



National College for  
Teaching & Leadership

# **Postgraduate initial teacher training recruitment controls**

**A guide for the 2016 to 2017 academic  
year**

**October 2015**

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# 1. Introduction

## Overview

This guidance is for School Direct lead schools, school-centred initial teacher training providers (SCITTs) and higher education institutions (HEIs) approved to recruit to initial teacher training (ITT) courses in 2016/17.

This approach only applies to postgraduate courses starting in the 2016 to 2017 academic year. It includes all subjects listed under the [list of designated ITT subjects](#). We reserve the right to modify or amend the approach we take to the registration of courses or allocation of places for future years.

We will continue to allocate places to undergraduate courses for the 2016 to 2017 academic year. This is explained in [the allocation of undergraduate initial teacher training places](#).

Arrangements for [early years initial teacher training](#) courses (programmes leading to the award of early year's teacher status), [Teach First](#) or the provision of discrete small-scale programmes (for example, Troops to Teachers) will be managed separately.

## Background

We are changing the approach to initial teacher training (ITT) allocations for the 2016 to 2017 academic year. NCTL will not be allocating a specific number of places to individual organisations for postgraduate ITT courses due to start in the 2016 to 2017 academic year. Instead, eligible schools, SCITTs and HEIs will be able to recruit (subject to a limited number of controls) as many trainees as they feel they need – until the overall system has recruited sufficient trainees.

## 2. Recruitment controls

To ensure sufficient national trainee coverage, whilst protecting individual school, SCITT and HEI viability and insuring against uncontrolled over recruitment, we will operate a limited number of controls on recruitment.

We will apply 2 specific controls, and will hold in reserve 2 controls that will only be applied if necessary.

### a. Specific controls

Controls will be applied against:

#### National demand by subject

We will limit recruitment on a subject-by-subject basis to prevent more trainees being recruited than is necessary. The threshold level by subject is based on our estimate of trainee need as determined by the [teacher supply model](#). We will monitor the latest recruitment data and the level of the TSM target to inform enforcement of this control.

Further information on how this will be managed can be found in sections 3 and 4.

#### Route

There has been overwhelming demand among schools to provide school-led ITT, either as the lead school for School Direct or as a SCITT provider in their own right and we have seen year-on-year increases in trainee recruitment to School Direct routes since its introduction in the 2012/13 academic year.

Ministers are committed to the continued growth of school-led ITT provision and as such, we will set national minimum levels of recruitment to school-led routes (i.e. School Direct and SCITT provider-led courses) by subject. Lead schools and SCITTs will be able to recruit above these levels if such demand from applicants exists. There will be no minimum recruitment level for university provider-led courses.

This control will allow for moderate growth in school-led provision where such demand exists. The minimum recruitment level for School Direct and SCITT provider-led courses has been informed, in part, by recruitment to courses starting in September 2015.

School Direct (tuition fee) and SCITT provider-led courses will be considered under the same minimum recruitment level. School Direct (salaried) will have its own separate

controls for each subject reflecting national recruitment requirements and available funding.

The minimum recruitment level for each subject has been calculated using the latest available recruitment data, information supplied about planned recruitment at route level and the 2016/17 teacher supply model.

As there is a recruitment control for each subject (i.e. the TSM estimate of trainee need) and a school led minimum recruitment level, NCTL may stop HEI recruitment should it reach a certain level to enable the school-led route minimum to be reached within the overall threshold for that subject should school-led routes prove sufficiently popular.

## **b. Reserve controls**

If necessary, we may also apply the following controls:

### **Organisation**

We reserve the right to control recruitment to prevent individual SCITTs and HEIs expanding their share of the market beyond a certain level. We would expect to see some expansion at individual SCITTs and HEIs but we expect this to be carried out responsibly (i.e. not at the expense of quality). We know schools, SCITTs and HEIs are committed to recruiting the best possible quality of trainees. This is also very important to the Department for Education and is reflected in the significance that Ofsted places on this matter in their inspection framework and the importance attached to Ofsted grade in our eligibility requirements.

This control is intended to maintain the mix of ITT provision locally to protect choice for applicants and to limit any negative effects of over-expansion from this change of approach for 2016 to 2017. HEIs and SCITTs will remain free to expand their business by establishing new partnerships and acting as the ITT provider for School Direct courses. HEIs will also be able to grow by offering academic awards for SCITTs.

If applied, this control will vary by subject, as with the control based on route, and will also be calculated using data on recruitment to courses starting in the 2015 to 2016 academic year, planned recruitment and the 2016/17 teacher supply model. By its nature it will vary by individual institution.

## Location

We reserve the right to control recruitment in particular regions for all routes and courses. It is important to maintain the regional balance of ITT provision and consequently we may use this control to prevent significant geographical variation in the distribution of provision compared to previous years. However, we will not operate with regional targets.

In practice, this control is most likely to be applied to allow one or two regions to continue to recruit when recruitment to courses in other areas of the country has been stopped.

## 3. Use of recruitment controls

### UCAS requirement

We require that all lead schools, SCITTs and HEIs join the UCAS teacher training scheme (UTT) and use this system to record recruitment activity. **This is an essential requirement and no exceptions will be considered.**

### Calculating recruitment levels

We will use a combination of the number of trainees recruited (“acceptances”) and the number of offers (“offers”) as recorded in UTT to measure recruitment activity against our control thresholds.

### Sharing recruitment data

After UCAS Teacher Training Apply 2016 launches in October, UCAS are intending to publish daily in-cycle data releases on [ucas.com](http://ucas.com), which will be available to all training providers. These daily releases will outline application state information by subject and route across the scheme, allowing School Direct lead schools, SCITTs and HEIs the most up-to-date view of the UCAS Teacher Training scheme for 2016.

NCTL is committed to keeping School Direct lead schools, SCITTs and HEIs updated and will send regular communications on how recruitment is progressing. We will also write to School Direct lead schools, SCITTs and HEIs if a course is close to meeting one of the recruitment control thresholds and again if it is met.

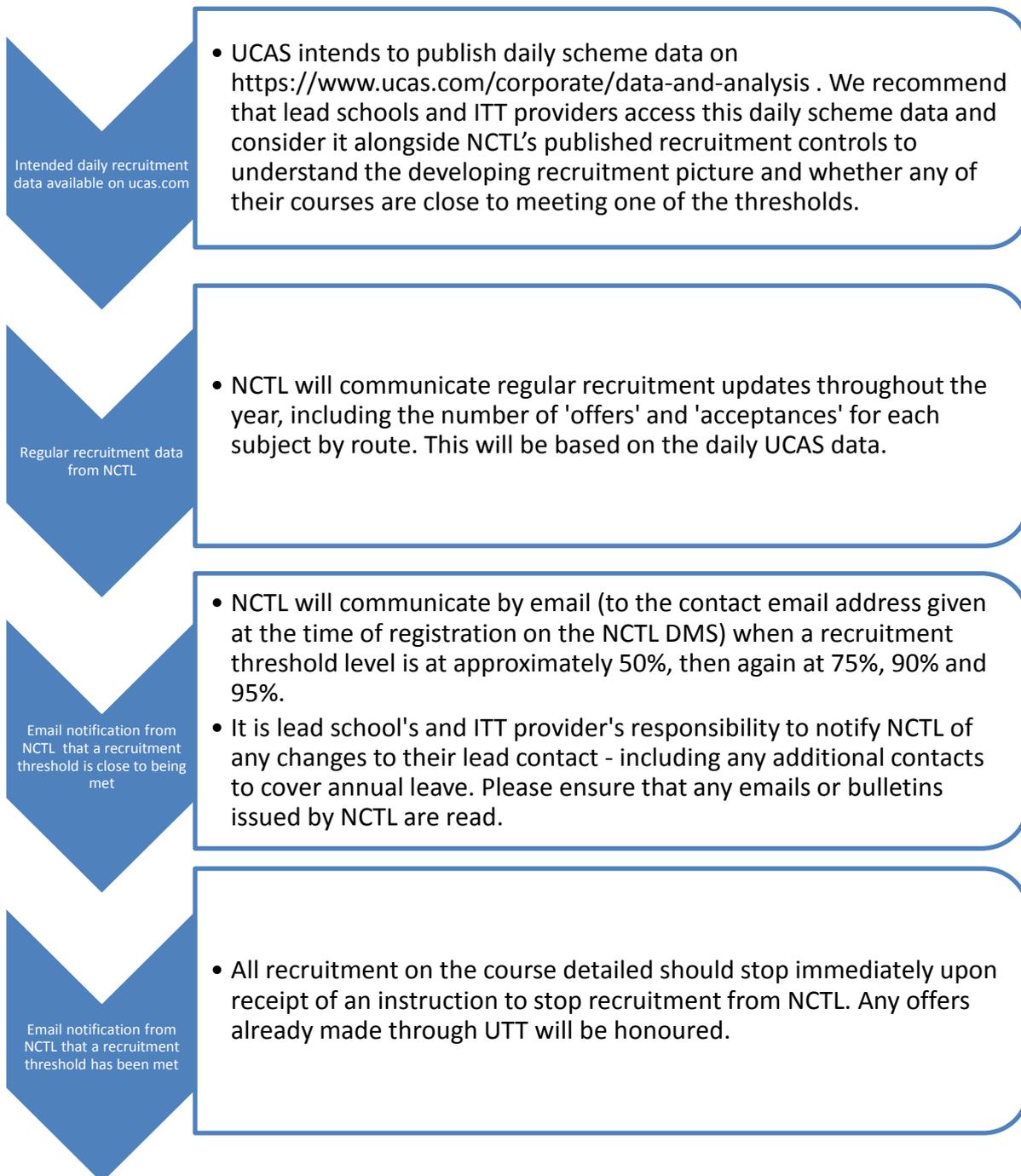
Our instruction to cease making further offers will be well signalled and given before we are near the fill point both to ensure a smooth curtailment of recruitment and to allow School Direct lead schools, SCITTs and HEIs to plan their recruitment.

Section 4 (below) sets this out in more detail.

### Meeting a threshold

If one of the recruitment controls thresholds is met, all existing offers will remain in place but no further recruitment activity will be permitted. In practice, this means that the lead school, SCITT or HEI must not record any more offers on UTT for the affected course after NCTL has communicated to stop recruiting. We are least likely to close recruitment for subjects that are the hardest to recruit to (for example, physics and mathematics). We are most likely to close recruitment for subjects that are the easiest to recruit to (for example, history, English, physical education (PE) and primary).

## 4. Recruitment data sharing and communication summary



## 5. Funding

Previously the number of ITT trainees has been managed by allocating places to School Direct lead schools, SCITTs and HEIs on a course-by-course basis using bids received from those schools, SCITTs and HEIs. For 2016/17 we will continue to use a national estimate of the number of trainees required to meet the needs of the school system but we will manage recruitment at a national level. This means that eligible schools, SCITTs and HEIs will be able to recruit (subject to a limited number of controls) as many trainees as they feel they need – until the system has recruited sufficient trainees.

The bursary cost (where applicable) and liability for 1) any additional trainees recruited after NCTL has instructed to stop recruiting in a given subject; 2) any trainees recruited outside of the UCAS teacher training (UTT) system; or 3) any trainees recruited to courses which NCTL has not given permission to recruit will be borne by the lead school, SCITT or HEI - NCTL funding will not be provided for any additional offers made after enforcement of the recruitment control has been communicated. Any over recruitment of this nature may result in additional recruitment controls, reduced allocations for future intakes or, in extreme cases, withdrawal of accreditation.



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