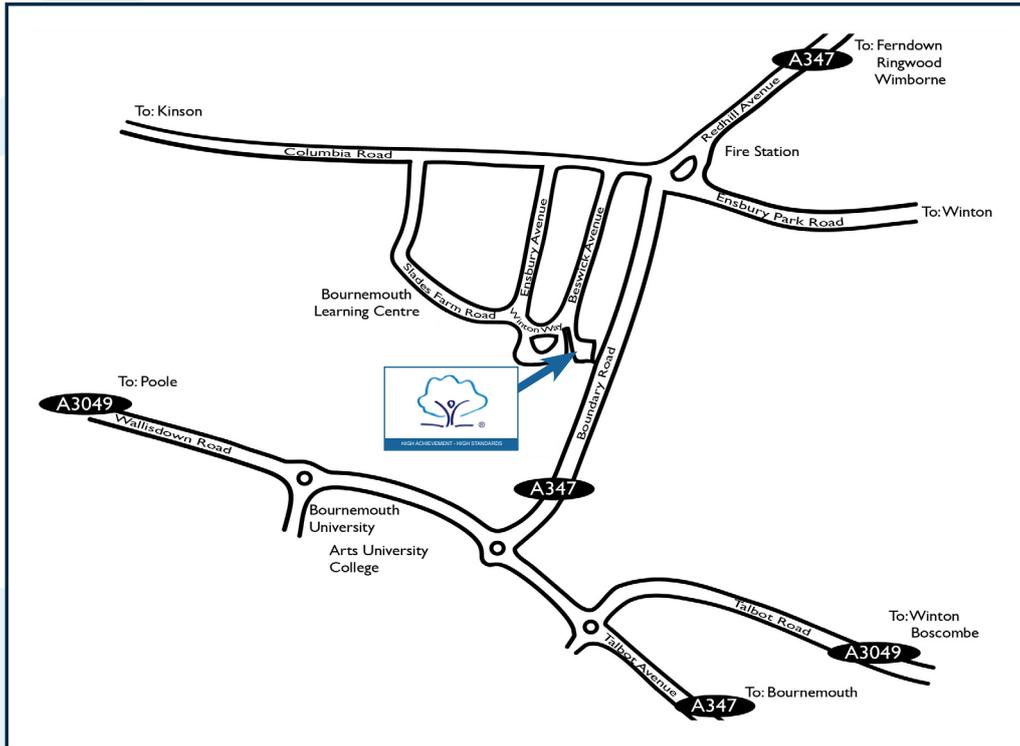


Our Core Values:

**Integrity, Compassion, Courage**



# Glenmoor and Winton Academies



Please contact Reception on 01202 527818 if you have any difficulty in finding us.

## Glenmoor and Winton Academies

Beswick Avenue  
Ensburry Park  
Bournemouth,  
Dorset  
BH10 4EX

Phone : 01202 527818

Fax : 01202 546281

E-mail : [info@glenmoorandwinton.org.uk](mailto:info@glenmoorandwinton.org.uk)

Web: [www.glenmoorandwinton.org.uk](http://www.glenmoorandwinton.org.uk)

## HIGH ACHIEVEMENT - HIGH STANDARDS

