

Welcome to the WebEx

We will be starting shortly

Please join us on the telephone as well as the computer, by dialling 0800 9171956 and entering code 23743788 then #.

During the call you will be on mute, however, you will be able to ask questions using the chat box in the lower right-hand corner of your screen. We will be taking them away and will respond via email within 7 days.

If you have any issues during the meeting just send a message; the hosts of the event are Nathalie Guimon and Mohammad Irfan



Framework of services to supply, recruit, train and support international teachers re-locating to England.

WebEx event

Tuesday 18 April 2017

14:00-15:00

Background (1)

- The number of teachers in England's classrooms is now the highest on record.
- However, in a strengthening economy and with increasing pupil numbers, the Department for Education (DfE) recognises that teacher recruitment can be challenging for some schools.
- Recruitment, development, support and retention of teachers is a key priority for the DfE, as set out in the Department's Strategy and in the 2016 White Paper, Educational Excellence Everywhere.



Background (2)

- Improvements in the economy, a shrinking graduate pool and greater competition in the labour market will make it more difficult for the education system to meet the demand for additional teachers domestically. It is on this basis that overseas recruitment will be pursued as a supplementary avenue of teacher supply. The framework will support schools to recruit and retain overseas teachers for subjects that are currently a challenge to recruit to.
- The DfE is developing a range of international recruitment initiatives designed to help English schools in overcoming current recruitment challenges in Maths, Physics and Modern Foreign Languages (MFL).
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The framework

- The DfE is seeking to tender a framework to provide recruitment and selection services, acclimatisation support and services and bespoke training for teachers on the Visiting Teachers Programme (England) as well as other qualified international teachers and potentially trainee teachers re-locating to teach in England.
- We anticipate that we will need to provide support for up to 600 international teachers.
- Given the nature and the range of services, bids are invited from a range of organisations, including consortia, to help recruit and retain teachers, develop and deliver a specialist training and induction programme for the teachers and their mentors supporting them in post and any further top-up training required.
- The package may also need to potentially recruit and support foreign nationals already domiciled in the UK taking up teaching posts .
- We intend to tender 2 years initially, from October 2017, with the option to extend for a year and a further year.
- The contract will be funded and managed by the National College for Teaching and Leadership, an executive agency of the DfE.
- We are hoping to gather feedback from suppliers and stakeholders, which will help inform and shape the design of a framework.



The Candidates

- **Applicant criteria**

- International teachers are shortlisted against the following criteria:

- **Qualifications**

- They must have a BA in English or maths, physics, French, German or Spanish with a Certificate of Aptitude or a Master's degree in teaching or equivalent.

- **Experience**

- Have at least 2 years of teaching experience, in the last 8 years, as a full time teacher in formal education. One of these years must be during the academic year 2016 to 2017 in a school either in England or abroad. Candidates without teaching experience must have been postgraduate students in education. Their postgraduate studies must be completed during the academic year 2016 to 2017.

- **Other requirements**

- They must have:
 - at least a B2 level English proficiency
 - a criminal background check
 - a medical form (English school standard upon offer of contract)



qualified teacher status (QTS) or relevant minimum teaching experience

The recruitment services:

The package will need to:

- Offer international teachers practical/logistical support in re-locating to England, It will include (but is not be limited to):
 - Develop a candidate attraction solution
 - Set Up Online Application and Candidate Management Facility
 - Provide a Response Management, Sifting and Presentation of Candidates service
 - Provide an assessment and interview service
 - Provide an Offer Negotiation and Confirmation of Acceptance service
 - Develop an end of campaign solution
 - Provide immigration and visa services via regulated immigration adviser
<https://www.gov.uk/find-an-immigration-adviser>



The acclimatisation services

The package will need to:

- Offer international teachers practical/logistical support in re-locating to England, as well as providing the training/induction and mentoring needed to ensure that they understand the English schools' system. It will also need to include opportunities for support, professional development and networking whilst in post.
- It will include (but is not be limited to):
 - support and training pre-arrival in England
 - face-to-face induction and training events upon arrival (Summer 2017)
 - on-going training and support for year 1.
 - Develop an electronic handbook for international teachers re-locating to live in England, covering all essential practical and logistical information required.



The acclimatisation services (2)

The successful provider(s) will need to:

- Develop and produce a suite of training materials for ‘mentor teachers’ who will support international teachers whilst they are in post.
- Develop and produce a suite of electronic training materials covering the key aspects of the English schools’ system for international teachers.
- Develop, organise and deliver a residential ‘summer school’ event of between 5-10 days for teachers upon arrival in England from 2017 onwards..
- Develop and deliver a series of national/regional face-to face events as appropriate (2 max) throughout the course of the year.
- Undertake regular electronic communication with all teachers to ensure that they are receiving adequate support and training.



The bespoke training services

The successful provider(s) will need to:

- Assessment of candidate's portfolios and checking if candidate's have relevant teaching experience and meet the teacher standards;
- Pre-employment support service including ongoing assessment whilst candidates are in employment;
- Matching and recruitment service whilst working closely with schools;
- Language proficiency courses and a listed of British Council accredited centres can be found here:
<https://www.britishcouncil.org/education/accreditation/centres> ;
- Fast track award of QTS where applicable;
- A list of accredited I.T.T. providers can be found here:
<https://getintoteaching.education.gov.uk/explore-my-options/teacher-training-routes/specialist-training-options/assessment-only/ao-provider-list>



Key Milestones*

- Tender launch – 26th May 2017
- Tender submission deadline – 14th July 2017 (12:00pm)
- Notification given to preferred bidder – 4th September 2017
- Mobilisation meeting – September 2017
- Framework commences – October 2017

*
provisional dates



Summary

- The framework should effectively recruit, retain, train, support and equip international teachers with the training and knowledge they require to be fully effective in their roles within English schools
- The framework will also provide services to acclimatise international teachers and provide top-up training to international teachers on the English schools' system, accountability and examinations, the curriculum, safeguarding, workload and behaviour management
- If you have any questions or suggestions please use the chat facility and we will respond to all queries within 7 days via email



Thank you



National College for
Teaching & Leadership