

**INSPIRE BY  
TEACHING**   
*YORKSHIRE  
COAST*



**MAKE A DIFFERENCE:  
TEACH ON THE  
YORKSHIRE  
COAST**

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# OUR COASTAL OFFER COMMITTED US! COMMITTED YOU!



## THERE ARE NO GREAT SCHOOLS WITHOUT GREAT TEACHERS

THE KEY TO EDUCATION IS THE PERSON AT THE FRONT OF THE CLASSROOM



This is an exciting time in which to join our professional body of teachers across the North Yorkshire Coast. Our Schools are thriving and with such a sense of community and partnership, a modern way of working has allowed us to collaborate and work in partnership so that we can adapt and evolve.

We are part of the North Yorkshire Opportunity Area that is prioritising improvements to education and numeracy and literacy outcomes, alongside a drive to recruit and retain high-quality, motivated teachers to the area, what are you waiting for?

Teachers like you have the opportunity on the North Yorkshire Coast to be supported to have an enriched career that remains attractive to you as your career and life develops. We recognise and have developed a range of distinctive opportunities to give you the confidence to engage in additional professional and leadership development, as well as access to fully-funded national professional qualifications.

We value good teaching and great teachers on the Coast. That is why we have developed our 'Coastal Offer' – which is in addition to your existing pay and rewards package offered by your school, academy or multi-academy trust.

### CPD (CONTINUAL PROFESSIONAL DEVELOPMENT)

Our commitment to professional and ongoing CPD is delivered throughout the North Yorkshire Coast.

We can offer you:

- ★ Access to NPQML (middle leadership) qualifications for aspiring and serving middle leaders to enable and develop your knowledge, competency and skills in leading, teaching and learning to improve the outcomes of learning to children on the North Yorkshire coast (Middle leadership Courses)

- ★ Access to scholarship funding i.e. MA Education
- ★ A passion to embed a love of Maths through our Maths Mastery courses
- ★ A dedicated English & Literacy Hub through our specialist Primary Trust
- ★ Participation in research, training and events through the North Yorkshire Coast Research School
- ★ Opportunity to attend forums and exhibitions through our national speakers programme
- ★ Gain a professional network of colleagues beyond your own setting
- ★ Ongoing partnership with the Chartered College of Teaching
- ★ Access to the OA HR Middle and Senior Leader Development Programmes

### NQT (NEWLY QUALIFIED TEACHERS)

For NQT's joining us on the coast your induction year will challenge, support and enable your teaching practice to fly!

You will have access to training programmes which include effective evaluation, learning how to develop strategies by identifying learning barriers in a classroom and developing and delivering an enriched curriculum to support learning for all.

Our bespoke Primary NQT programmes adhere to our core principals of making sure you develop over the year by allowing you access to lesson studies, teach meets, evidence based research and exploring your own leadership through reflection and celebration in a positive and highly effective way in which to share your journey into becoming an excellent practitioner.

Our bespoke Secondary NQT programme explores 'what does great teaching look like?' behaviour management, effective planning, formative assessment, marking, SEND, literacy around the curriculum, engage and stretch, high quality teaching, self-review, work life balance.

Your training is embedded around your individual schools CPD Plan with access to bespoke school visits, based on Leadership Project themes and opportunities to observe outstanding practitioners within your subject.



### RQT (RECENTLY QUALIFIED TEACHER)

Your RQT years are very important and we will invest and ensure you engage in a vibrant, supportive but challenging teaching and learning community; learning skills to refine your teaching practice with practical support, strategies and ideas. Collaboration is the key!

You will have access to training programmes that explore key skills and competencies required for you to thrive in the classroom. Your future career pathway may include you developing into a leadership role through combining in-school coaching support, a gap task, and opportunities for personal reflection and action planning. Entry to these programmes will improve classroom practice and help you develop towards middle leadership.

### EARLY CAREER FRAMEWORK (ECF)

North Yorkshire Coast Schools are committed to the Early Career Framework (ECF) which underpins an entitlement to a fully-funded, two-year package of structured training and support for early career teachers. This training is linked to the best available research evidence:

- ★ Funding and guaranteeing 5% off-timetable in the second year of teaching for all early career teachers; early career teachers will continue to have a 10% timetable reduction in their first year of induction.
- ★ Creating high quality, freely available ECF curricula and training materials;
- ★ Establishing full, high quality ECF training programmes;
- ★ Funding time for mentors to support early career teachers; and
- ★ Fully funded mentor training.

### MIDDLE & FUTURE LEADERS

Your career is about to take a massive leap... The Opportunity Area fund provides CPD to secondary school senior and middle leaders to enable critical skills development in the area of change management and managing staff.

The courses available are fully funded for all secondary schools. These courses are delivered through the Scarborough Teaching School Alliance who know how support you to drive forward progress and impact; equipping you with the skills and knowledge to tackle current and future change management and build your leadership capacity.

The programme content includes:

#### Senior Leaders

Performance management; Effectively implementing change; Managing conflict; Coaching conversations; Action Learning for Leadership

#### Middle Leaders

Managing conflict; Challenging conversations; Coaching conversations; Holding People to Account; Performance management conversations; Action Learning in Practice.

# RECRUITMENT, RETENTION & RELOCATION INCENTIVES FOR TEACHING POSTS ON THE YORKSHIRE COAST

## RECRUITMENT AND RETENTION PACKAGES (R&R)

As part of our commitment to tackling teacher recruitment and retention we can offer an R & R package of £4000 which is paid over two years. This is in addition to your existing pay benefits at your school.

## RELOCATION PACKAGE

The coast is a wonderful place to live and work!

The North Yorkshire Coast is a destination of choice offering a good quality of life and a strong sense of community. Our area offers you access to good schools and quality of education, health, recreation and cultural opportunities which are right on your doorstep.

Our area enjoys a buoyant employment market, ongoing sustainable investment and regeneration projects all of which makes North Yorkshire an attractive county to live and work in.

We recognise that relocating to take up your new post can be costly, particularly if you are selling your house or finding a place to rent.

We can offer a range of pay and reward packages that may be available subject to your school.

A relocation package of up to £8000 reimburses moving fees, estate agency costs, legal fees, lodging allowances and housing contents.

## Family flexible policies

- ★ Consideration for flexible working
- ★ Maternity and adoption leave available for up to 52 days
- ★ Access to Shared parental leave
- ★ Commitment to allow you to attend those special family activities and events
- ★ Childcare friendly policies

## Health and Wellbeing

- ★ Access to local gym memberships at discounted rates
- ★ Discounts to local and national retailers such as: Shopping, Family, Automotive,
- ★ Online health assessments including advice with nutrition, exercise and fitness advice and resources
- ★ Confidential counselling services
- ★ Events and activities with a range of times and venues
- ★ Eye care appointments and discounts

## Staff Benefit and Discount Schemes

- ★ Financial & Professional, Gifts, Home & Garden, Sport, Health & Beauty & Travel
- ★ Access to salary sacrifice schemes on green cars, cycles, travel, career development qualifications and home technology

## Pension Options

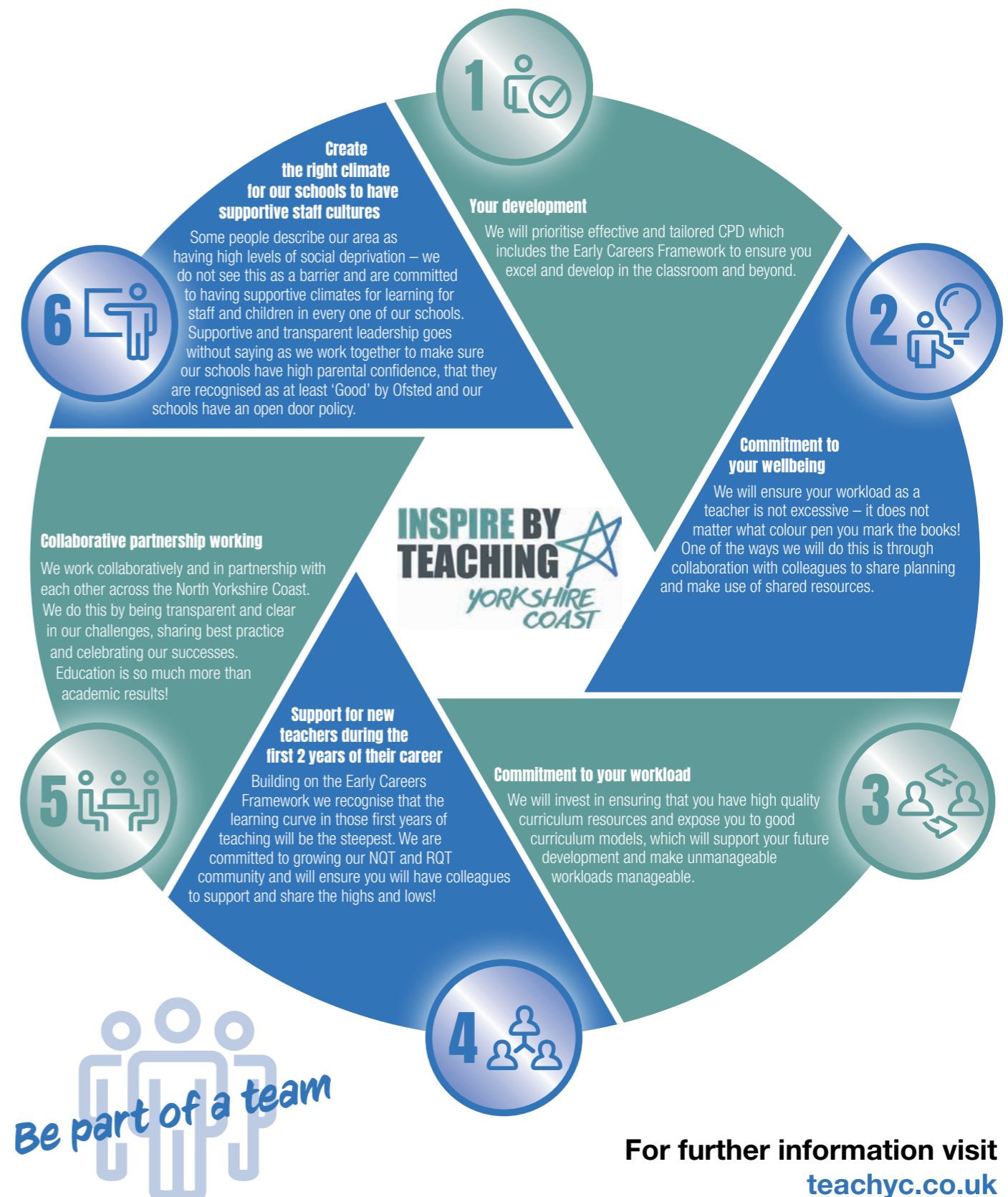
- ★ For further information about a teachers pension there is the 'Teachers' Pension – see <https://www.teacherspensions.co.uk/>
- ★ For support professionals there can be the Local Government Pension Scheme (LGPS).
- ★ For further information about the scheme and its key benefits please visit: [www.lgpsmember.org/thinking-joining.php](http://www.lgpsmember.org/thinking-joining.php)

# THE NORTH YORKSHIRE COAST 'COASTAL CHARTER'

Our schools will support a career offer that remains attractive to you as your career and life develops.

We are keen to show our transparency and provide supportive leadership across the coastal area, sharing and promoting best practice amongst our schools, regardless of their standing or Ofsted grading.

All our schools have come together and are committed to offering the following as part of our 'Coastal Charter' in addition to our 'Coastal Offer'.








**GET IN TOUCH TO SEE HOW WE CAN HELP YOU TO  
TEACH ON THE YORKSHIRE COAST.**

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