



In collaboration with

Teaching 

Every Lesson Shapes a Life

Get into Teaching

Career Advice and Information
for 14 to 18 Year-Olds



East of England
Regional Network for ITT





Inspiring Futures; Shaping Lives

Teachers don't just help children learn – they help to shape the adults they'll become

Few jobs let you go home each day knowing you've truly **made a difference**, whether it's helping someone **master a tricky skill**, **gain confidence**, or **discover a new passion**.

Teaching is **creative and dynamic**. You'll find exciting ways to **bring your favorite subject to life**, showing how it connects to the real world and your students' futures. It's a chance to make learning **fun, memorable, and inspiring**.

Beyond the classroom, teaching offers so much more: being part of a **supportive team**, **growing your skills** with lifelong career development, and **taking part** in trips, clubs, and unforgettable experiences that **enrich school life**.



If you want a career full of
purpose, creativity, and
connection, teaching is the
perfect path for you.
Ready to change lives, one
lesson at a time?

5 Reasons to Choose a Career in Teaching



- 01 Change lives every day:** Teaching lets you make a real difference in the world. By helping students learn and grow, you're shaping their future—and there's no better feeling than knowing you've inspired someone to succeed.
- 02 Be Creative and Express Yourself:** Teaching isn't a desk job—it's full of creativity. Whether it's planning engaging lessons, finding exciting ways to enrich learning, working on improvement projects, or organising trips and visits – you'll get to use your imagination every day.
- 03 Competitive Pay and Benefits:** Teaching is a well-paid, stable career with starting salary of **£31,650*** and leadership opportunities starting at **£49,784**. Other benefits include a secure pension, and lots of opportunities to progress – like becoming a subject leader, department head, or even a headteacher.
- 04 Keep Learning and Growing:** If you love learning and staying curious, teaching is the perfect career. You'll constantly expand your knowledge and expertise through a wide range of training, as well as growing a network of colleagues
- 05 A Career That Fits Your Life:** Teaching offers a career that's fulfilling and allows for a great work-life balance. With weekends, holidays, and summers off, you'll have time to relax, explore hobbies, and spend time with the people you care about.

Teachers are role models who make a lasting impact on their students and communities. By sharing knowledge and guiding others, you'll leave a positive mark on the world and inspire the next generation to dream BIG!





Qualifications and Training

A life-love of learning sits at the heart of this profession, and there are certain requirements you need to become a teacher. The great news is that – depending on what or how you like to learn – there are lots of different routes you can take to get the qualifications you need.

General Certificate of Secondary Education – GCSE

- To become a teacher, you will need a minimum **GCSE Grade 4** or above in **English** and **maths**
- If you want to teach Primary age pupils, you will also need a minimum **Grade 4** in **science**



A-Level

A-Level grades at relevant pass points to secure your next step into Higher Education.

T-Level

T-Levels are technical qualifications designed by employers for 16-19 year-olds. One T-Level is equivalent to 3 A-Levels.

Vocational Qualifications

Including BTEC, Applied General Qualifications (AGQ) and Vocational Technical Qualifications (VTQ) – all at Level 3.

Apprenticeships

Apprenticeships combine practical training in a job with study. Intermediate is Level 2, Advanced is Level 3.



Degree

Minimum 2.2 grade
To be a Secondary or College teacher, you will need a Degree based on the area you wish to teach. It is possible to get QTS as a part of an undergraduate degree:

- *Bachelor of Education (BEd) with QTS*

Level 4/5 Qualification

Complete a L4/5 course and top up to a degree – L4/5 includes Certificate of HE, Diploma of HE, Higher Technical Qualification (HTQ), HNC, HND and Foundation degrees. Top up to a degree (Level 6) in a year of full-time study

Apprenticeship

- Higher Apprenticeship: Level 4/5 Foundation Level Degree
- Degree Apprenticeship: Level 6 and 7
- Postgraduate Teaching Apprenticeship



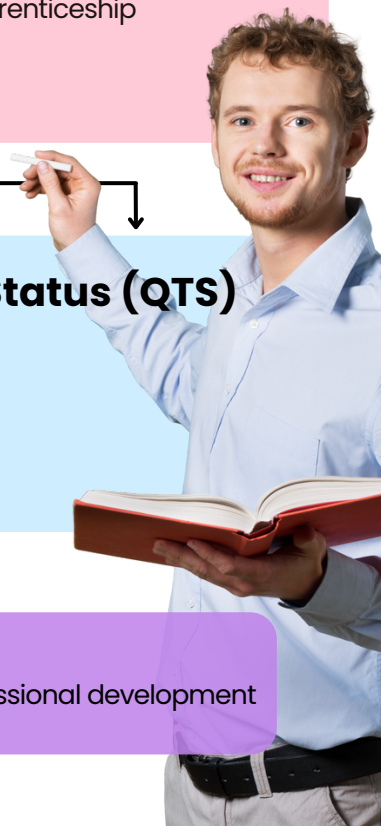
Initial Teacher Training (ITT) with Qualified Teacher Status (QTS)

- 1 Year of Study
- Many ITT courses offer a Post Graduate Certificate in Education
- There are various routes available for ITT including:
 - Apprenticeship Route
 - Fee-Paying Route
 - Salaried Route



Teacher

- Early Career Programme – All newly qualified teachers benefit from 2 years of professional development and training alongside a personal mentor during the early years of their career



Pay and Benefits

With a starting salary of £31K, training bursaries for selected subjects and a guaranteed pension – there has never been a more rewarding time to Get into Teaching!



Qualified Teacher £31k to £50K

The starting salary for a teacher is **£31,650**.

Typically, a teacher could be earning **£43,607** within 5 years of teaching.

Additional Payments

Teacher also receive additional payments on top of their salary for taking on extra responsibilities like Subject or Department Leaders.

Depending on your role, you could receive up to **£16,000** in additional payments.

Lead Practitioner £50k to £76k

Lead Practitioner pay scales are for teachers with exemplary skills who lead the improvement of teaching in their school.

This could include:

- Coaching and mentoring other teachers
- supporting curriculum development
- Leading training and improvement initiatives across your setting

Senior Leadership £50k to £138k

There are a wide range of leadership roles available in schools: Assistant Headteachers, Deputy Headteachers and SENCOs and Headteachers.

Senior Leadership salaries depend on the size, location and phase of the school.

The role of a headteacher is wide ranging, but includes leading teaching, and ensuring that all pupils get a good education.

Other Benefits

• Teacher Pension Scheme

The Teacher Pension Scheme is one of the most generous in the country. Your teacher's pension is the way that you, your employer and the government help you to save for your future. It includes an employer contribution of 28.6%.

• Career Progression

There are many different routes teachers can take as their career progresses – whether it's leading a subject or department, developing curriculum or working with children with special educational needs and disabilities (SEND).

• Training and Development

A career in education means access to ongoing professional development and training which is often funded by schools, including National Professional Qualifications (NPQs)

Career Progression

Education offers a range of ways to grow, try new roles, and develop both personally and professionally. And the best thing is, there's no one set path – you can shape your career around your goals, interests, and passions as they evolve.



School Leadership Pathway

This pathway suits teachers who want to play a significant role in leading a school and in ensuring young people receive a first-class education.

Subject
Leader

Phase
Leader

Assistant or
Deputy
Head

Head of
School

Pastoral Pathway

This career pathway suits teachers who are committed to ensuring equality and helping to overcome barriers to learning.

Form
Tutor

Head of
Year

Pastoral
Leader

Special
Educational Needs
Coordinator

Teacher Training & Coaching Pathway

This pathway is suited to teachers who are keen to use their knowledge and expertise to develop the next generation of teachers.

ITT/ECT
Mentor

Induction
Tutor

Professional
Development
Lead

Programme
Director



Working Across Schools – Multi Academy Trusts

Many schools are now part of a Multi-Academy Trust (MAT) – a group of schools that work together. This means more chances to grow your career: from helping shape the curriculum and leading training, to even becoming a senior leader across schools. If you're ambitious and ready to make a difference, education offers exciting paths to grow and lead.

Training Routes: School Based Route

School-Based Initial Teacher Training (ITT) is a hands-on way to become a teacher by learning directly in a school setting.



You'll work alongside experienced teachers, gaining real classroom experience while studying teaching methods, lesson planning, and behavior management.

This route helps future teachers build confidence and skills while being fully immersed in school life.

There are 2 main routes: **Teacher Apprenticeship, Fee-paying** and **Salaried routes**.

Fee-Paying Route

This 11-month course leads to Qualified Teacher Status (QTS) and includes a PGCE.

It is unpaid, but some providers offer flexible study options, including full-time or part-time courses (3 or 4 days per week).

Salaried Route

This 11-month course leads to Qualified Teacher Status (QTS) and includes a PGCE. You'll be employed full-time by a school and paid as an unqualified teacher. Both full-time and part-time options (3 or 4 days per week) are available.

Eligibility

- Degree: 2:2 or higher (or equivalent)
- GCSEs: Grade 4 + in English & Maths
- Primary courses require GCSE Grade 4 in Science
- Subject Knowledge: Must match the level you plan to teach
- Relevant A-levels or degree preferred (exceptions considered case-by-case)

Benefits

- Funding available, including tax-free bursaries up to £29,000
- Flexible training options
- School placements nationwide
- Hands-on training with weekly study
- Support from experienced school staff
- Become a valued team member from day one, bringing fresh skills and ideas

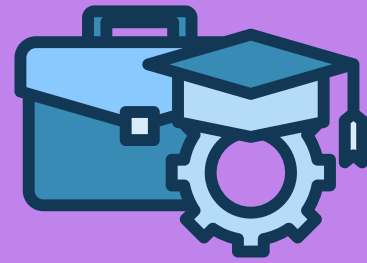


What's next...

After your year of study, you'll qualify as a teacher, ready to lead your own class!

Plus, you'll get two years of support and mentoring as an Early Career Teacher to boost your skills and confidence.

Training Routes: Apprenticeship Route



The apprenticeship route allows you to gain real classroom experience, work towards a degree and QTS, all while earning a wage.



If you're passionate about working with young people and already have some experience in a school—perhaps through volunteering, work experience, or a part-time role—the teaching apprenticeship route could be the perfect next step.

This pathway lets you train on the job while earning a wage, gaining hands-on classroom experience, and working towards a qualified teacher status (QTS) and degree-level qualification, all without the cost of university tuition.

There are 2 types of apprenticeship routes:

1. **Postgraduate Teaching Apprenticeship (PGTA):** Ideal route if you already have a degree and want to be paid a salary to gain qualified teacher status.
2. **Teacher Degree Apprenticeship (TDA):** Ideal route if you do not yet have a degree and want to train to teach in a school whilst earning a salary.

	PGTA	TDA
What is it?	Earn QTS whilst working in a school and earning a salary	Work towards a degree and QTS whilst working in a school and earning a salary
Eligibility	Degree: 2:2 or higher (or equivalent)	GCSEs: Grade 4+ in English & Maths
Structure	Employment based initial teacher training	4 year full time program includes degree study and practical experience
Funding	Schools can access and apprenticeship levy to fund your salary and training, with extra grants available for certain subjects.	Schools use the apprenticeship levy to pay for your salary; you do not have to pay tuition fees for your degree.
Duration	14 months – this will span an academic year and start/end dates will vary by provider.	4 years for a full-time apprenticeship

Training Routes: University Route

The Bachelor of Education (BEd) Hons – with qualified teacher status – degree is the first step towards a career in teaching.



The Bachelor of Education (BEd) Hons is a degree you can take if you want to become a teacher.

When you finish, you get Qualified Teacher Status (QTS), which means you can start working as a teacher. This route is great for students who know they want to teach and want a clear path to get there.

It typically takes **three years** to complete, and includes both **classes at university** and **placement time** teaching in schools.

Year 1 Study

- Introduction to education theory and child development
- Core curriculum subjects (English, Maths, Science) or Focus Subject Training
- Early teaching skills and lesson planning
- First school placement (short duration)

Year 2 Study

- Teaching Pedagogy and Curriculum Development
- Inclusive education & classroom management
- Broader curriculum subjects (e.g., History, PE, Art)
- Second placement with increased teaching time

Year 3 Study

- Advanced teaching methods and educational research
- Major school placement with assessed teaching practice
- Independent project or dissertation on an education topic

Requirements

- GCSEs: Grade 4/C+ in English & Maths
- 3 A Levels or BTEC Triple Grade
- Average UCAS Points Required = 112
- Subject Knowledge: Must match the level you plan to teach

Benefits

- Direct path to teaching – often including QTS
- Multiple school placements across the term of study
- Options for full-time and part-time study
- Specialised Education Focus – with teaching theory, child development and pedagogy at the heart of the curriculum



ARU – Primary BEd with QTS

Live, study and train locally, with a Primary BEd at ARU. Become a 10/10 teacher with one of the best Education training providers in the UK – with courses available in Cambridge, Chelmsford or Peterborough.



MEET THE TEACHER

NEHA'S JOURNEY

While studying for her degree, Neha began tutoring Primary aged pupils from disadvantaged backgrounds, before shifting her skillset to support GCSE and A-Level students.

After university, Neha continued to tutor, and was invited to apply for an Initial Teacher Training programme with the Harris Academy.

Five years on, and Neha is now Head of Year 7 at Harris Academy, Chafford Hundred, and has recently undertaken her NPQ in Leading Behaviour & Culture

NEHA



FIND OUT MORE



ROUTE

A-Levels

BA Hon English Degree

School-Based ITT
Route

SUPPORTIVE NETWORK

One of the highlights of Neha's training was the support she received, both from her tutor and mentor, but also the cohort of trainees who studied alongside her. These colleagues continue inspire and support her teaching journey.

TEACHING PHILOSOPHY

Challenging, Rewarding and Fun!

Teaching can be challenging and take you outside your comfort zone, but it's great fun and incredibly rewarding. Take opportunities to observe and learn from the experience of others and take their strategies into your classroom



Teaching in Early Years Foundation Stage

If you love working with children, enjoy being creative, and thrive in a lively, hands-on setting, EYFS teaching is perfect for you!

About EYFS

Teaching young children in the Early Years Foundation Stage (EYFS) is a **fun and rewarding** job. You'll work with children from **birth to age five** in nurseries or schools, helping them learn and grow.

In EYFS, **children learn best through play**. Teachers create fun activities that **spark curiosity** and imagination, following the EYFS curriculum.

Playing with others—both indoors and outdoors—helps children develop **physical and social skills** like sharing, taking turns, and managing their emotions.

Essential Skills

- **Patience & Understanding:** Every child develops at their own pace, so teachers must be flexible and compassionate.
- **Good Communication:** They must communicate well with both children and parents to share information clearly.
- **Knowledge of Child Development:** Understanding how children grow physically, socially, and emotionally helps teachers support their learning effectively.

Training

- **Hands-on Training:** Gain real experience working with young children.
- **Learn from Experts:** Study child development and teaching strategies with experienced teachers.
- **Placement Support:** A mentor will guide you in planning lessons, observing play, and managing a classroom.
- **Career Preparation:** Practical experience helps you develop the skills needed for early years teaching.

MEET THE TEACHER

JAS'S JOURNEY

Jasmine is an Assistant Headteacher and Year 2 teacher at HRS Primary.

From an early age, Jas knew she wanted to be a teacher – inspired by her excellent Primary teacher, Mrs Christmas!

After completing her A-Levels, she took up a BEd at the University of Hertfordshire – a 3-year programme of learning which included a range of placements – graduating with a degree and QTS.

Since starting her teaching career, Jas has progressed from class teacher to subject leader and now Assistant Headteacher.

JASMINE



FIND OUT MORE



ROUTE

A-Levels – including
English & Psychology

BEd Primary Education
with QTS

ENDLESS OPPORTUNITIES

Jas was amazed at the range of pathways and opportunities for progression available through teaching, and has been able to quickly progress from being a class teacher to a school leader.

She is also starting her own Teacher Training programme, and developing her knowledge and skills by completing an NPQ in Leading Primary Maths.

TEACHING PHILOSOPHY

"I touch the future. I teach." –Christa McAuliffe

Jas wasn't prepared for how closely connected she would become to the children in her class, and was amazed by the positive impact teachers have on the lives of their pupils. It is this sense of purpose and belonging that inspires her teaching.



Teaching in Primary

If you're curious about the world, love learning new things, and don't mind getting stuck into a bit of everything—from science experiments to storytelling—Primary teaching could be your perfect fit!

About Primary

Teaching in a Primary school is an **exciting and vibrant** role, where young children's **curiosity and enthusiasm** make every day unique.

Primary teachers draw on a **broad range of subject knowledge and skills**, guiding pupils through key stages of learning across the curriculum. The **strong bond** formed between teacher and pupil creates a **nurturing environment** where children feel safe, supported, and inspired.

From creative lessons to school events, Primary teaching offers **variety, purpose**, and the chance to make a **lasting impact**.

Essential Skills

1. Break It Down: Primary teachers turn tricky topics into fun, easy-to-understand ideas using stories, games, and creativity. It's all about making learning click for young minds.

2. Mix It Up: Great teachers switch things up—using music, movement, art, and drama to make learning memorable. If you like being creative and thinking on your feet, this is your zone.

3. Say Yes to New Stuff: Being open to new ideas, unexpected questions, and spontaneous moments keeps things fresh—for you and your class.

Primary Roles

- **Class Teacher:** Lead teaching and learning in your classroom – including mentoring trainee teachers on their journey into teaching
- **Subject Leader:** Take responsibility for developing a subject like Maths, Science or Art
- **Phase Leader:** Lead Phonics across the school, or coordinate areas like Assessment or Enrichment
- **Pastoral Leader:** Undertake a formal SENCO qualification to support pupils
- **Senior Leader:** Step into school leadership as an Assistant, Deputy or Head of School

MEET THE TEACHER

HELEN'S JOURNEY

Helen is in her 2nd year of Early Career Teaching, and works as a Year 5 teacher at RA Butler in Saffron Walden.

After completing her degree in Music, Helen followed her passion for classical music and went to work in orchestral management.

During that time, she was responsible for planning educational concerts and workshops and developed a love for the energy and excitement this brought to her work. This inspired her to undertake a PGCE course in Primary education at the University of Cambridge.

HELEN



TOP TIP

Do as much work experience as you can to before choosing teaching. You benefit from observing amazing teachers, helping support small groups, reading with children, and speaking to lots of staff to understand what it's like to work in a school.

ROUTE

A-Levels

BA Music

PCGE + QTS

AMAZING PROGRESS

Helen is constantly amazed by the progress of her pupils - and loves hearing about the impact lessons and learning has on their understanding. She also recognises that she's on a wonderful - and occasionally chaotic - learning journey too!

While there are some difficult days during training, Helen was amazed at how quickly her confidence built, and how much she progressed.

TEACHING PHILOSOPHY

"Education is not preparation for life; education is life itself." - John Dewey
Helen was lucky to have some brilliant mentors on her school placements, who not only modelled what fantastic teaching looks like, but also answered her many questions and gave invaluable feedback. This inspired Helen to strive to be the best teacher she can be for the children in her care.



Teaching in Secondary

If you have a passion for your subject and enjoy working in a fast paced environment whilst belonging to a community, secondary teaching is the place for you!

About Secondary

Teaching in Secondary school is an **energetic and rewarding role**; young adults enjoy **forming relationships** and learning more about themselves and the world around them.

As a Secondary teacher, you not only get to **share your passion** for your subject with pupils, but you will also be able to nurture this even further through your own **continued learning**.

Working in a Secondary setting takes you beyond your subject specialism – with opportunities to engage in **school trips**, **DofE expeditions** and much more.

Essential Skills

- **A Love of Learning:** Be engaged and committed to ongoing development of your own knowledge and expertise.
- **Creating Connections:** Enjoy creating meaningful connections with young people and supporting their wider development.
- **Challenging your Thinking:** Remain open-minded and prepared to challenge how you think and feel – encouraging others to do the same.

Career Development

- **Subject Leadership:** Lead a subject or curriculum area
- **Phase Leadership:** Focus on wellbeing, support and enrichment
- **Teacher Development:** Train and develop other teachers within your setting
- **Raising Achievement:** Introduce initiatives to improve outcomes for all
- **School Improvement:** Work across a school or Academy Trust to improve teaching and learning
- **School Leadership:** Lead a school as an Assistant, Deputy or Head Teacher

MEET THE TEACHER

TOM'S JOURNEY

Tom is a Secondary Maths Teacher, and Course Leader for A Level Core Maths at Helena Romanes School.

After completing his degree in Mathematics, he worked for a national supermarket, where his aptitude for training others was quickly recognised. Wanting something more inspiring, Tom decided to build on his love of maths and training skills by becoming a teacher. He completed a School Based ITT course before undertaking his Early Career Teaching programme at Helena Romanes School.

TOM



FIND OUT MORE



ROUTE

A-Levels - including Maths
BSC Mathematics
Degree
School-Based ITT
Route

CARE & COMPASSION

Tom went through a lot on his journey into teaching. He sadly lost his Dad, and also became a Dad during this training year. He credits the care, support and understanding of his Mentor and Induction Tutor as helping him navigate these lifechanging milestones.

TEACHING PHILOSOPHY

"Teaching is more than imparting knowledge. It's inspiring change."
I am looking to develop a pastoral sixth form role as assistant head of sixth form. I am also considering developing down a subject specialism path, working towards a head of department role. It's great to have so much choice



Teaching in Special Education

If you are passionate about inclusion and supporting pupils aged 3–18 in a holistic way, special education schools are the place for you!

About Secondary

Teaching children and young people with different needs is an **incredibly important** job.

Whilst the expectations of pupil achievement are the same, the **day-to-day life** of a special education teacher will **vary hugely** from that of teachers in mainstream schools.

Unlike more traditional settings, class sizes are often smaller – and teaching and learning is **tailored to meet individual needs**.

Expect the unexpected and prepare to learn something new every day!

Essential Skills

- **Nurturing Approach:** Person-centred and able to nurture and sustain powerful relationships with pupils, families and external colleagues.
- **Adaptable and Dependable:** Being flexible and able to adapt quickly and appropriately is key, while maintaining a calm and constant presence.
- **Think out of the Box:** Finding creative ways to help overcome challenges and barriers to make learning 'click'.

Support and Training

- **Specialist CPD:** Access to targeted training in areas like autism spectrum conditions, sensory processing, and communication strategies such as Makaton.
- **Collaborative learning and mentoring:** Opportunities to learn from experienced colleagues, attend workshops, and participate in peer observations and reflective practice groups.
- **Accredited qualifications and courses:** Support for pursuing further education such as the NPQ SENCO Award.

Glossary & Useful Resources

Use our handy Glossary and Resource Guide to help you navigate the world of further education and teaching.

Term	Meaning
ITE	Initial Teacher Education
ITT	Initial Teacher Training
PGCE	Post Graduate Certificate in Education
PGTA	Post Graduate Teaching Apprenticeship
QTS	Qualified Teacher Status
DfE	The Department for Education
SFE	Student Finance England
Bursary	Non-taxed funding provided by the DfE to support teaching of shortage subjects
Salary	Taxable Income
ECT	Early Career Teacher
ECP	Early Career Programme
EYFS	Early Years Foundation Stage – sometimes called Early Years
Placement	A school setting where school-based initial teacher training takes place
Mentor	Experienced educator guiding and supporting early career teachers' development.

Teaching 
Every Lesson Shapes a Life



www.getintoteaching.education.gov.uk

UCAS



www.ucas.com

sfe
student finance england



www.studentfinance.campaign.gov.uk/



Training Providers in Essex

Whether your taking the University BEd Route, or interested in a Schools Direct ITT Programme, there are a wealth of excellent training providers across the Essex region.



You can also contact your local Teaching School Hub to find out more about Teacher Training opportunities in your area.



Over to you!

Use this space to reflect on what you've read, jot down ideas, and map out the next step on your journey!



NOTES & IDEAS

Questions to ask



Sites to visit



Things to try

