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Department  
for Education



National College for  
Teaching & Leadership

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Welcome to the May 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](mailto:teacher.recruitmentbulletin@education.gov.uk).

## **Unlimited allocations for most subjects in 2018 to 2019 and 2019 to 2020**

We would like to remind providers and schools that recruitment is unrestricted for the majority of subjects for the current 2018 to 2019 recruitment cycle.

Recruitment to physical education (PE) and primary School Direct (salaried) courses are the exceptions to this, where fixed allocations are confirmed. Schools can request more primary School Direct (salaried) places where they have a steady volume of applicants and are likely to exceed their current allocation. Additional PE places can also be requested under the PE with English Baccalaureate (EBacc) scheme.

To request additional places, please email [itt.allocations@education.gov.uk](mailto:itt.allocations@education.gov.uk).

We announced in January 2018 that the same approach for ITT allocations in 2018 to 2019 will continue for 2019 to 2020.

Recruitment to all subjects will be unlimited for 2019 to 2020, with the exception of primary School Direct (salaried) and PE (all routes). We will continue to monitor recruitment throughout the recruitment cycle, and will confirm at a later stage the position on primary School Direct (salaried) and PE (all routes). We will be writing to all providers and schools in May 2018 with further guidance.

## **General Data Protection Regulations (GDPR) guidance**

We are keen to support you to think through what GDPR may mean for schools. We've produced some non-prescriptive guidance in the form of a [blog](#) which outlines steps that can be taken in preparation for the GDPR, and a [video](#) aimed at helping you review and improve handling of personal data in preparation for the GDPR.

## **Teachers' student loan reimbursement scheme**

The teachers' student loan reimbursement scheme aims to increase recruitment and retention of biology, chemistry, physics, computer science and languages teachers. The scheme is for eligible teachers who gained [qualified teacher status \(QTS\)](#) from 2013 to 2014 onwards.

From September 2019, all eligible teachers can apply for a reimbursement on their student loan payments for up to 10 academic years. The first academic year for which teachers can claim is 2018 to 2019.

To check who can apply, please visit [teachers' student loan reimbursement scheme](#).

For queries, please contact [financial.incentives@education.gov.uk](mailto:financial.incentives@education.gov.uk).

## Maths early-career payments

New financial incentives are available for teachers who start a non-salaried postgraduate maths ITT course in the 2018 to 2019 academic year.

In addition to the £20,000 bursary or £22,000 scholarship, eligible teachers will receive early-career payments of £5,000 each in their third and fifth year of teaching. Eligible teachers in selected local authorities will receive payments of £7,500 each in their third and fifth year.

This is a new approach to bursary funding that is being piloted for this cohort.

To check eligibility and view full guidance, please visit [mathematics early-career payments: guidance for teachers and schools](#).

For further queries, please email [financial.incentives@education.gov.uk](mailto:financial.incentives@education.gov.uk).

## Prestigious tax-free £28,000 computing scholarships – applications now open

Please promote the computing teacher training scholarship to your candidates.

Successful applicants receive a generous £28,000 tax-free bursary during their initial teacher training year.

Scholars receive additional support to enhance their subject knowledge and access to high-quality professional development resources; these include free continuing professional development (CPD) online seminars, workshops, networking with other scholars and subject specialists, and associate membership of The Chartered Institute for IT (BCS).

The scheme is aimed at high-quality computer scientists who are passionate about computing. Applicants must have a 2:1 (or predicted) degree in a relevant subject area. Candidates with a 2:2 (or predicted) degree may be considered if they can demonstrate relevant experience, and we also welcome applications from subject knowledge enhancement (SKE) applicants. To be eligible, applicants must have secured an ITT training place allocated by DfE that leads to achieved QTS status by September 2019.

For further details, including eligibility, please visit [Get Into Teaching](#). Candidates can apply via the [BCS website](#).

## Extra Train to Teach events summer 2018 – meet your future colleagues

Two additional Train to Teach events have been added to the summer programme:

- Birmingham, Tuesday 19 June
- Newcastle, Saturday 30 June

These events allow ITT providers to demonstrate the value of teaching to potential registrants, and highlight the strengths of their particular teacher training programme.

Meeting attendees face to face is an invaluable opportunity for you to establish a two-way dialogue with strong candidates and understand what teaching means to them; you will have the opportunity to

showcase your teaching programme and provide registrants with detailed information about the best route for them.

Secure your exhibition place and show today's applicants how they can become tomorrow's teachers. Please complete and return the [booking form](#) to [traintoteach@blackberryproductions.co.uk](mailto:traintoteach@blackberryproductions.co.uk) by 11.59pm Friday 18 May.

## **Why I chose to teach – Get Into Teaching TV campaign**

Watch out for a further burst of TV advertising throughout May to boost the national Get Into Teaching recruitment campaign.

The [2 TV adverts](#) are filmed in a working school, showcasing 'Why I chose to teach' and the pride teachers take in their job, and are being supported by advertising on social media, in the press and on the radio.

Please follow us on [Facebook](#), [Twitter](#) and [Instagram](#); your retweets, likes and shares help to promote a positive image of teaching and are vital to our joint recruitment efforts.

## **Teacher advocates for on-campus ITT recruitment events in 2018 and 2019**

To support the national Get Into Teaching campaign, our events team is seeking enthusiastic teachers who would be willing to talk to students and graduates about the merits of the teaching profession at on-campus events in 2018 and 2019.

We hope to maximise our presence at universities and have more in-depth conversations with individuals about teaching as a career, so are now planning graduate recruitment fairs and a range of on-campus events for the new recruitment cycle.

We've found it extremely beneficial to have teacher advocates on hand to support our events and would love to open this opportunity up to more providers. This is a fantastic opportunity to meet potential candidates, demonstrate the benefits of becoming a teacher, and explore with them the range of training options available.

For further information, and to offer your support, please email [whatson.where@education.gov.uk](mailto:whatson.where@education.gov.uk).

## **Subject knowledge enhancement (SKE) and funded courses to support PE with EBacc**

SKE plays an essential role in recruiting prospective teachers to priority subjects. Last year, nearly 40% of trainees in eligible subjects took a SKE course prior to their teacher training. Shorter courses are very popular and are available now.

To find out more, contact a [SKE provider](#) who will be happy to assist arranging courses for your applicants.

School Direct lead schools and providers may wish to access SKE for applicants taking up the PE with EBacc subject scheme. Funding is available for eligible PE with EBacc ITT applicants to allow them to access SKE funding for up to 8 weeks.

For further information, please refer to page 7 in the [allocation of initial teacher training places](#)

[Methodology for the 2018 to 2019 academic year.](#)

## Postgraduate teaching apprenticeships – process maps for providers

In response to feedback, and to help schools and providers navigate the process to deliver the postgraduate teaching apprenticeships from early engagement to completion, we've produced some useful [process maps](#).

Please contact [teaching.apprenticeship@education.gov.uk](mailto:teaching.apprenticeship@education.gov.uk) for policy-related queries.

For providers wishing to register and deliver training for the 2019 to 2020 academic year, please email [roatp.mailbox@education.gov.uk](mailto:roatp.mailbox@education.gov.uk).

## Help your colleagues stay informed during UK withdrawal from the EU

From April 2018, EU citizens in the UK will have started to see digital adverts helping EU citizens to 'stay informed'. Adverts point towards official sources of information on GOV.UK about how the UK's withdrawal from the EU affects EU citizens.

If you're recruiting teachers from the EU or have colleagues from the EU, you may like to share this information.

For further information, please visit [Status of EU citizens in the UK: what you need to know](#) or the main campaign page at [EU citizens in the UK - stay informed](#).

We've also drafted an [EU email template for use with external partners](#), which we urge you to share with your stakeholders.

## Recruit an international maths or physics teacher – no recruitment fees to pay

The DfE, working in partnership with the Teaching Schools Council, have further expanded the international science, technology, engineering and maths (STEM) networks to ensure all regions have representation.

A DfE-approved international recruitment provider will:

- source maths and physics teachers from Australia, New Zealand, Canada and the USA
- match teachers to school requirements
- arrange interviews
- provide support with visa processes

An acclimatisation package designed by teaching schools and maths hubs will be provided for teachers, as follows:

- pre-arrival support
- on-arrival residential training event including lesson planning, safeguarding, behaviour management and more
- ongoing CPD and in-school mentoring

To register for the programme and to secure maths or physics teachers, please email [international.teacherrecruitment@education.gov.uk](mailto:international.teacherrecruitment@education.gov.uk).

## **Spain's Visiting Teachers programme – teachers available now for September start**

Teachers recruited from Spain are available now for interview for a September start. There is no cost to schools, except the teacher's salary.

Our partner, Randstad Public Services Ltd, is working with DfE to support schools to find the right teacher by:

- matching teachers to school requirements
- arranging interviews
- helping teachers through the transition period of moving to England

Each teacher will be supported by an acclimatisation package delivered by Prospero Group, which includes:

- pre-arrival online networking, information on the English education system and practical advice
- on-arrival residential training event including lesson planning, safeguarding, behaviour management and more
- ongoing CPD, in-school mentoring and school support

For further information, please visit [Spain's Visiting Teachers programme](#). To access teachers on our fully funded programme, please register through [Randstad](#).

## **QTS consultation – publication of government response**

The DfE consultation on strengthening QTS and improving career progression for teachers closed on 9 March 2018. Thank you to all those who responded to the consultation.

Our response to the consultation will be published on Friday 4 May 2018. The response sets out the decisions we've made and the initial steps we'll be taking to improve support for teachers, both at the beginning and throughout their careers.

To view the response, please visit [strengthening qualified teacher status \(QTS\) and improving career progression for teachers](#).

## **ITT professionals – notice of associate re-procurement exercise**

The DfE is now recruiting of 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.

The bidding period will run from Monday 7 May to Friday 18 May 2018. Further information is available on Redimo2; you will need to register to apply.

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

To register, visit [Redimo2](#).

For more information, please contact [itt.accreditation@education.gov.uk](mailto:itt.accreditation@education.gov.uk).

## **ITT providers – governance requirements**

We understand that, for various reasons, providers may change their governance arrangements or operating name. We would like to remind all providers that you should inform us as soon as possible if this happens. This ensures we have accurate information about you and that you remain compliant with criterion C3.1 of the [ITT criteria and supporting advice](#).

A change in governance includes a school that converts to an academy, an academy that joins a multi-academy trust (MAT), or a change to the accounting officer (typically headteacher, principal or MAT chief executive officer (CEO)).

Please send details of any changes to [itt.accreditation@education.gov.uk](mailto:itt.accreditation@education.gov.uk). The DfE will issue a new accreditation certificate following receipt of these details.

## **Destination of leavers from higher education (DLHE) data collection 2018**

The destination of leavers from higher education (DLHE) is an annual survey to collect vital employment information about graduates once they have completed their initial teacher training. The results from HESA are uploaded by DfE onto the [performance profiles data management system \(DMS\)](#).

We then provide a 2-week window for all providers to provide updates. For example, if a newly qualified teacher (NQT) started teaching in September 2017 but did not respond to the DLHE survey, you can use this opportunity to update their employment status. Accurate and complete employment data about NQTs is important to inform your self-evaluation document (SED).

Please note, no other changes can be made to the trainee records in this collection.

The data collection window is open from Monday 4 June to Friday 15 June 2018.

For further information, please email [itt.datamanagement@education.gov.uk](mailto:itt.datamanagement@education.gov.uk).

## **UCAS summer recruitment pilot**

Following feedback from providers, UCAS will be reintroducing the summer Reject by Default (RBD) pilot, which reduces the number of days providers have to make decisions on applications, from 40 to 20 working days.

The pilot will run from Sunday 1 July 2018 until 6pm on Friday 28 September 2018. Applications received up to and including Saturday 30 June 2018 will still have 40 working days to be considered. During the pilot



period, applicants will still have 10 working days to accept an offer.

To view UCAS frequently asked questions, please log into the [UCAS website](#). For queries, please contact [hep\\_team@ucas.ac.uk](mailto:hep_team@ucas.ac.uk) or call 0344 984 1111.

Please subscribe to the Teacher Recruitment Bulletin by emailing [teacher.recruitmentbulletin@education.gov.uk](mailto:teacher.recruitmentbulletin@education.gov.uk).

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