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National College for  
Teaching & Leadership

Welcome to the March 2017 edition of the Teacher Recruitment Bulletin. This contains vital information which will help to support your initial teacher training (ITT) recruitment.

Please consider whether this bulletin reaches the correct people in your organisation, and cascade as appropriate. Additional contacts can subscribe to the Teacher Recruitment Bulletin by emailing [school.direct@education.gov.uk](mailto:school.direct@education.gov.uk).

## 1. Clarification on recruitment tolerances - new

We recognise that providers find it difficult to balance drop out and recruitment perfectly, and in order to

allow flexibility and certainty during the recruitment period, we thought we would communicate clearly what we see as reasonable over-recruitment that won't be subject to penalty after census numbers are published.

We see 10% as a reasonable margin in each subject (including primary), based on your original allocation, rounded up to the nearest whole number. Therefore if you had an allocation of 25 in an allocated subject, we would see 3 additional to this as acceptable, but not 4. If you have fewer than 10 places, we would see 1 additional place as acceptable.

This applies to HEI, SCITT, School Direct (fee) and School Direct (salaried) places.

## **2. English subject knowledge enhancement (SKE) - new**

Last year, 40% of trainee teachers in eligible subjects took a [subject knowledge enhancement \(SKE\) course](#).

SKE is now available in English to support the Department for Education's commitment to recruit to EBacc subjects. These courses equip candidates with the necessary subject knowledge to teach English language and literature in secondary schools at key stage 3 and key stage 4.

If you have strong potential candidates for English that need to improve their subject knowledge before they start their teacher training, consider putting them on an English SKE course. English SKE is fully funded. Eligible candidates will receive a bursary of £200 per week.

## **3. Networking event for providers of flexible ITT courses - new**

Does your school or university provide a part-time or accelerated ITT course, or are you considering developing one?

NCTL is hosting a networking event, which will provide an opportunity to meet current providers of flexible ITT courses face-to-face from 11am to 3pm on Friday 12 May. The aim of the event is to facilitate the sharing of best practice in developing, marketing and recruiting to these courses, and insight into characteristics of likely applicants to flexible ITT courses.

The event will take place at:

Department for Education Sanctuary Buildings Great Smith Street London SW1P 3BT

To register your interest in the event, or to have your course listed on [Get Into Teaching](#) under [part-time courses](#) or [accelerated courses](#), please contact Lisa Williams at NCTL, [ittflexible.routes@education.gov.uk](mailto:ittflexible.routes@education.gov.uk), by Friday 28 April.

## **4. Return to teaching advisers for mathematics, physics and modern foreign languages teachers - new**

Return to teaching advisers are offering a new one-to-one bespoke support service to help returning teachers back into the classroom.

If you need to fill vacancies in mathematics, physics and modern foreign languages, and are willing to

consider employing teachers returning to the profession, we can put you in touch with potential candidates. Please contact [returntoteaching.nctl@education.gov.uk](mailto:returntoteaching.nctl@education.gov.uk).

## 5. Physics teacher training scholarship - £30,000

If you are recruiting physics ITT trainees, have you made candidates aware that the [Institute of Physics \(IOP\)](#) is offering a £30,000 tax-free scholarship? There are 150 scholarships available for trainees starting in September 2017.

Applicants with a 2:1 degree or above can apply and will receive IOP membership and continuous professional development to help them transition from trainee to newly qualified teacher.

[Register your school to get support from the IOP](#) including marketing ideas, space to advertise via IOP, regular updates and to find out more about the scholarship.

## 6. Computing teacher training scholarship - £27,500

If you are recruiting computing trainees, have you made candidates aware that the [British Computing Society \(BCS\)](#) is offering a £27,500 tax-free scholarship? There are 100 scholarships available for trainees starting in September 2017.

Applicants with a 2:2 degree or above can apply and will receive subject-specific support in the form of mentoring, training and membership of BCS. They can also undertake [subject knowledge enhancement \(SKE\) training through BCS](#).

The scholarship is a great way to attract and support high-quality trainees. For further information about the scholarship scheme, contact BCS at [scholarships@bcs.uk](mailto:scholarships@bcs.uk).

## 7. Professional skills tests - European dates now available

If you are recruiting modern foreign language teachers based in mainland Europe, professional skills tests are now available in the following locations:

Paris – 24 April 2017

Madrid – 27 April 2017

Tests slots can be booked on the [skills tests booking site](#).

## 8. Join the school experience programme

Increasing numbers of potential ITT candidates are now using the school experience programme and we are grateful for schools' continued support.

We are aware that some candidates find it difficult to find a local placement. We would like to invite any school that has not already joined the programme to take part – especially those located in the North East, South West and East Midlands.

Schools use the programme as a means to offer experience and as an effective marketing and recruitment

tool, by building strong relationships with candidates to promote ITT courses and job opportunities. For further information, please visit [School experience programme: information for schools](#).

You can use the online portal to select dates to offer classroom experience. Candidates can then book dates through the Get Into Teaching website. To participate and be given access to the online portal, please contact the team on 0800 085 0962 or email [schoolexperience@ta-recruit.education.gov.uk](mailto:schoolexperience@ta-recruit.education.gov.uk).

## 9. UCAS 'reject by default' reminder - Easter holidays

The rolling 40-day 'reject by default' period will freeze during the Easter break, from 10 April to 21 April 2017 inclusive, so providers do not lose decision-making time.

Please remember to manage the expectations of your applicants to accommodate the 10-day freeze period.

## 10. UCAS decisions and replies to candidates

As communicated in the February edition of the [Teacher Recruitment Bulletin](#) and the UCAS Teacher Training bulletin, we are aware that some training providers are putting pressure on applicants to accept offers outside of the scheme timescales. Please refer to section 4.1 of the Admissions Guide for Terms of Service.

- Applicants are not obliged to reply until they have received all of their Apply 1 decisions.
- All training providers have 40 working days to make a decision on an application.
- Applicants' 10 working days to reply begin once all decisions on their applications have been received.

For further information, please refer to the [Guide to decision and offer making for UCAS Teacher Training providers](#).

## 11. Sign up to receive exclusive UCAS updates

Ensure you [sign up to receive UCAS updates](#). This is an additional channel, enabling you to access bulletin information independently. Your primary and UCAS correspondents will still receive the monthly UCAS Teacher Training bulletin. When you sign up, you can tailor the content so that you only receive information relevant to you.

You can sign up for the following updates:

- key dates and deadlines, top tips, and resources
- information on groups, events, and training
- data and analysis information
- NCTL and policy updates
- UCAS products and services

## 12. ITT criteria for providers - changes

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All providers and School Direct lead schools should note the latest changes in the [Initial teacher training criteria and supporting advice](#) publication.

The latest version (February 2017) includes amendments to the following areas:

- fee-charging and student support advice
- criteria C1.1 (new grading system for GCSEs)
- criteria C1.3 (DBS checks)
- criteria C3.3 (compliance)
- email addresses and hyperlinks have also been updated throughout

## 13. Recruitment - criminal records checks

The Home Office has updated the frequently asked questions within its [guidance on the application process for criminal records checks overseas](#).

We recommend that all providers familiarise themselves with the update and contact the Home Office with any queries.

## 14. Reminder - Maths and Physics Chairs programme

To support the drive to increase the number of mathematics and physics teachers, we are working with [The Brilliant Club](#) to recruit postdoctoral mathematics and physics trainees, known as Chairs, to train and teach across the country through the [Researchers in Schools programme](#).

The programme is currently recruiting for the academic year 2017 to 2018 and School Direct lead schools/ITT partners can apply to train and place mathematics and physics participants in their network. The Brilliant Club is particularly interested in hearing from providers in the North East, the East of England, the East Midlands and London, who can place a number of participants.

Please see the [brochure for lead schools and ITT providers](#) for further information. You can also contact [jed.cinnamon@researchersinschools.org](mailto:jed.cinnamon@researchersinschools.org).

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