

Looking for your first primary teaching job in Derby in 2017?

A collaborative fast-track recruitment scheme with primary headteachers in Derby

Interview dates

2nd February and 16th March 2017

Apply at www.teachinderby.org.uk



Teachers looking to obtain their first job in teaching are invited to apply to have their details included in this Derby 'pool'. The scheme covers just primary schools.

Book an interview on one of the recruitment dates.

Interviews are available all day on a first-come-first-served basis.

The interviews are held at the iPro Derby County FC stadium, less than 2 miles from Derby city centre.

Open an application to submit your information – this can be done as a gradual process.

The applications must be completed by one week before the interview date.

The application form contains the following fields:

- Name and personal contact details
- Declaration of eligibility for teaching
- Educational achievements
- Any age-range preference
- Current teacher training course
- Most recent school placement details
- A personal statement (500 word limit)
- Any additional relevant information (500 word limit)
- Reference details



This application form remains important right through the recruitment process

Once an application form is opened the applicant receives a link to log back in to update and amend. The application form is finally 'locked' just before the pool interviews .

Interviews are led by serving headteachers and school leaders from Derby schools. The purpose of the interview is to identify candidates who show potential to become high quality teachers, well suited to Derby primary schools, who the interviewers would happily recommend to their colleagues.

Interviews last 20-30 minutes and cover introductory topics that discuss general approaches to teaching.

Being on the pool list is not a guarantee of a job

Read how it works overleaf



Supported by the

**DERBY
PRIMARY
STRATEGY
GROUP**



How the scheme operates

After the pool interview, candidates are free to leave. Decisions and any feedback are communicated to all candidates after the event.

The details of candidates who are successful in the interviews are then made available to all Derby primary headteachers. The schools see the application form that candidates completed for their pool interview, this can continue to be updated after the pool interview.

The details of unsuccessful candidates do not appear on the pool, and neither will headteachers know about this. We don't want one disappointing interview experience to jeopardise the beginning of a teacher's career and unsuccessful candidates may choose to re-submit themselves for the second interview opportunity or for other Derby recruitment opportunities.

This pool process saves the expense and time of placing advertisements as the pool list gives them access to the details of potential teachers who have already been judged by headteacher colleagues to be well-suited to work in Derby schools.

How schools use the pool

After each interview all Derby headteachers are provided with a log-on to access the secure area where the application information of successful candidates is stored. When a headteacher has a vacancy for which they would happily consider a newly qualified teacher they will either:

- a) Issue a vacancy alert to all pool candidates to identify those candidates interested in their job and then shortlist from those responding
- b) Read through the application information of pool candidates and directly shortlist a small number to invite them for school-based visits and interviews

When they are selecting through the pool, headteachers do not initially have direct access to the personal contact details of applicants and can only contact them through the site, with a standard message that:

- Introduces themselves, their school context and the job details
- Invites the candidates to consider their job
- Requires a response from the candidates, either positive or negative.

Safeguards are in place to enable applicants to decline a school interview without prejudice.

Once the short-list of candidates from the pool for school-based interviews is arranged, the recruitment process is similar to any other selection process. From this stage schools and candidates communicate directly with each other. At the school-based interview stage there is a strong likelihood of a second formal interview and teaching a demonstration lesson.

The pool information is updated regularly throughout the recruitment period and candidates information is removed when they are no longer available.

The Derby Primary Strategy Group (PSG) is co-ordinating this recruitment opportunity on behalf of primary schools in the city of Derby.



Derby

