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Department
for Education



National College for
Teaching & Leadership

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Welcome to the April 2018 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. Colleagues can subscribe to the Teacher Recruitment Bulletin by emailing teacher.recruitmentbulletin@education.gov.uk.

Confirmation of 10% over-recruitment tolerance in fixed subject allocations

The 2018 to 2019 allocations methodology states that fixed allocations have been made in PE (physical education, all routes) and Primary School Direct (salaried) to safeguard against oversupply and financial risk to the government.

We appreciate that ITT providers and schools will want to recruit to meet allocations in these subjects, but also need to safeguard against attrition. Providers and schools will not be penalised should they over-recruit by up to 10%. The data management system (DMS) does not need to be updated to reflect this. Please use the guidelines below:

- 1 to 14 allocated places = 1 additional place
- 15 to 24 allocated places = 2 additional places
- 25 to 34 allocated places = 3 additional places
- 35 to 44 allocated places = 4 additional places
- 45 to 54 allocated places = 5 additional places

For PE, the tolerance applies to the allocations awarded in September 2017, and not to places awarded under the PE with EBacc scheme. Places awarded under this scheme are for specific candidates that have met the set criteria and are not transferable.

For further information contact itt.allocations@education.gov.uk.

Teachers' student loan reimbursement scheme

In October 2017, the then Secretary of State for Education announced the Teachers' student loan reimbursement scheme, which aims to increase recruitment and retention for teachers of biology, chemistry, computer science, languages and physics. The scheme is for eligible ITT trainees and teachers who are in years 1 to 5 of their careers.

From September 2019, all eligible teachers can apply for a reimbursement on their student loan payments for up to 10 academic years following the year of their qualified teacher status (QTS) award. The first academic year for which teachers can claim is 2018 to 2019.

For further information, visit [Teachers' student loan reimbursement: guidance for teachers and schools](#); the guidance sets out full eligibility criteria, payment rates and the application process.

For queries, please contact financial.incentives@education.gov.uk.

Prestigious maths scholarships - support to recruit maths teachers

If you are recruiting trainee maths teachers, please promote the maths teacher training scholarship to your candidates.

The scheme is aimed at high-quality mathematicians who are passionate about maths and numeracy. Successful applicants must have secured a Department for Education (DfE) allocated ITT training place that leads to achieved QTS status by September 2019 to be awarded a maths scholarship. Applicants also need a 2:1 (or predicted) degree, candidates with a 2:2 (or predicted) degree may be considered if they can demonstrate relevant experience. We also welcome applications from subject knowledge enhancement (SKE) applicants.

A lucrative financial package worth at least £32,000 is available for successful applicants made up of the following:

- £22,000 tax-free bursary during their initial teacher training (ITT) year
- two later career bonus payments of at least £5,000 (enhanced payments of £7,500 if teaching in specified areas in England) in their third and fifth year of teaching, providing they have taught in a state-funded school in England since completing their ITT

As well as financial benefits, successful scholars will also receive additional support to enhance their subject knowledge, gain access to high quality professional development resources and membership for 2 years of a range of mathematical professional bodies, including the Institute of Mathematics (IMA).

Applications are open now; candidates should apply via the [IMA website](#).

For further details, visit [Get Into Teaching](#).

Return to Teaching pilot schools - now open for applications

Schools across South London, the South East and the West Midlands have been invited to play a leading role in supporting those on caring related career breaks to return to the classroom. The pilot will enable school partnerships in these regions to apply for grant funding to support returning teachers.

For further details, visit [Return to Teaching pilot: guidance and application form](#).

The application round closes on Monday 23 April 2018 at 5pm.

Spain's Visiting Teachers programme (SVTP) - support to recruit modern foreign languages (MFL) teachers

Our free of charge service is available to support schools to recruit languages teachers from our pool of Spanish teachers, recruited from Spain for placement in English schools; the only cost to schools is the teacher's salary.

Our partner, [Randstad Public Services Ltd](#), supports this nationwide programme by:

- matching teachers to school requirements

- arranging interviews
- placing teachers into schools
- helping teachers through the transition period of moving to England

Teachers recruited through [SVTP](#) have been rigorously assessed and interviewed by English head teachers, and must have QTS before starting in school in England. They receive an extensive acclimatisation package of pre-arrival support, on arrival residential events and continuing professional development.

To find out more, [register your interest](#) for our fully funded programme.

Future Teaching Scholars programme - recruiting A level students now

Please promote the Future Teaching Scholars programme to your maths and physics A level students.

The 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 whilst studying their degree and classroom experience to prepare them for teaching. After graduating, participants go on to bespoke employment based teacher training, earn while they learn, work 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, visit [Future Teaching Scholars](#).

To receive a promotional pack for your school, contact info@futureteachingscholars.com.

Workload reduction toolkit

In a speech on Saturday 10 March 2018, the Secretary of State for Education set out further commitments to tackle unnecessary workload.

We have published a [Workload challenge research projects: summary report 2018](#), which includes a summary of 12 collaborative research projects on removing unnecessary workload associated with marking, planning and data management.

We are continuing to work with the education sector, including Initial Teacher Education (ITE) providers, to help remove unnecessary teacher workload; this includes development of a workload reduction toolkit containing advice, tools and effective practice examples to help remove unnecessary workload for teachers and leaders. The toolkit will also include content to support ITE providers to embed workload considerations in their provision.

Research to improve teacher recruitment systems - have your

say!

The DfE is improving the process by which people apply for teacher training. We are now researching users' experience of the current system, as we look to meet the needs of candidates, training providers and schools.

Please take [this 10-question survey](#) relating to your application management process – the information you give us will help us create a more streamlined service for providers.

If you'd like to take part in more detailed research, please contact us with your role and the name of your organisation at becomingateacher@digital.education.gov.uk.

Promote free skills workshops to your candidates

Skills workshops aim to help candidates with their UCAS teacher training application. Our team of expert advisers will be on hand to give advice on a range of topics; these include skills test preparation, interview techniques, routes into teaching and available support, and how to write a strong personal statement.

Skills workshops are taking place in the following locations:

Oldham

- The Bluecoat School, Egerton Street, Oldham OL1 3SQ
- Wednesday 28 March 2018
- 6pm to 8pm
- [Sign up for Oldham](#)

Doncaster

- Merchant Room, Mercure Doncaster Danum, High Street, Doncaster DN1 1DN
- Tuesday 17 April 2018
- 2:30pm to 4:30pm
- [Sign up for Doncaster](#)

Promote free coffee shop appointments with trainee teachers to your candidates

We're running a series of coffee shop appointments with trainee teachers where candidates can hear about recent experiences of the application process and gain hints and tips on how to make their teacher training application stand out.

Please make your candidates aware of the following events:

Doncaster Starbucks, Frenchgate Interchange

- Tuesday 17 April 2018
- 4:30pm to 6:30pm
- [Register for Doncaster 1](#)

Oldham Costa, Spindles Town Square Shopping Centre

- Thursday 19 April 2018
- 4pm to 6pm
- [Register for Oldham](#)

Derby Costa, Kingsway Retail Park

- Thursday 19 April 2018
- 6pm to 8pm
- [Register for Derby](#)

Doncaster Starbucks, Frenchgate Interchange

- Tuesday 24 April 2018
- 4:30pm to 6:30pm
- [Register for Doncaster 2](#)

Stoke-on-Trent Costa, Baths Road

- Wednesday 25 April 2018
- 5:30pm to 7:30pm
- [Register for Stoke-on-Trent](#)

Bradford Costa, 28 Campus Road

- Thursday 26 April 2018
- 5:30pm to 7:30pm
- [Register for Bradford](#)

Great applicants need great support - ITT application workshops available now

If you have ITT candidates, ready to apply but in need of some final support with applications, please promote our application workshops available from April to June 2018.

Attendees will have access to one to one advice from experts who will show them ways to maximise the impact of their application. Those attending will also be able to get feedback on their draft personal statement and advice about the application process.

Applicants can register for their nearest application workshops on [Get Into Teaching](#).

For more information, contact whatson.where@education.gov.uk.

Case studies to support the Get into Teaching campaign

We are currently seeking new case studies to support the Get Into Teaching PR campaign.

We're keen to showcase a range of people, from graduates and career changers to those who've returned to teaching after a break, who would be willing to share their stories for a variety of media opportunities. This could include those working in primary and secondary schools, teachers who are in the first years of their career, as well as those with unusual or interesting career change stories.

Positive media coverage from case studies can benefit the individual, the school and the general profile of teaching.

For further information, read the full [case study request](#).

If you or anyone in your school would like to take part, please contact our PR agency with a name, age, contact details, subjects taught and school at nctl@kindredagency.com.

ITT professionals - advance notice of associate re-procurement advert

We will shortly begin recruitment for a pool of experienced ITT professionals (associates) to engage with the ITT sector to support potential and recently accredited providers, whilst monitoring and regulating experienced providers.

Previous associates have included former Ofsted inspectors, and representatives of successful ITT providers. Associates will work with the DfE, using their extensive knowledge, expertise, influence and sector credibility to mitigate risks throughout the ITT provider life cycle and encourage ITT providers to be self-improving.

Further information will shortly be available on Redimo2; you will need to register to apply.

To view the registration guidance, visit [Redimo2 supplier guidance](#).

To register, visit [Redimo2](#).

Agency supply teacher commercial framework - receive updates

We are working with Crown Commercial Service to develop a preferred suppliers list of supply teacher agencies to support schools to achieve value for money.

The framework will bring transparency to agency margins and require agencies to adhere to standard levels of practice, including the use of temp-to-perm fees, and will also include the provision of other agency workers such as teaching assistants and cover supervisors.

We expect the list to be available for schools to use from September 2018.

To receive updates about the framework, please complete the [Agency supply teacher - commercial framework expression of Interest](#).

UCAS reduction of the application fee

UCAS reduced the UCAS Teacher Training (UTT) application fee to £1 from £24 on Tuesday 13 March 2018. This reduction applies to applicants for all training programmes in the UTT scheme; the DfE are

funding the £23 fee reduction.

Applicants who have already applied in this cycle will receive a refund of £23 within 4 weeks of this change.

UCAS provider systems planned maintenance Thursday 19 and Friday 20 April 2018

On Thursday 19 April until Friday 20 April 2018, the following UCAS provider link products will remain available, but you may become disconnected: odbc-link, web-link for application processing, and xml-link.

Please do not submit any transactions during the following times:

- Thursday 19 April 2018 from 7:30am until 8:00am
- Thursday 19 April 2018 from 6:00pm until 6:30pm
- Friday 20 April 2018 from 8:00am until 8:30am

UCAS Teacher Training Apply may also become disconnected. UCAS are advising applicants not to make changes to applications during these times.

On Friday 20 April 2018, the following will be unavailable from 6:15pm until 10:00pm:

- web-link (institution data)
- MOVEit
- UCAS Teacher Training search tool
- Track for applicants

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