



Best  
Practice  
Network

Train your TAs & Unqualified Teachers

Reduce training & recruitment costs

Fee-free & salaried routes to QTS



✔ Fee-free Teacher Apprenticeships

✔ Fee-funded ITT

Learn. Share. Grow.

In collaboration with  
**Teaching**   
Every Lesson Shapes a Life

## We are proud to be one of a few CPD providers to offer the DfE’s “Golden Thread” of teacher development.

As a “Golden Thread” provider, Best Practice Network is able to offer a seamless pathway from Initial Teacher Training (ITT) to the Early Career Framework (ECF) and on to the National Professional Qualifications (NPQs).

We support teachers from the very start of their careers through to their Early Career years and on to their advancement to leadership positions – and we are truly honoured to be part of the journey.

We are thrilled to offer two routes into teaching: the Teacher Apprenticeship and fee-funded Initial Teacher Training (ITT). Both routes provide our trainees with unparalleled support, from initial application to the first day in the classroom as a qualified teacher.

Our team of experienced professionals has a deep understanding of the needs of teachers and schools. Our programmes are designed to be relevant and up-to-date, and our emphasis on trainee support is second to none.

**Read on to discover how we can support schools and trusts to train and recruit the next generation of teachers.**



**Sian Marsh**  
Director of Initial Teacher Training  
Best Practice Network

## Two pathways to QTS

Our Postgraduate Initial Teacher Training programmes offer a range of benefits, including placement experience in our partner schools, the opportunity to apply your learning in practice, and full support from our BPN tutors and mentors.

The curriculum is carefully structured to build on the trainees previous learning, and gives access to the latest research and evidence into teacher training.

Take a look at the comparison chart below to see the differences between our two ITT pathways.

|   | Teacher Apprenticeship   | Fee-Funded  |
|---|--|---|
| <b>Primary Aged 3-7</b>                     | ✓  | ✓   |
| <b>Primary Aged 5-11</b>                    | ✓  | ✓   |
| <b>Secondary Aged 11-16</b>                 | <b>Available subjects:</b> English, Maths, Chemistry, Physics, Biology, Computing, Geography, French and Spanish   | <b>Available subjects:</b> English, Maths, Chemistry, Physics, Biology, Computing, Geography, French and Spanish  |
| <b>Secondary Aged 14-19</b>                 | <b>Available subjects:</b> English, Maths, Chemistry, Physics, Biology, Computing, Geography, French and Spanish   | <b>Available Subjects:</b> English, Maths, Chemistry, Physics, Biology, Computing, Geography, French and Spanish  |
| <b>Requirements</b>                         | <b>Bachelors Degree</b> (2:2 or above or equivalent)<br><b>GCSE</b> grade 4/C or above in English and maths (or equivalent)<br>Resident of UK for the past 3 years | <b>Bachelors Degree</b> (2:2 or above or equivalent)<br><b>GCSE</b> grade 4/C or above in English and maths (or equivalent)<br>Right to work and study in the UK                        |
| <b>Fee</b>                                  | <b>£9,000</b> - funded by Apprenticeship Levy or co-funded by gov for non-levy payers  | <b>£8,500</b> - trainee funded (Student Finance available)  |
| <b>Grants, bursaries &amp; scholarships</b> | Grants of up to <b>£28,000</b> are available to contribute to trainee secondary teacher salaries depending on subject  | Bursaries of up to <b>£28,000</b> are available for trainee secondary teachers depending on subject<br><br>Scholarships of up to <b>£30,000</b> are also available depending on subject |
| <b>Salaried</b>                             | Yes - employed in school on unqualified teacher pay scale  | Not applicable  |
| <b>School Placement</b>                     | 6 weeks  | 30 weeks (across 2 schools)   |

## Why the Teacher Apprenticeship pathway?



- ✔ **Access a large pool of outstanding teachers**  
Funded training and a salaried position means the apprenticeship route provides schools with a greater choice of high-calibre prospective teachers.
- ✔ **Cover salary costs with training grants**  
Schools supporting apprentice teachers have access to grant funding of up to £28k to support salary costs.
- ✔ **Do away with recruitment costs**  
Hiring and training new teachers can be costly for schools. Onboarding apprentice teachers removes the agency and recruitment expenses associated with traditional teacher recruitment.
- ✔ **Increased retention rates**  
Since apprenticeships provide comprehensive training and mentorship, apprentices are more likely to feel supported and confident in their teaching abilities and have higher job satisfaction.

- ✔ **Personalised support**  
Employers benefit from having a dedicated apprenticeship tutor. This approach provides expert support tailored to the values, ethos and ambitions of the school.
- ✔ **Access to a complete professional development pathway**  
Delivered in line with the new ITT core-content framework, apprentice teachers have access to a curriculum engineered to complement and build toward the Early Career Framework and, when ready, the National Professional Qualifications (NPQs). Best Practice Network is proud to be one of the only providers to offer this golden thread.
- ✔ **Flexible and local**  
Fortnightly in-person training events can be hosted at your school, helping reduce travel and support contextualised delivery.
- ✔ **Employment that works**  
Apprentices must be employed on the unqualified teacher pay scale (£20,598) as a minimum. As with all employees, apprentices are subject to the same employment terms including a probation period.



**Aidan Jenkins**  
Director of  
Teacher Development at  
The Futures Trust



## Case Study: The Futures Trust

Aidan Jenkins is Director of Teacher Development at The Futures Trust and shares his valuable insight about his experience employing Postgraduate Teacher Apprentices.

We decided to take on an apprentice teacher, not because it was in a shortage subject, but because we knew this individual had a lot to offer the department, school, and profession. While it is just as seamless to hire an apprentice who may not have had experience of our school, this time we had a current staff member in a non-teaching role who was simply blossoming.

Training a teacher within the school, supported by the school, but with the depth offered through the Best Practice Network apprenticeship programme, fitted much more holistically than the traditional university route.

The sense of belonging that the school and the individual mutually felt, the historic understanding the individual already had about the school ethos and purpose, coupled with the continuity of the pupils seeing a familiar face, meant that both school and apprentice gained exponential progress.

The apprentice is now a teacher, engrained in the fabric of the school, ready for their next steps of undertaking an NPQ to continue their learning.

**“While it is just as seamless to hire an apprentice who may not have had experience of our school, this time we had a current staff member in a non-teaching role who was simply blossoming.”**



**“The Teacher Apprenticeship is a structured training program that covers all aspects of teaching, including pedagogy, assessment, and classroom management. It is a great way to develop your graduate TAs!”**

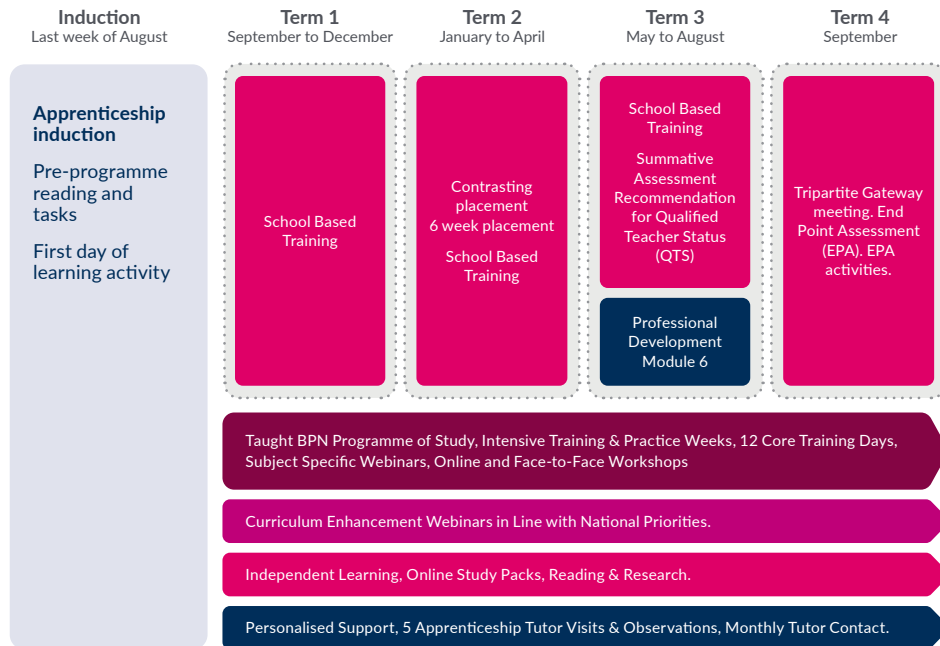
- Sian Marsh, Programme Director

## Teacher Apprenticeship (ITT)

- ✔ Primary
- ✔ Primary SEN
- ✔ Secondary

The Teacher Apprenticeship is perfect for developing your graduate TAs and other support staff into qualified teachers.

Apprentices complete the majority of the training in school while continuing to support teaching and learning. Successful completion of the programme leads to Qualified Teacher Status (QTS).



## The benefits

- ✔ Nurture your in-house talent - proven staff members can become teachers
  - ✔ Support career progression
  - ✔ Pay on unqualified teacher pay scale while on programme
  - ✔ Apprentices continue to support teaching and learning while on programme
  - ✔ Alternatively we can find a teacher apprentice for your school.
- Contact us for more information.**

## Entry requirements

Apprentices must meet the following criteria:

- A bachelor's degree, or equivalent with a 2:2 or above
- GCSE grade 4/C or above in English and maths, or the recognised equivalent
- Resident of the UK for the past 3 years

## AT A GLANCE



**Funded by the Apprenticeship Levy**



**Blended Training**

4 days at a school and 1 day of training a week



**This Course Awards**

Qualified Teacher Status



**Course Duration**

12 months



**Upcoming Cohort**

See our website for details



**Vanessa Sawyer**  
Head of Primary ITT

## PROGRAMME LEAD

Vanessa has specialised in Primary Education for the last 25 years working in various roles including: class teacher, subject leader, EYFS moderator and Assistant Headteacher.

She has been involved with Initial Teacher Training (ITT) since 2015.







“Training a teacher (...) with the depth offered through the Best Practice Network apprenticeship programme, fitted much more holistically than the traditional university route.”

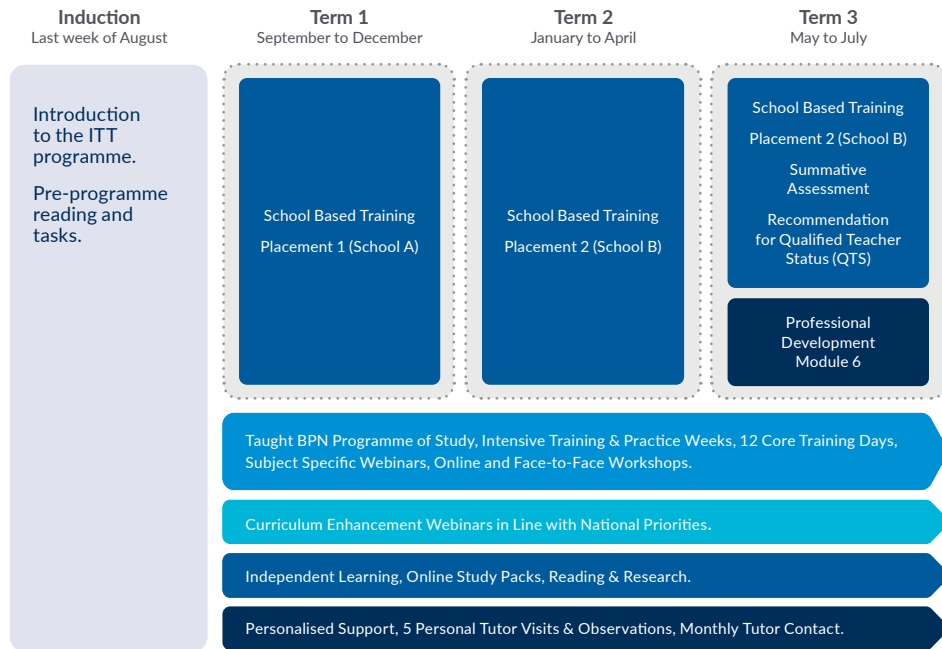
- Aidan Jenkins Director of Teacher Development at The Futures Trust

## Postgraduate Teacher Training Fee Funded

- ☑ Primary
- ☑ Primary SEN
- ☑ Secondary

Postgraduate Teacher Training (fee-funded) offers practical training in our partner schools with the support of skilled BPN colleagues and delivery partners.

Successful completion of the programme leads to Qualified Teacher Status (QTS).



## The benefits

- ☑ **Placement experience:** benefit from professional learning and teaching practice in our partner placement schools
- ☑ **Learning applied in practice:** develop skills and techniques which can be immediately applied in your placement or employment setting
- ☑ **Fully supported:** receive the support of a BPN tutor and in-school mentor and get help from our wellbeing and programme teams
- ☑ **Sequenced curriculum:** a curriculum deliberately structured to build on the previous term's learning. Your classroom practice will improve as your knowledge builds

## Entry requirements

Apprentices must meet the following criteria:

- A bachelor's degree, or equivalent with a 2:2 or above
- GCSE grade 4/C or above in English and maths, or the recognised equivalent
- Right to work and study in the UK

## AT A GLANCE



### Funding

£8,500 - trainee funded (Student Finance available)  
Bursaries and scholarships available - see website for details



### Blended Training

4 days at a school and 1 day of training a week



### This Course Awards

Qualified Teacher Status



### Course Duration

12 months



### Upcoming Cohort

See our website for details



Sian Marsh  
Director of ITT

## PROGRAMME LEAD

Sian is experienced in developing blended programmes and currently manages teams delivering national training programmes in initial teacher training and early years.





Welcome to the era of teacher apprenticeships – an innovative approach that allows MATs to access a goldmine of teaching talent and reshape the future of education.

## Solving the Teacher Shortage Crisis

Chris Ludlow is the Head of Partnerships at Best Practice Network and is passionate about supporting schools to recruit the next generation of teachers.

### A shadow over education

The teacher shortage crisis has cast a shadow over the education sector for years, leaving Multi-Academy Trusts (MATs) grappling with the challenge of maintaining quality education. However, amid this adversity lies a solution that promises to not only address the shortage but also elevate the standard of teaching within MATs. Welcome to the era of teacher apprenticeships – an innovative approach that allows MATs to access a goldmine of teaching talent and reshape the future of education.

MATs have long been on the front lines of the battle against the teacher shortage crisis. The struggle to find experienced and qualified teachers is a daunting one, often resulting in compromised classroom quality and overstretched staff. But what if there was a way to tap into a wellspring of passionate individuals who are eager to embark on a teaching career within your MAT? This is where teacher apprenticeships step in, offering a transformative solution that not only fills vacancies but also cultivates a pipeline of skilled and dedicated teachers.

### Teacher Apprenticeships

Best Practice Network's Teacher Apprenticeship stands at the forefront of this revolution, presenting MAT leaders with an opportunity to address the teacher shortage crisis head-on. The programme provides a unique platform for MATs to harness untapped potential, nurturing aspiring teachers into accomplished teachers who align with the ethos and values of the institution.

The essence of the teacher apprenticeship model lies in its comprehensive approach. Apprentice teachers are immersed in the day-to-day realities of the classroom, gaining valuable hands-on experience under the mentorship of seasoned teachers. This approach not only bridges the experience gap but also ensures that apprentice teachers are well-prepared to step into full teaching roles with confidence and competence.

By embracing teacher apprenticeships, they embark on a journey that not only solves immediate staffing challenges but also lays the foundation for a brighter, more sustainable future.



However, the benefits extend far beyond mere recruitment. By embracing teacher apprenticeships, MATs open the door to a strategic investment in their teaching staff. The apprentice teachers' journey is guided by expert mentorship, customised professional development, and ongoing support. This investment doesn't just solve the immediate crisis; it creates a sustainable solution that contributes to the growth and success of the MAT over the long term.

What sets teacher apprenticeships apart is their ability to cater to MATs' unique needs and priorities. Unlike traditional recruitment, this approach allows MAT leaders to shape the very teachers who will play a pivotal role in their institutions. The apprentice teachers become an integral part of the MAT's fabric, embodying its values and contributing to its growth.

In a landscape where the shortage of teachers threatens the quality of education, the time has come for MAT leaders to take a proactive stance. The teacher shortage crisis is not insurmountable; it's an opportunity to explore innovative avenues for growth. By embracing teacher apprenticeships, MATs not only bridge the gap in staffing but also elevate the standard of education they provide.

### Collaboration

It's crucial to recognise that the success of teacher apprenticeships hinges on collaboration. MAT leaders, teachers, and the apprentices themselves work together to create an ecosystem of learning, growth, and development. This collaborative effort not only addresses the shortage of teachers but also transforms apprentices into teachers who are equipped to navigate the complexities of modern education.

The teacher shortage crisis need not be a hurdle that holds back MATs' progress. With teacher apprenticeships, the potential for growth and transformation is vast. Best Practice Network's Teacher Apprenticeship offers a blueprint for change, enabling MATs to access a goldmine of teaching talent that can revolutionise the education landscape.

As MAT leaders navigate the challenges of the education sector, they hold the power to turn the tide of the teacher shortage crisis. By embracing teacher apprenticeships, they embark on a journey that not only solves immediate staffing challenges but also lays the foundation for a brighter, more sustainable future. The goldmine of teaching talent is waiting to be unearthed – it's time for MATs to take the lead and shape the future of education.

## For schools and schools groups

**Best Practice Network works closely with schools, MATs and other schools groups to support teacher training.**

Our advisors can answer any questions you might have, support you to access funding and actively assist you to recruit teachers.

If you are looking to fill a vacancy and would like us to present you with candidates in your area, please get in touch.

Our recruitment team will collect applications for your vacancy every week. Candidates will be invited to a rigorous screening interview to determine their suitability for the role and to be placed on the programme.

Individual schools should contact our ITT Enquiries team at [enquiries@bestpracticenet.co.uk](mailto:enquiries@bestpracticenet.co.uk)

Schools groups such as MATs, dioceses and TSH can learn more and partner with us by contacting [partnerships@bestpracticenet.co.uk](mailto:partnerships@bestpracticenet.co.uk)

## For ITT trainees

You can contact our ITT Enquiries team at [enquiries@bestpracticenet.co.uk](mailto:enquiries@bestpracticenet.co.uk). They can advise on eligibility, structure and funding.

For the latest programme information please visit [www.bestpracticenet.co.uk/itt](http://www.bestpracticenet.co.uk/itt)



## Mentor training

School-based mentors are required to complete 20 hours of mentor training delivered flexibly via online modules.

Schools supporting trainee teachers will receive a DfE grant per mentor to support their release time. Depending on location this will be between £876 - £1,072.

## Learn more

0117 920 9428

[teach@bestpracticenet.co.uk](mailto:teach@bestpracticenet.co.uk)

[bestpracticenet.co.uk/itt](http://bestpracticenet.co.uk/itt)



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