



Skills Funding
Agency

Funding for In-service Maths Teacher Training in Further Education

August 2014

Of interest to graduate in-service initial maths teacher training in further education

Introduction

1. This guidance note sets out the details of the scheme to support graduate in-service initial maths teacher training in further education (FE), including how to access funding. It will initially be available from 1 September 2014 to 31 July 2015.
2. The FE sector needs more maths teachers to meet changes in the GCSE curriculum and new funding conditions, from September 2014 onwards. The FE sector's preferred initial teacher training route is through in-service courses, where teachers are employed to teach and train within an organisation.
3. We have developed this scheme to closely align with the principles of the School Direct Training (salaried) scheme for teacher training in schools.

Scheme outline

4. The scheme is for providers (the colleges or training organisations that are the employers for the purposes of this scheme) that the Skills Funding Agency (the Agency) funds, to recruit and train new graduate maths teachers through an in-service route.
5. This scheme will make funds available to employers of the trainees. For the purpose of this document, the term 'employer' refers to the publicly-funded college or training organisation that employs the trainee.
6. Trainees are eligible for this scheme if they can teach GCSE and level 3 maths including core maths and above at the end of their training.
7. There is a clear expectation that once the training is complete, trainees will continue in employment as specialist maths teachers (preferably employed on a permanent contract) with the organisation funded for the training.

Timescales

8. This guidance covers the academic year 2014 to 2015 for teachers employed and starting training in that year.
9. Applications for funding will open from 1 September 2014 to 31 July 2015.
10. The Department for Business, Innovation and Skills (BIS) may make funds available for this scheme in future years.

Employer eligibility and requirements

11. The scheme is open to employers delivering publicly funded adult and/or Apprenticeship provision. These organisations must employ the trainee.
12. Employers may also receive funding from the Education Funding Agency (EFA). However, to apply, employers must meet the criteria set out in paragraph 11.
13. Sixth-form colleges and school sixth-forms are not eligible to apply through this route: they must use the School Direct Training (salaried) scheme if they wish to employ trainee teachers.
14. Employers must not be under a Notice of Concern from the Agency for financial health or financial management and control. We will not consider applications from employers under notice. When such notices are lifted, employers will be eligible to apply for the scheme.
15. Employers can deliver their teacher training as they see fit, to best meet the needs of individual trainees. This may mean that they provide the training themselves, commission it through a third party or choose a mixture of the two.
16. This funding is available to ensure that any training equips the trainee with excellent knowledge and skills to teach GCSE and level 3 maths. Pre-service

initial teacher training organisations can access additional support through a Subject Knowledge Enhancement Programme. This additional support is not available to in-service trainees but you can use funding for this scheme to enhance the subject knowledge of the trainee where specific support is required to cover individual elements of the GCSE curriculum.

17. If any subcontracting takes place, it is the employing organisation's responsibility to ensure they follow the Agency's [rules on subcontracting](#).

Trainee eligibility and requirements

18. Funding from this scheme will equip graduate trainees with the knowledge and confidence to teach maths to GCSE and level 3 including core maths.

19. Employers should be confident that any trainee meets the minimum eligibility requirements for this scheme. They must be a graduate with a relevant degree that enables them to teach maths to GCSE and level 3. Ideally, this will be a maths degree or one that has significant maths content, such as engineering. Other relevant degree subjects may be considered where there is sufficient maths content to demonstrate the relevant competence in this area. Employers may also take account of previous work experience and evidence of the application of maths in the workplace as proof of ability to teach this subject.

20. Where specific additional knowledge is required, for example because a trainee has developed very specialist knowledge during their recent education, then additional support may be offered through this funding. Ultimately, it is the employer's judgement that the applicant has the necessary knowledge, skills and capacity to teach maths to students to GCSE and level 3.

21. The scheme is designed to support new teachers entering the FE sector; teachers already qualified to teach in other subjects are not eligible. Other continuing professional development schemes are available to support existing teachers to broaden and deepen their maths subject knowledge.

22. It is the employer's responsibility to ensure that trainees meet the eligibility criteria. They will need to confirm that this is the case when applying for the funding.

Eligible qualifications

23. As a minimum, the training should be a Level 5 Diploma in Education and Training. As the scheme is only available to graduate trainees, we expect employers to consider the use of appropriate Level 7 qualifications where possible.

Funding

24. We will allocate funding on a first-come, first-served basis.

25. There is no limit to the amount of trainees that employers can seek funding for, but clearly there is a finite budget for this scheme. However, employers should consider the expectation of permanent employment (set out in paragraph 7) when deciding on numbers of trainees to employ for this scheme. Employers should also be certain that the numbers recruited are those required to teach maths.

26. Funding is available to the employer: it is for them to determine how they will use funds to support the training.

27. Employers will be paid £20,000 per trainee. There will be a disadvantage uplift of 10% for eligible employers. Eligible employers are those with 65% or more of their classroom-based adult (19+) learners having attracted disadvantage funding from the Skills Funding Agency in the 2013 to 2014 academic year.

28. We will allocate funding for each new teacher who is eligible for training, on the basis that the training costs are the same, regardless of whether it is delivered part time or full time.

29. We will not pay the achievement element if a trainee withdraws from the training before achieving their qualification. We will not recover any funding paid to date.

30. Trainees can only defer their training if they have started it. In these cases, the employer can keep the funding until the trainee restarts, as long as they start before July 2015. Funding will stop if the trainee does not resume training.

Earnings methodology

31. We will provide the funding in two instalments: we will pay 70% of the rate once the trainee starts their employment; we will pay the remaining 30% once the trainee completes and achieves their training qualification(s).

32. Paying employers in two instalments will limit bureaucracy and maintain an incentive for employers to ensure trainees complete their training.

Considerations for employers before applying

33. Before applying for the funding, employers should make a realistic assessment of their workforce need and organisational capacity. They should consider how much teacher training they have done in the past and their future employment needs. As set out earlier, there is a clear expectation that once the training is complete, trainees continue in employment as a maths teacher with the employer funded for the training.

34. Employers should also be certain that this scheme offers the right level of training to meet their needs and which training organisations are best placed to deliver high-quality training provision.

35. Employers can work alone or as part of a partnership. In a partnership arrangement, the Agency will only make payments to the employing organisation.
36. Employers failing the Agency's minimum standards, or that Ofsted has graded 'Inadequate' should consider the best way of training teachers to meet their organisation's needs. They may wish to engage with a third party to ensure that the standard of teacher training received enables any new teachers to contribute fully to the improvement of the organisation. Where they have been the subject of intervention from the FE Commissioner, they may have already received advice on improving the quality of teachers, which may inform this decision.

Application process

37. An application process is available; only publicly funded FE employers can apply, not trainees.
38. We will assess the applications and email the employer to confirm the outcome.
39. The application form will include relevant trainee information, employer eligibility checks and confirmation that employers have checked that the trainee is suitable for maths initial teacher training and for employment to teach GCSE maths.
40. Applications for funding will open from 1 September 2014 to 31 July 2015.

Data returns

41. The online application form will trigger the start and achievement payments. Initially, employers will need to submit the form to obtain confirmation of funding and trigger the start payment. Once the trainee has completed and

achieved the training, employers will need to re-submit the form to trigger the achievement payment.

42. If a trainee withdraws from the training, or completes without achieving, employers need to resubmit the application form with the relevant information included (for example, actual end date).

43. The Agency may also request additional data through these returns.

Funding agreements and contracts

44. If we allocate funding, the employer's existing funding agreement will be varied to include an appendix setting out the conditions applicable to this funding.

Audit and evaluation

45. Any funds received must be used for the purposes for which they are intended.

46. There are no additional audit or assurance arrangements for this scheme.

47. Evaluation of the scheme will take place as part of the joint BIS and the Department for Education post-14 FE Workforce Board evaluation project.

Appeals

48. Employing organisations dissatisfied with the funding decision can complain through the [Agency's normal complaints procedure](#).

49. For complaints about the policy, please email BIS, FEworkforceincentives@bis.gsi.gov.uk.



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