



Teaching
Agency

Business Plan

2012-13

April 2012

This plan will be updated annually

1. About the Teaching Agency

1.1 The Teaching Agency is a new Executive Agency of the Department for Education (DfE). It supports the recruitment, training and development of:

- teachers and instructors;
- Early Education and Childcare workers;
- classroom-based support staff;
- special educational needs coordinators (SENCOs);
- educational psychologists; and
- exams officers.

1.2 The Teaching Agency is responsible for four key areas of delivery:

- ensuring the sufficient supply and retention of the workforce;
- ensuring the workforce is well trained and of the highest quality;
- regulating teacher conduct on behalf of the Secretary of State for Education; and
- supporting schools and colleges with the effective management and administration of exams and supporting the successful awarding of general qualifications (such as GCSEs and A Levels).

1.3 Underpinning all of the Teaching Agency's activity is the drive to promote and raise academic standards in schools and in early education and childcare services, ensuring that every child and young person, regardless of their background, experiences the very best teaching and care.

1.4 Prior to 1 April 2012, these functions were carried out by the Training and Development Agency for Schools (TDA), the General Teaching Council for England (GTCE) and the Children's Workforce Development Council (CWDC). These bodies were abolished on 31 March 2012. Support for exams delivery was formerly the responsibility of the Qualifications and Curriculum Development Agency (QCDA).

2. Objectives

The Agency has six distinct objectives:

Recruitment and training of teachers

Objective 1: The Teaching Agency will ensure that there are enough effective teachers and SENCOs to meet the needs of children and young people in schools and that Initial Teacher Training (ITT) continues to develop to meet the changing needs of schools.

Objective 2: The Agency will improve the quality of teachers' skills through ITT, which gives particular focus to teaching early reading using systematic synthetic phonics, communication and language development, mathematics, managing behaviour and discipline and meeting the needs of pupils with special educational needs and those with English as an additional language (EAL). The Agency will also ensure that ITT equips teachers to meet professional Teachers' Standards.

Recruitment and training of Early Years professionals

Objective 3: The Teaching Agency will support the recruitment and retention of the Early Education and Childcare workforce and improve the quality of the workforce, enabling it to work effectively with children aged 0-5 with a particular focus on those children who are at the greatest disadvantage.

Training of educational psychologists

Objective 4: The Teaching Agency will ensure the availability of high quality post-graduate training for educational psychologists.

Teacher regulation

Objective 5: On behalf of the Secretary of State for Education, the Teaching Agency will support the quality and status of the teaching profession by ensuring that in cases of serious professional misconduct, teachers are barred from teaching. Under the Education Act 2011, this regulatory function now includes all teachers and instructors in all maintained schools, non-maintained special schools, academies and free schools, sixth-form colleges, independent schools and relevant youth accommodation and children's homes in England.

Exams delivery support

Objective 6: The Teaching Agency will provide information and training to exams officers to support schools and colleges with the effective management and administration of exams. It will also support the awarding of general qualifications by managing the movement of exam scripts for marking.

3. Business plan for 2012-13

The Teaching Agency will undertake the following activity in 2012-13.

Recruitment and training of teachers

To ensure that there are **enough effective teachers and SENCOs**, the Agency will:

- manage effectively the training provision for around 35,000 new entrants to teaching each year;
- manage a teacher recruitment marketing campaign which achieves DfE targets, including those which seek to attract trainees for specialist and undersubscribed subjects;
- provide high quality and effective school experience, application and information services to trainees before they enter ITT;
- administer bursary arrangements to encourage applications from individuals in key priority subject areas and develop new bursaries for primary subject specialisms;
- maintain a record of teachers who have been awarded QTS and who have passed induction and enable employers to check this through an online service.

To improve the **quality of teachers' skills** the Agency will:

- encourage and support schools to increase their role in leading ITT;
- assure the quality of ITT providers and challenge and support them to improve trainees' skills in the most important aspects of teaching;
- pilot new literacy and numeracy tests for potential trainees for September 2013;
- ensure provision is in place to deliver the national award for SENCOs in the maintained sector.

Recruitment and training of Early Years professionals

To support the **recruitment of the Early Education and Childcare workforce**, the Teaching Agency will:

- ensure sufficient high calibre trainees enter the Early Years Professional Status (EYPS) programme and assure the quality of training and assessment for trainees;
- complete the review of the professional standards which underpin the award of EYPS and communicate changes to the sector;
- support the implementation of the Government's response to the independent review of qualifications for the early years workforce being carried out by Professor Cathy Nutbrown.

Training of educational psychologists

The Teaching Agency will:

- commission post-graduate qualification training for educational psychologists.

Teacher regulation

The Teaching Agency will:

- organise and conduct Case Hearings and Induction Appeals to ensure all relevant stages are concluded within statutory timescales; and
- manage the list of prohibited teachers.

Exams delivery support

The Teaching Agency will:

- provide induction and support for exam officers;
- collect exam scripts from schools and colleges and successfully deliver them for marking.

4. Measuring success

In 2012-13 the Teaching Agency will measure its success by:

Recruitment and training of teachers

- The total number of ITT places, including specific targets for Maths, Chemistry, Physics and Modern and Ancient Languages.
- The proportion of ITT trainees with 2:1 or higher degree classification.
- The allocation of funding for ITT in line with agreed procedures and timescales.
- The timeliness of QTS awarding to successful trainees.

Recruitment and training of Early Years professionals

- The number of new candidates commencing EYPS training by March 2013.
- The percentage of EYPS candidates, including those on the New Leaders in Early Years pilot scheme, who rate all aspects of their learning and placement experience as effective.

Training of educational psychologists

- The number of trainees commencing initial training for educational psychologists by September 2012.

Teacher regulation

- The time for initial screening and sifting of teacher conduct cases.
- The percentage of teacher conduct cases concluded or referred to hearing within 20 weeks.
- The prompt notification of the outcome of teacher conduct cases to the individuals concerned.

Exams delivery support

- The percentage of new exams officers who register on the induction programme offered by the Teaching Agency's Exams Delivery Support Unit.
- The percentage of exam script packages delivered successfully for marking.

5. Resources

The Teaching Agency's budget for 2012-13 is set out below:

Area of spend	£ million
Programme Delivery	514.2
Administration (including staff and non-staff costs) ¹	19.4
Total	533.6

A high level organisation chart is at Annex A.

¹ Shared services are accounted for on a nominal basis and are not, therefore, included in these figures.

6. Governance and accountability

The Chief Executive of the Teaching Agency is accountable to the Secretary of State for Education for the Agency's performance, leadership and day to day management. The Director General for the Education Standards Directorate will perform an ongoing oversight role on behalf of the Secretary of State.

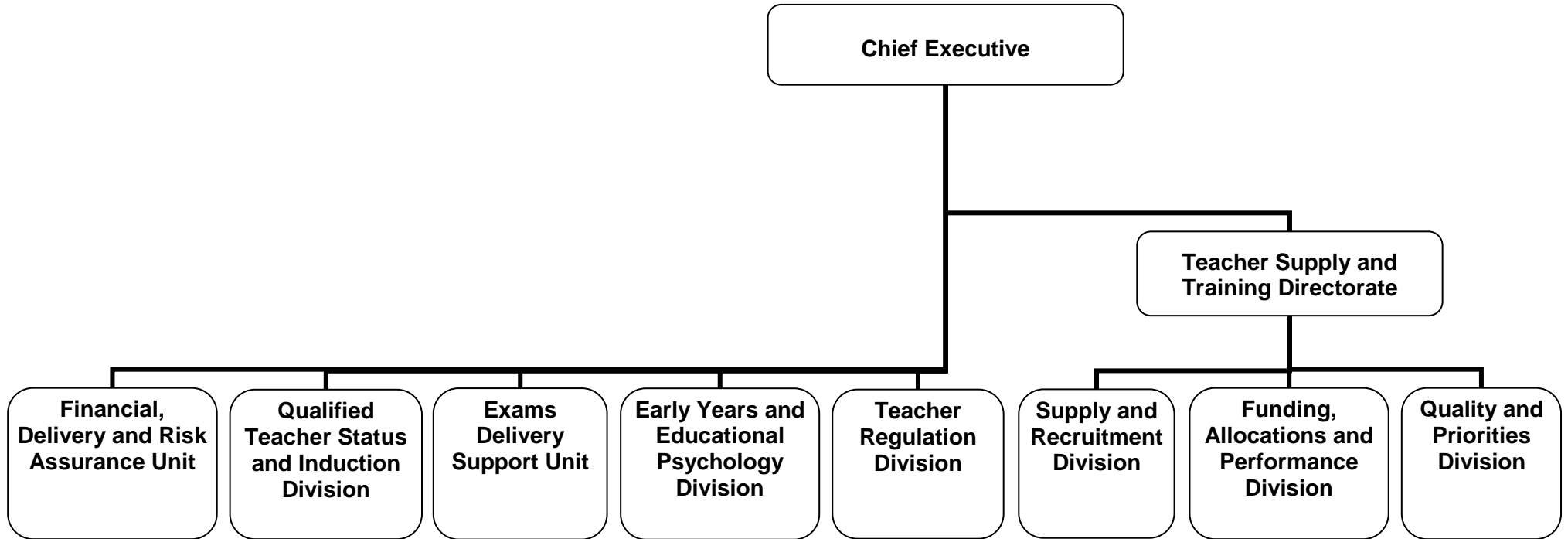
Responsibility for policy relating to teachers (including teacher regulation), exams officers and support staff rests with the Director General for Education Standards and with the Director General for Children, Young People and Families for early education and childcare workers, educational psychologists and SENCOs.

The Secretary of State is accountable to Parliament on all matters concerning the Agency, and accordingly retains the right to intervene in the operations of the Agency if public or parliamentary concerns justify it. The high level governance arrangements for the Teaching Agency are set out in the *Teaching Agency Framework Agreement*.

The Secretary of State's responsibilities regarding the regulation of teacher conduct are set out in Section 8 of the *Education Act 2011*. The process, which the Teaching Agency will operate on behalf of the Secretary of State, is set out in *The Teachers' Disciplinary (England) Regulations 2012*.

Further information on the Arm's Length Bodies Reform Project and the rationale for the establishment of the Teaching Agency can be found in the *Teaching Agency Business Case*.

Annex A – Organisation Chart





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