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National College for
Teaching & Leadership

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Welcome to the February edition of the Teacher Recruitment Bulletin. This contains vital information, which will help 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 teacher.recruitmentbulletin@education.gov.uk.

Minister Gibb writes to ITT providers

On Monday 29 January 2018, the Minister for School Standards, Nick Gibb, sent a letter to providers of ITT about maximising recruitment to ITT in the coming year. In this, he announced initiatives to increase the number of graduates entering the teaching profession.

We are amending our ITT criteria and Ofsted is making a number of minor changes to the ITE inspection handbook.

These changes clarify that universities and schools should assess candidates on their readiness to train to teach and their potential to meet the Teachers' Standards by the end of their training.

We will also extend the current allocations approach for 2018 to 2019 into the recruitment year 2019 to 2020. Subjects that are unlimited for 2018 to 2019 will also be unlimited the following year. This will enable universities and schools to expand recruitment in 2018 to 2019 and plan for 2019 to 2020. We will confirm later in the cycle the position on fixed allocations, which includes PE (all routes) and Primary School Direct (salaried) for 2019 to 2020.

Please view [the letter sent by Minister Gibb](#).

Prestigious physics scholarships – applications open

If you are recruiting trainee physics teachers, please promote the prestigious £28,000 tax-free physics teacher training scholarship to your candidates.

This scheme is aimed at high-quality physicists who are passionate about physics and science. Candidates must have secured a DfE-allocated ITT training place leading to achieved QTS status by September 2019, and a 2:1 (or predicted) degree. Candidates with a 2:2 (or predicted) degree may be considered if they can demonstrate significant subject knowledge.

Successful applicants will receive additional support to enhance their subject knowledge, gain access to high-quality professional development resources and be awarded Institute of Physics (IOP) membership.

Applications are open until 16 July 2018; candidates can apply via the [Institute of Physics website](#).

For further details, including eligibility and other subject scholarship schemes, please visit [Get Into Teaching](#).

Use subject knowledge enhancement to recruit teachers with great potential

Trainee teachers don't need to have a degree in the subject they want to teach.

If you're recruiting trainee teachers to hard-to-fill subjects, please consider using subject knowledge enhancement (SKE) courses. Not only will SKE provide a potential teacher with the confidence and knowledge to be outstanding in their chosen subject but it will also help you to widen your pool of potential applicants and give you the confidence to offer more places.

SKE is funded in maths, physics, languages, computing, chemistry, biology, design & technology, English,

geography and primary maths. Courses range from an 8-week refresher up to a more intensive course of 28 weeks. Eligible candidates with a 2:2 degree will receive a bursary of £200 per week.

Please contact a [SKE provider](#) who'll be happy to help you with arranging SKE for your candidates.

Teacher subject specialism training courses available now

Teacher subject specialism training (TSST) courses are available for non-specialist and returning teachers in secondary mathematics, core maths, physics and modern foreign languages. Training is free for participants.

To view details of courses available for the 2017 to 2018 academic year, please visit [teacher subject specialism training](#).

Get Into Teaching national campaign

Initial Teacher Training recruitment continues to be a priority for the government; the latest Get Into Teaching campaign has launched, with new advertising on TV, radio, social media and in print throughout February.

We believe it is incredibly important that real teachers are at the heart of our advertising. The TV advert shows a working secondary school, which we hope will give potential teacher trainees a glimpse of the rewarding nature of teaching, and the pride that teachers feel on a daily basis.

To see our adverts, follow us on [YouTube](#), [Facebook](#) and [Twitter](#); you can also share our social content as free and easy-to-use material to boost your own recruitment.

National marketing days

National marketing days provide an opportunity for all ITT providers to access advice to improve the impact of your marketing activity and help fill your ITT places. Spaces are available at the following events:

Leeds, Monday 26 February 2018, 10:30am to 3pm, registration from 10am.

London, Monday 12 March 2018, 10:30am to 3pm, registration from 10am.

You can view more details and register to secure a place in [Leeds](#) or [London](#).

Local marketing – teachers to support candidate applications

To support our local ITT marketing strategy, we're seeking teachers willing to share their experience of the ITT application process with candidates in their local area; we're looking for teachers living or working in the following areas:

- Bradford
- Derby
- Doncaster
- East Cambridgeshire

- Fenland
- Hastings
- Ipswich
- Norwich
- Oldham
- Scarborough
- Stoke-on-Trent

To get involved, please email teacherrecruitment.marketing@education.gov.uk.

Provider teacher recruitment events – increase the impact of your listing

Following feedback, we've refreshed our [guidance on writing and submitting your teacher training recruitment event](#), making it easier to draft and submit event details for Get Into Teaching. We've included new tips and best practice advice to ensure your listing effectively reaches your target audience.

During peak times, we receive in excess of 150 event requests a week. Please use the guide to help us publish your event more quickly.

You can also visit the [School Direct: marketing toolkit](#), which has a wide range of resources to help you market your ITT programme.

Future Teaching Scholars programme – currently recruiting for 2018

The Future Teaching Scholars programme is designed for maths and physics A level students with predicted grades of B or above; students must select a maths- or physics-related degree at an English university and be interested in a career in teaching. The programme is also open to international students, mature applicants, and career changers with equivalent qualifications.

In return for a commitment to teaching, participants receive a £15,000 grant while studying their degree, and classroom experience to prepare them for teaching. After graduating, participants go onto bespoke employment-based teacher training, earning while they learn, working in schools from day one, and receive additional support for 2 years.

Recruitment is underway for students planning to start their undergraduate degree in autumn 2018.

For further information, please visit [Future Teaching Scholars](#) and to receive a promotional pack for your school, email info@futureteachingscholars.com.

Funded primary apprenticeship places

For schools that did not request primary School Direct (salaried) places in June 2017, we are extending the window to enable you to submit an expression of interest for funded primary apprenticeship places.

Please include in your expression of interest: the name of your School Direct lead school, the name of your

accredited provider and an indication of the number of funded primary apprenticeship places you wish to offer.

Please send your expression of interest by 5pm on Friday 16 February to teaching.apprenticeship@education.gov.uk.

You do not need to request places unless you wish to access National College for Teaching and Leadership grant funding for primary apprenticeship places.

Consultation on strengthening qualified teacher status and improving career progression for teachers – reminder to respond

The [QTS consultation](#) explores how we can support teachers during the early stages of their careers by strengthening qualified teacher status (QTS).

It also explores proposals on how all teachers can be supported throughout their careers, whether they are expert classroom teachers, school leaders or specialists in their field; this may be through continuing professional development, mentoring and sabbaticals.

For further information and the opportunity to give us your views, please visit [strengthening qualified teacher status \(QTS\) and improving career progression for teachers](#).

The deadline to complete the survey is on Friday 9 March at 11:45pm.

To hear more about the proposals and share your views you are also invited to attend a consultation event, details below.

Exeter, Tuesday 20 February, 4:30pm to 6:30pm, registration from 4:15pm

Middlesbrough, Tuesday 27 February, 4:30pm to 6:30pm, registration from 4:15pm

You can view the agenda and [register online](#) to attend.

Removing unnecessary workload for trainee teachers

The teacher workload reports on [marking](#), [data management](#) and [planning](#) make clear recommendations to be taken at all levels of the education system, including ITT provision.

We're keen to hear how you've used the workload reports, how you are taking action to reduce trainee teacher workload, and whether you have any examples you can forward to us. Please email workload.solutions@education.gov.uk.

We're also running the following series of events aimed at school leaders and governors on removing unnecessary teacher workload at a school level.

- Manchester – Thursday 8 February
- London – Wednesday 28 February
- Sheffield – Tuesday 6 March
- Exeter – Thursday 8 March

- Cambridge – Wednesday 14 March

All events run from 10:00am to 3:30pm. You can [view further details here](#) and sign up to secure a place.

NQTs signing with teacher recruitment agencies

We would appreciate your support in advising candidates of the potential implications of signing up with agencies. Feedback suggests that supply teacher and recruitment agencies may be approaching trainees, prior to them completing their ITT course.

Trainees will be aware that agencies charge a fee to provide permanent or temporary teachers to schools; this raises the overall cost to schools to hire a teacher.

Supply teachers employed by agencies are not entitled to access the [teachers' pension scheme](#) only available to teachers employed directly by a scheme employer, such as a local authority, academy or further education college. Agency workers are also not automatically entitled to [school teachers' pay and conditions](#). In some cases, this may mean they're paid less and may not have the same access to continuing professional development opportunities as peers.

Trainees can apply for teaching roles without using agencies, and should review the terms and conditions of any agency contract carefully before signing it.

Invitation to participate in consultation around the proposed end date for Golden Hello claims

The National College for Teaching and Leadership published a consultation on 25 January 2018 to invite views on our proposal to implement a deadline of 31 August 2019 for eligible teachers to submit their Golden Hello claims to academies or local authorities. The Golden Hello scheme was open to teachers who started an eligible postgraduate ITT programme between 1 August 2000 and 31 July 2011.

For further information, visit [Golden Hello reimbursement: guidance for local authorities and academies](#).

For queries email the funding team at ta.legacy-claims@education.gov.uk.

To complete the consultation, visit [Golden Hello: Proposed end date for claims](#) by Thursday 8 March at 11:45pm.

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