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National College for
Teaching & Leadership

Welcome to the November edition of the teacher recruitment bulletin. This contains all the vital information you need to support your initial teacher training (ITT) recruitment.

1. For information and action: schools marketing themselves

Take a look at our newly refreshed [marketing resource bank](#) for guidance, top tips for using different channels, best practice case studies, content, templates and artwork tools.

We'll be sending out a mailing pack to all ITT providers to reflect best practice and assist with recruitment

marketing plans. We'll provide you with top tips for optimising websites, guidance for evaluating activity and guidance for completing a UCAS entry profile.

We're hosting a National Marketing Day in Guildford on Wednesday 7 December. We'll provide a variety of sessions aimed at helping you market your ITT places, including:

- introduction by [Roger Pope](#), Chair of the National College for Teaching and Leadership (NCTL)
- strategy and communication for successful recruitment - [Michael Pain](#), Director & Consultant of Forum Education
- face-to-face marketing to maximise recruitment - [Steve Elliott](#), Director of Blackberry Productions
- first-hand experience from [Anita Jenkins](#), Director of Teaching School and Haybridge Alliance SCITT, and Helen Barker, Head of [Kyra Teaching School](#)

[Register](#) today to reserve your place.

2. For action: skills tests - response to candidate and provider feedback

Please ensure you share correct information with candidates about skills tests.

We are aware that some candidates have been turned away from sitting the skills tests because they have not followed the below process, and have lost their first free attempt at taking the skills tests.

Booking:

Candidates can only attend skills tests once they have submitted an application through UCAS Teacher Training. They can book in advance of submitting an application as long as their application is submitted before they attend the test centre.

What to bring:

Two forms of identification: a primary ID, for example a passport, and a secondary ID, for example a debit card.

Proof of their teacher training application, for example:

- a welcome email from UCAS Teacher Training
- correspondence from a school or university
- a copy of a completed UCAS Teacher Training application form
- confirmation of, or an invitation to, an interview from a school or university

More information can be found on the [Standards and Testing Agency website](#).

3. For information and action: Returners Engagement Programme - bidding for a new returners pilot

If your school or partnership is experiencing, or likely to experience, shortages in the supply of teachers in mathematics, physics or languages you should consider participating in the Returners Engagement

Programme, which will be piloted in the North West and South East during the 2016 to 2017 academic year. Funding will be provided to successful school partnerships to train and find employment for returners in these three subjects.

More details and how to bid for grant funding is available on the [Returners Engagement Programme](#) page.

If your school would like to participate, please submit your bid by close of play Monday 5 December.

4. For information and action: is your school in need of a Spanish modern foreign language teacher?

We are delighted to be working with the Spanish Ministry of Education and joining their Visiting Teachers programme. Spain's Visiting Teachers programme is a scheme which has been running successfully since 1986 between Spain and the United States/Canada.

The programme has been extended to England and provides opportunities for schools in England to recruit 'high quality' teachers from Spain to not only teach the language but also immerse pupils in cultural aspects.

Visiting teachers from Spain will be available from September 2017 for one year initially, with the option to renew annually for up to 3 years.

Further information on the role of schools in recruiting these teachers will be available in December 2016. If you are interested in recruiting 'high quality' teachers from Spain and would like further information, as it becomes available, please [register your interest](#).

5. For information: subject knowledge enhancement (SKE)

SKE places for this academic year have now been confirmed with SKE providers. This means that you can request SKE provision for candidates who need to increase their subject knowledge either prior to, or as part of, their ITT. SKE provision is funded by NCTL and candidates can receive a bursary; additional discretionary funding is available to uplift bursary payments if candidates doing SKE are experiencing financial hardship. Further details can be found in the new [SKE operations manual](#). You can view a [list of SKE providers](#).

If you are interested in delivering SKE, or want more information on how to put candidates forward for SKE, please read the [SKE introductory guide](#).

Please contact the SKE team directly with any queries at ta.ske@education.gov.uk.

6. For information and action: Future Teaching Scholars

As part of the Government's package of initiatives for STEM subjects, the prestigious [Future Teaching Scholars programme](#) is now recruiting exceptional maths and physics A level students, with an interest in teaching. Scholars will receive a £15,000 grant and support whilst studying a maths or physics related degree. After graduating, they will go onto bespoke school-based teacher training - earning while they learn - and receive additional support for two further years. Please discuss this exciting new route into teaching with colleagues and suitable students. Applications for this cohort are now open on a first-come

first-served basis and the first step for students is to [register their interest](#).

7. For information and action: updates for accredited ITT Providers

Important: academic year 2015 to 2016 SCITT annual return (audit grant report) A pre-populated annual return was issued to all SCITT providers at the end of July 2016.

This return, incorporating the audit grant report, must be completed and signed by your accounting officer and an independent auditor, and returned to NCTL no later than 31 December 2016.

Please note: failure to return an audited and signed annual return could be classified as non-compliance with NCTL's grant terms and conditions.

If you need further information, please view the full [initial teacher training providers annual return guidance](#).

7.1 Compliance issues: ITT criteria

School Direct (salaried) trainees

For the period of their training all School Direct (salaried) trainees must be employed by a school (or 'other institution') as a teacher. School Direct (salaried) trainees in maintained schools must be paid in accordance with at least the minimum of the unqualified teachers' pay scale. School Direct (salaried) trainees in academies must be paid at an advertised rate.

ITT Criterion C4.1 states that School Direct (salaried) trainees should be employed for the period of their training. This includes periods of training spent in a second school, contrasting experiences and other training which does not take place at the employing school. Trainees who are on a full-time course should be employed full-time. Trainees on a part-time course should be employed part-time, on the same basis.

If you need further information please view the full guidance online: [School Direct \(salaried\): funding manual 2016 to 2017](#).

Initial teacher training criteria and supporting advice

Accredited ITT providers are reminded that their ITT staff and their partners must have a comprehensive understanding of the requirements of the statutory ITT criteria (March 2016). Non-compliance with the criteria will put accredited providers into the 'withdrawal of accreditation' process with immediate effect, triggering a compliance investigation.

[Initial teacher training criteria and supporting advice is now available online](#).

If you have any further queries, please write to:

- SD funding: team.fa@education.gov.uk
- ITT criteria: itt.accreditation@education.gov.uk

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