

High Potential Initial Teacher Training and Leadership Development Programme

Overview of Existing Arrangement

The High Potential Initial Teacher Training and Leadership Development (HPITT) programme is a route into teaching that seeks to recruit and train high potential graduates and career changers who are likely to be in high demand across the labour market (and may have been unlikely to have otherwise joined the profession). Trainees are placed in schools serving low-income communities with high numbers of disadvantaged pupils. It is currently an employment based route with trainees completing a two-year Leadership Development Programme, with the award of Qualified Teacher Status (QTS) at the end of year one and a Postgraduate Diploma in Education (PGDE) at the end of year two. Trainees receive ongoing training, mentoring and support throughout the two years and receive a salary.

Objectives

The key objectives as stated in the existing Programme specification are to:

- Recruit the best and brightest graduates and career changers who have the potential to be highly skilled teachers and leaders and who would be otherwise unlikely to join the profession or work in an Eligible School (see below);
- Train them to be highly skilled teachers and emerging leaders and fill teacher vacancies at primary and secondary schools and early years settings throughout England that have high numbers of deprived and low attaining pupils to help close the attainment gap between deprived pupils and their peers.

The Programme should also prepare, support, inspire and encourage Participants to consider the range of leadership career progression pathways in education and promote the longer-term benefits of progressing a career in teaching or education sector.

The Services

The Contractor is responsible for the design, development, and delivery of an end-to-end programme to meet the Department's objectives. For the current delivery model, this includes the following services:

- Attraction of Candidates
- Candidate Recruitment and Selection
- Initial Teacher Training (including award of Qualified Teacher Status)
- Leadership Development
- Participant Retention and Ongoing Support
- School Recruitment and Placements
- Contractor Management Information
- Programme Evaluation
- Continuous Improvement
- Data Management and Security
- Contractor Performance Management
- Contractor Assurance
- Implementation and Resourcing
- Demobilisation and Exit Planning

Current contract arrangements

Teach First have been funded by the Department to deliver the High Potential Initial Teacher Training programme (HPITT) since 2003. The programme was initially grant funded but since 2017 the programme has been competitively tendered and delivered under contract.

The current HPITT contract (Con_8379) was awarded to Teach First in May 2021 following a Competitive Procedure with Negotiation (CPN) OJEU procurement. The contract covers up to 4 cohorts (cohorts beginning 2022-2025).

Funding

The current delivery solution is co-funded by the Department and the schools who host and employ programme trainees. To moderate the financial impact on participating schools, the Department caps the fees the Contractor can charge schools for providing trainees (see table 1).

The current contract has a maximum value (excluding fees charged to schools) of £28m per cohort based on a full cohort.

Participants are employed by their schools, so they receive a salary paid by schools as they teach (unqualified teacher salary until the trainee achieves Qualified Teacher Status).

Table 1 – Maximum School Fees under the current contract

QTS Subject	Fees per Participant (exclusive of VAT)	
	Year 1	Year 2
Secondary:		
Tier 1 (Maths, physics, chemistry, biology, computing)	7,000	7,000
Tier 2 (Modern languages, geography)	6,700	6,700
Tier 3 (English)	6,200	6,200
Tier 4 - All other subjects	5,700	5,700
Primary & Early Years	4,100	4,100

Current programme numbers

Recruitment of trainees to the programme contributes to the Department's overall targets for recruiting teacher trainees, calculated by the Teacher Workforce Model. The current annual recruitment target is 1,750 with 630 (36%) in shortage subjects. Recruitment to the programme currently represents between 4% and 6% of annual postgraduate initial teacher trainee recruitment.

Performance Indicators:

The four key performance indicators for the current HPITT contracts are as follows:

Ref	Description
KPI 1	1,750 Participants will Start Year 1 of the Programme
Participant Starts	
KPI 2	90% of Participants who start Year 1 of the Programme will complete Year 1 of the Programme

Participant Year 1 Retention	
KPI 3 Participant Achievement of QTS	90% of Participants who start Year 1 of the Programme will achieve Qualified Teacher Status by the end of the Programme
KPI 4 Participant Year 2 Retention	86% of Participants who start Year 1 of the Programme will complete Year 2 of the Programme

Supplementary performance indicators tailored to the Department's objective and priorities are also used. Some are used to support the appropriate distribution and placement of trainees into schools in need. Example measures include:

SPI Title	SPI Description and Standard
Placement of Participants in Eligible Schools	In London, at least 80% of trainees should be placed in Eligible Schools for the full duration of the programme. Outside of London at least 60% of trainees should be placed in Eligible Schools for the full duration of the programme.
Geographical Placement of Participants	At least 5% of trainees should be placed in each English region. There is a cap of 40% of trainees placed in London.
Placement of Participants in Opportunity Areas	At least 215 Cohort Participants that start the Programme will be placed in Opportunity Areas (areas of Departmental priority to reduce the pupil attainment gap)

Performance against the main KPIs is reported on the Cabinet Office Transparency Reporting Tool¹.

Geographical coverage and Eligible Schools

The current programme is delivered across England with a focus on Eligible Schools i.e. those that serve pupils experiencing high levels of socio-economic disadvantage leading to potentially poorer outcomes than their peers. The school eligibility criteria for this contract is based on a combination of deprivation measures identifying schools that most need support, whilst ensuring an adequate number of schools from all phases and regions and maintaining a reasonable level of stability in the list from year to year to support continuity of the programme. The criteria are subject to an annual review by the Department, to ensure Eligible Schools remain aligned with government priorities and we will expect the Contractor to adapt to any changes.

Further Details

A redacted version of the contract (including current detailed specification) is viewable on the Contract Award Notice: [High Potential ITT and Leadership Development Programme 2022/23 Contracts Finder Award Notice](#). Further details of the current arrangements and contracted out programme can be found on the Teach First website: [Training Programme | Teach First](#).

¹ [Key Performance Indicators \(KPIs\) for government's most important contracts - GOV.UK \(www.gov.uk\)](#)