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Department
for Education

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Teacher Recruitment Bulletin: September 2019

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Welcome to the June 2019 edition of the Teacher Recruitment Bulletin, which contains vital information to support your recruitment of ITT trainees and teachers. Your colleagues can subscribe to this bulletin by emailing: teacher.recruitmentbulletin@education.gov.uk.

Inspire, support and attract teachers - marketing and events

1. Train to Teach events registration - provider spaces available for ITT2020

Visitor registration for the autumn Train to Teach events opened in mid-July and are proving very popular. We have a limited number of exhibition spaces available at the following events:

Bristol	Tuesday 12 November 2019	4.30pm to 8pm
Norwich	Tuesday 19 November 2019	4.30pm to 7.30pm
Lincoln	Wednesday 12 February 2020	4.30pm to 7.30pm
Ipswich	Wednesday 18 March 2020	4.30pm to 7.30pm
Peterborough	Wednesday 29 April 2020	4.30pm to 7.30pm
Bristol	Wednesday 20 May 2020	4.30pm to 8pm
Milton Keynes	Thursday 21 May 2020	4.30pm to 7.30pm

We have confirmed 3 additional events which are now open for booking:

Colchester	Tuesday 25 February 2020	4.30pm to 7.30pm
Sheffield	Tuesday 24 March 2020	4.30pm to 8pm

These events are in addition to any you have already been allocated.

To attend an event, please complete the [booking form](#) by 5pm on Friday 20 September.

2. Marketing workshops and webinars to support ITT2020 recruitment

Following our successful events last year, we are pleased to announce further provider marketing workshops and webinars. The purpose of these sessions is to provide an opportunity for ITT providers to access advice and information to improve the impact of your marketing activity and fill your ITT places.

We have 3 workshops and 3 webinars planned in October and November. Industry professionals will share their expertise and provide hints and tips to help improve your marketing.

To attend an event or access a webinar, please register via the Eventbrite links below:

- [social media webinar](#) Wednesday 9 October 2019, 3.30pm
- [Newcastle workshop](#) Wednesday 16 October 2019, 1.30pm
- [Reading workshop](#) Thursday 7 November 2019, 1.30pm
- [Birmingham workshop](#) Monday 11 November 2019, 1.30pm
- [audiences and messaging webinar](#) Wednesday 13 November 2019, 3.30pm
- [toolkit webinar](#) Thursday 21 November 2019, 3pm

Candidate support

3. Teacher Training Advisors - update for ITT2020 cycle

Teacher Training Advisors are a team of experienced former teachers responsible for providing one-to-one support to potential ITT applicants. The team have a proven track record of navigating candidates through the barriers of applying to ITT, and increasing their likelihood of successfully applying, and this year have supported over 20,000 candidates.

For the ITT2020 cycle, advisers will support candidates with a third-class degree or above wishing to teach any subject. Advisers will also support candidates up to 2 years away from applying, including first- and second-year students, to help them prepare for teacher training in the future.

Please make your candidates aware of this support; they can contact the team via telephone on 0800 389 2500 or register on the [Get into Teaching](#) website.

Funding and bursaries - ITT2019

4. Grant funding and bursaries - ITT provider requirements for ITT2019

Grant Funding Agreements and Letters of Variation:

Training Bursary, Early Years, School Direct (salaried) and Postgraduate Teaching Apprenticeship (PGTA) grant funding for the academic year 2019 to 2020 will start from September 2019.

ITT providers and lead schools must return the relevant document from the list below to ensure prompt payment from October 2019:

- grant funding agreement
- letter of variation (training bursaries or early years)
- annex acceptance email, School Direct (salaried) or PGTA

Please return forms to gfa.ittfunding@education.gov.uk by 11.59pm Monday 16 September 2019.

For further information, ITT providers and lead schools can view the relevant

funding manuals at [Funding: initial teacher training \(ITT\), academic year 2019 to 2020](#).

Golden Hello deadline:

Eligible teachers must submit their Golden Hello claims to their employing academy or Local Authority on or before 11.59pm, Monday 30 September 2019.

To view the guidance, please visit [Golden Hello reimbursement: guidance for local authorities and academies](#).

International and specialist recruitment programmes

5. Recruit mathematics, physics or computer science teachers - no recruitment costs

If you are looking to recruit qualified mathematics, physics or computer science teachers from Australia, New Zealand, Canada, USA, South Africa and Jamaica, DfE will fund recruitment costs and an acclimatisation package.

You will have free access to a DfE approved international recruitment provider that will supply the following services:

- source mathematics, physics and computer science teachers
- match teachers to your school requirements
- arrange interviews
- support visa processes
- facilitate the contract signing stage

All teachers recruited via the [STEM International Teacher Recruitment Programme](#) receive a full acclimatisation and a package of Continuing Professional Development.

If you are looking for a mathematics, physics or computer science teacher, please [register](#) now.

6. Recruit modern foreign languages teachers - no recruitment costs

Teachers of Modern Foreign Languages (MFL) are available for recruitment at no

cost to English schools, through Spain's Visiting Teachers Programme (SVTP).

Teachers on this programme are highly skilled, qualified and bring a unique insight into the culture of their country to inspire pupils to embrace learning languages.

A pool of teachers are still available for recruitment should your school need an MFL teacher. All teachers can teach Spanish, with some also able to teach French or German.

A pool of teachers is available for recruitment should your school need an MFL teacher. All teachers can teach Spanish, with some also able to teach French or German.

If you are a school looking to recruit a MFL teacher, please [register your interest](#) to this fully funded recruitment and acclimatisation programme.

7. Maths and physics chairs programme open for 2020 recruitment

The Chairs programme aims to help schools recruit high calibre post-doctoral researchers who have detailed subject knowledge to become excellent new secondary teachers in mathematics, physics and wider EBacc subjects. This initiative is delivered by the educational charity The Brilliant Club through the Researchers in Schools programme (RIS) and operates in conjunction with school-led ITT providers.

The programme recruits trainees to the School Direct Fee and Salaried routes and is keen to hear from ITT providers who are interested in training and placing RIS participants in their partnerships for the academic year 2020 to 2021.

To view details, please visit [The Brilliant Club](#) and [Researchers in Schools](#).

For further information, email hello@researchersinschools.org or call 020 7939 1947.

Developing and supporting teachers

8. Free courses to upskill non-specialist and returning teachers

Teacher Subject Specialism Training (TSST) courses are now available to upskill non-specialist and returning teachers in secondary mathematics, core

mathematics, physics and modern foreign languages, improving skills in pedagogy and increasing subject knowledge and confidence.

TSST:

- reduces the need to recruit teachers externally, saving valuable resources
- involves no fee for the school or teacher, but delivers considerable benefits
- helps retain teachers at your school
- demonstrates the value the school places on its teachers, building loyalty and makes your school attractive to new teachers
- benefits schools with timetable planning and flexibility in the workforce

Courses are available in 106 schools across England.

To view courses in your area, please visit the [teacher-subject-specialism-training-courses](#) directory.

Further opportunities

9. Addressing ITT trainee workload - free support from experienced associates

The DfE works with three highly experienced ITT associates who are available to help you consider workload issues in your provision.

Referring to the DfE document [Addressing workload in ITE](#) they can support you in looking at ways of reducing workload of trainees and establishing good habits to foster effective teaching and a good work-life balance.

This is a new, free initiative possibly available over the next 6 months depending on the level of demand.

If you are interested in this free offer, please email us with your name, title, institution, role and location at itt.accreditation@education.gov.uk by 5pm on Monday 23 September 2019.

10. Teaching school hubs - review of system leadership

In response to feedback, the following update provides available information on teaching school hubs. This is the first stage of our work to review system

leadership.

In May 2019 we launched the test and learn phase in which we are looking to establish up to nine new teaching school hubs, which will support 200 to 300 schools in 3 areas:

- school to school support
- continuing professional development
- recruitment and retention

The application window closed on Friday 26 July 2019. We are currently assessing applications and will announce those that are successful later this year.

While the test and learn phase runs, we are continuing to fund all teaching schools as normal and will do so until at least September 2020.

While this review is underway, we are continuing our conversations with stakeholders. We welcome your comments; please email systemleader.applications@education.gov.uk.

To see the press release, visit [Thousands of schools to improve through shared expertise](#).

To view further information, including frequently asked questions, visit [Contracts Finder](#).

11. Chartered College of Teaching - free membership to trainee teachers

The Chartered College of Teaching is the professional body for teachers, bridging the gap between practice and research and equipping teachers with the knowledge and confidence to make the best decisions.

Free membership is currently available to ITT trainees with half price membership for NQTs. Membership benefits include:

- the Profession, an early career publication packed with teacher insights and tools
- access to an early career area containing research and guides
- online access to the termly journal, [Impact](#)
- opportunities to connect with teachers at exclusive events and networks
- bitesize compact guides to download

We encourage providers to promote the Chartered College's offer to your trainees to help them make the most of their training, and access quality resources.

To view the full list of membership benefits, visit [Chartered College of Teaching](#).

12. Women Leading in Education - coaching pledge

The Women Leading in Education programme is helping support women teachers and improve equality and diversity in the workforce. Over 1,100 leaders from all backgrounds, male and female, have signed up and pledged to coach women to support career progression.

To register as a coach, please visit [Teaching Schools Council](#).

Coaching is available to women teachers at any stage in their career at no cost to participants. To access a coach, register via this short [survey](#).

Registration provides access to the members' area of the Teaching Schools Council website. Here you can find resources, advice and forums, alongside details of upcoming matching events across England offered by In Diverse Company as the national provider. This offer is available to both existing and new coaches and participants.

[For further information, visit Teaching Schools Council](#).

To contact In Diverse Company, email wlecoaching@tscouncil.org.uk.

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