



ACTIVATE
LEARNING

Teach in _____

FURTHER EDUCATION

At Activate Learning, we support teachers, experienced or new to teaching, offering an extensive range of resources, development, support and guidance to tailor your professional development journey every step of the way. No teaching qualifications? No problem! We provide the pathway to help you achieve your teacher qualifications while building your career.



EMPLOYER
RECOGNITION
SCHEME

GOLD AWARD



WELCOME TO ACTIVATE LEARNING

At Activate Learning, we see our employees as individuals, empowering them to make the right choices for their ambitions and careers. We value our people as vital to our continued success and aspire to a diverse, open and inclusive environment that provides the motivation for everyone to pursue their career goals and flourish.

When you work for Activate Learning, you're working for an organisation that provides you with the advantages of a large employer, a trusted partner in your career development, and a transformational way of working whilst also investing in building a community environment for everyone.

“ Together, we will bring out the best version of yourself. ”

Our Commitment to You:

Activate Learning supports teachers, whether experienced or new to teaching, offering an extensive range of resources, development, support and guidance to tailor your professional development journey every step of the way.

Whether you are teacher qualified or not, we are dedicated to helping you succeed in this new chapter. Through extensive resources, mentorship, and a collaborative community, we empower you to make a meaningful impact in the classroom.

OUR MISSION AND APPROACH:

At Activate Learning, we believe in the power of experiential, real-world learning. Our **Learning Philosophy** emphasises hands-on training, reflective practice, and a student-centered approach. As a teacher, you play an essential role in creating practical, relevant learning experiences that prepare students for their chosen careers.

OUR VALUES:



Empowerment:

We want everyone to be the best they can be.



Enterprise:

Enterprising people add value to organisations, impacting upon its culture and its output.



Connectedness:

Connectedness directly powers our ability to deliver transformational change.



Transformation:

Our people are driven to make a difference and to create a brighter future. This shared ambition powers our actions.

CONTINUOUS GROWTH FOR EVERY TEACHER

Activate Learning is committed to supporting your growth and development. We provide numerous development programs and resources to sharpen your skills and advance your teaching career:

- ▶ **Leadership development:**
Pursue management and leadership training and development to expand your career path within teaching.
- ▶ **Teaching Skills Workshops:**
Specialised sessions to enhance your teaching, learning and assessment methods.
- ▶ **Teacher qualification pathways:**
Routes to teacher qualifications available through the Level 3 Award in Education and Training and the Level 5 Learning and Skills Teacher apprenticeship.
- ▶ **Professional Development Resources:**
Access to a comprehensive e-learning program, on-demand mentoring, and coaching opportunities, teacher toolkit and internal 'talk teaching' network.
- ▶ **Peer to peer support:**
Available through colleagues, mentors and our team of TLA lead practitioners.

THREE-DAY INDUCTION:

In your first week, you'll participate in a three-day induction, designed to introduce you to our Learning Philosophy and equip you with the tools and connections you'll need:

Activate Learning Philosophy:

Dive deep into our approach to teaching and learning.

Learning Cycle in Practice:

Learn how to apply the learning cycle to vocational training.

College Systems & Procedures:

Get to know essential college processes and tools.

Connect with Colleagues:

Meet other new staff, fostering a sense of community from day one.

INTRODUCTION TO TEACHING AT ACTIVATE LEARNING

All teachers new to Activate Learning attend our "Introduction to Teaching at Activate Learning" session as part of induction. This offers a fantastic starting point, covering our methods and tools for teaching, learning, and assessment.

For more comprehensive preparation, our **Level 3 Award in Education and Training** programme provides a foundation in essential teaching practices.

C&G LEVEL 3 AWARD IN EDUCATION AND TRAINING

If you are new to teaching and want to develop your teaching skills, this is the programme for you. **A 3-month programme** to develop understanding and application of pedagogy and andragogy, with a clear focus on developing your craft in the classroom.



QUALIFIED TEACHER LEARNING AND SKILLS (QTLS) STATUS

Once qualified as a teacher you can work toward QTLS Status, a widely respected accreditation within the education sector, and designed especially for teachers and trainers working in the FE and Skills sector. This status, available after six months of successfully completing a process of professional formation, validates your expertise and supports your professional growth.

I joined the Armed Forces when I was 20 years old, transitioned in to the prison service then into Activate Learning.

I had reservations with teaching, however the students and staff make you feel welcome, and settled - It's one whole team.

Opportunities have been really, really good, Activate Learning paid for my teaching degree and gave me time to prepare and get good grades.

CHARLOTTE COULTER
– PUBLIC SERVICES & OUTDOOR TEACHER

PATHWAYS FOR TRADE PROFESSIONALS AND VETERANS:

We welcome skilled professionals from various trades, industries, and military backgrounds who want to transition into teaching.

Sharing your expertise can make a profound impact on students as they train for careers such as;

- ▶ Construction & Engineering: Plumbing, Motor Vehicle, Carpentry, Brickwork, Electrical
- ▶ Beauty, Hairdressing, Nail Technicians

- ▶ Travel & Tourism, Public Services, Business, IT Esports
- ▶ Hospitality, Chefs
- ▶ Arborists

No prior teaching qualification or experience?
No problem! We offer **on-the-job training** and support to help you achieve your teaching credentials.

WHY MAKE THE MOVE INTO TEACHING?

Give Back:

Shape the next generation by passing on your real-world knowledge and skills.

Rewarding Career:

Watch students grow as they gain practical skills and pursue industry certifications.

Flexible Hours:

Teaching offers flexible schedules, making it easy to balance with your current role if desired.

The support and feeling of compassion for changing people's lives makes me really happy to be at Activate Learning.

Everyone is really supportive, the welcome from staff at Activate Learning, from all levels, has been incredible.

GEOFF COUGHLAN
– DIRECTOR OF CONSTRUCTION AND ENGINEERING

SUPPORT AND DEVELOPMENT OPPORTUNITIES

for new teachers at Activate Learning

1



Attend Three Day Teacher Induction

Prior to teaching, you will attend a 3 day teacher induction, during which you will meet your immediate team, become familiar with what you will be teaching and introduced to college systems and teaching approaches linked to our learning cycle.

Level 3 Award in Education and Training.

For those teachers who are unqualified, we offer this 3 month programme delivered via synchronous online sessions, it focuses on the development of skills linked to planning, delivery and assessment.

2



3



Diagnostic Lesson Observation

Your line manager will carry out a diagnostic lesson observation, this will be used to form your initial development targets, that focus on the areas of teaching you wish to develop further.

Regular 1 to 1 Meetings with Manager

To support you in your development, you will have regular 1 to 1 meetings with your line manager, where you will be able to discuss and agree objectives and progress.

4



5



Regular Learning Walks

Following on from the lesson observation you will receive regular learning walks to further support your development.

L5 Learning and Skills Teacher Apprenticeship

During the apprenticeship, you will explore the 6 Strands that are delivered through 9 blocks, the strands include:

- ▶ Developing classroom practice
- ▶ Professionalism
- ▶ Reflection
- ▶ Subject and content development
- ▶ Assessment questioning and feedback
- ▶ How learners learn

6



7



QTLS

QTLS is a Professional Status recognised in the education sector, which is gained after successfully completing a six-month period of Professional Formation and maintained through membership to the Society for Education and Training.

A COMPREHENSIVE BENEFITS PACKAGE

Activate Learning provides a robust benefits package, recognising the value you bring to our organisation.



Teachers' Pension Scheme:
Defined benefit pension with a 23.6% employer contribution.



Generous Leave:
Up to 6 weeks of *paid leave* for teachers.



Competitive salaries:
Annual incremental progression and a eleven point pay scale for teachers.



On-Site Amenities:
Enjoy campus facilities like free parking, refectories, hair salons, and free gym access.



Learning and Development:

Tailored induction and development programs for teaching staff. Continuous opportunities for professional growth and skill enhancement through our in-house L&D team.



Health and Wellbeing Support:

Access a Health Cash Plan, covering optical, dental, and wellness treatments for you and your dependents.



Staff appreciation awards:

Celebrating staff for their dedication and accomplishments aligned to our award-winning Learning Philosophy.

OUR STAFF

“ If you're looking at getting into teaching then I'd really recommend it. If you've gone as far as you can in your industry, that's the point to start thinking, now what can I give back?

I had reservations about teaching but it goes back to the 30 years experience - that's what I can give back to the students.

I can help them on their journey into the workplace. There's a lot of support at the college; a whole teacher training programme. I was reassured that I can do this and it will be useful.

Nicola Munck
Business Teacher

“ My journey into teaching started after university and I became an art technician, through that, I was able to cover for teachers and I figured this is something that I can do as a career.

Main benefits of teaching, definitely the student development from start to finish. It's so rewarding.

Sophie Evans
Media and Gaming Teacher



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