

## The mentors, or school-based trainers

Schools working in partnership with the Faculty will have teachers who have undergone training as mentors, either at Birmingham City University or another institution of higher education offering mentor training courses. The subject mentor will be a teacher with considerable experience of teaching the subject and may be the head of department. The professional mentor is usually a senior member of staff whose responsibilities may also include NQTs and their induction programme.

Mentors share responsibility for the trainee teacher's programme. During the early stages of training it is envisaged that the professional mentor will provide the framework for the programme, to which the subject mentor will contribute. Towards the end of the training, we envisage the subject mentor taking on greater responsibility for trainees and their progress in learning to teach their specialist subject.

The programme organised by mentors for trainee teachers will vary according to the requirements of different placements. However, aspects common to all placements include:

- a general introduction to the school
- access to relevant documentation such as the school prospectus, the latest Ofsted report, the staff handbook, school policies on areas such as special educational needs and disabilities, equal opportunities and promoting inclusion, pastoral care, behaviour management, safeguarding, systematic synthetic phonics, the use of ICT, assessment, etc.
- a programme of structured observation and teaching, relevant to the stage of training. This may include teacher and/or pupil trailing, observation of different subjects, observation of a range of teaching styles, and observation of a broad range of pupils in terms of ability and age
- attachment to a tutor group
- opportunities to become familiar with a second subject
- opportunities to attend relevant meetings and in-service training