

## THIS WEEK'S STAFF MEMBER CAREER HISTORY (8<sup>TH</sup> – 14<sup>TH</sup> FEB. 2021)

### FOCUS ON: MRS HARTLEY

What job did you want to do when you were in primary school? **Teacher**

A teacher is a person who helps students to acquire knowledge, competence or virtue, especially a person who teaches in a school. As a newly qualified teacher, you'll begin on a salary of at least **£24,373**.

Qualifications required:

- At least a GCSE grade 4 or equivalent in English and maths. If you want to teach primary or early years you will also need a GCSE grade 4 or equivalent in a science subject.
- A degree (or equivalent) of a 2:2 or above. If you want to teach at secondary or post-compulsory level, your degree should be in, or relevant to, the subject you want to teach.

Mrs Hartley says she always wanted to be a teacher, even from a young age. Most people change their minds about their career as they go through life, discovering more about themselves and the world. Circumstances and situations arise that might make people change direction or rethink their goals and aspirations. It is really helpful when making choices to try out as many different things as you can to see where your aptitudes and preferences lie.

What job did you have in mind when you took your options? **Teacher**

Mrs Hartley went to school in Scotland, where the system is different to the English one. There, children complete seven years of education at primary school (from P1 to P7) and a further six at secondary school (from S1 to S6). The system has five levels:

- Early (pre-school and P1)
- First (to the end of P4)
- Second (to the end of P7)
- Third and Fourth (S1 to S3)
- Senior (S4 to S6, college, and so on).

Between 2013 and 2016, three new qualifications were introduced:

- Nationals
- Highers
- Advanced Highers.

In broad terms, National 5 (N5) qualifications are the Scottish equivalent of the GCSE. The N5 is the more academically advanced of the qualifications, with candidates being awarded the qualification at grades A, B, C and D. Scottish National 5 certificates grade A to C are equivalent to GCSEs grade 4 to 9. Most pupils take their Nationals at 16. They can then stay at school for another two years and work towards Higher qualifications, which are needed for university entrance. Scottish Highers are the Scottish equivalent to A-Levels. They are courses that students aged 16-18 in Scotland sit that can lead to university, further study, training or work. Advanced Highers are equivalent to the first year of university and can be used to apply directly for the second year.

Mrs Hartley explained: "We were not really given option choices - top set were made to follow the English Baccalaureat."

Current job: **Deputy Head and Careers Leader**

## Deputy Head

Deputy heads are the second most senior people in a school. Their role is normally to act as second in command to the head teacher, and to stand in for them in their absence. The precise duties and detail of the post will differ from school to school, but will often involve liaison between the head teacher and the teaching staff as well as acting as a member of the senior management team of the school. In larger schools there may be two or more deputy heads, each with a specific whole-school responsibility, such as curriculum management or pupil achievement and behaviour. Deputies typically teach around a third of a timetable. Salary varies widely but the average annual salary for a Deputy Head in the UK is **£49,917**. Deputies work just as hard as heads and 55 or 60-hour weeks are par for the course, but as a deputy, "the buck ultimately stops with someone else," says Geoff Brookes, author of *How to Be A Deputy Head*. "So, it needn't consume your life in quite the same way as headship does."

Qualifications required:

- To become a teacher you need at least a GCSE grade 4 or equivalent in English and maths. If you want to teach primary or early years you will also need a GCSE grade 4 or equivalent in a science subject.
- A degree (or equivalent) of a 2:2 or above. If you want to teach at secondary or post-compulsory level, your degree should be in, or relevant to, the subject you want to teach.
- Who can apply? Assistant heads, heads of department, or anyone with similar experience.
- Key qualities: Good communication skills orally and in writing to a range of audiences; e.g. staff, pupils, governors, parents. Excellent personal organisational skills. High expectations for all pupils. Ability to inspire, challenge, motivate and empower others. Self-motivation and a commitment to continued professional development. A 'can do attitude' and an ability to solve issues as and when they arise.

## Careers Leader

The role of careers leader involves planning, implementing and quality assuring a careers programme for the school. This includes the co-ordination and administration of a series of careers activities and it requires the postholder to provide strategic leadership to manage the contributions of staff from within the school and of external partners into a coherent careers programme for young people. It is a middle leadership role, although some schools choose to organise the role as part of a senior leader's responsibilities. In many schools the role is held by a teacher but in up to a third of schools the careers leader is a member of the non-teaching staff.

Qualifications required:

Every school and college should have a named careers leader in place and the role can be given to any member of staff with the appropriate attributes. No specific qualifications are required for the role, although training courses and qualifications do exist.

Previous jobs: **Picked raspberries and potatoes in my summer and October holidays. Worked in a canning factory doing 12 hours on a conveyor belt picking bad fruit or peas out, worked for a boat management company in the Channel Islands running errands and cleaning boats, supporting the boss taking boats out on sea trials and taking them to destinations on the continent.**