

<b>Contract Number</b>	<b>Con_8379</b>	<b>DfE Contract / Programme Manager</b>	<b>&lt;DfE Official&gt;</b>
<b>Contractor</b>	<b>Teach First</b>	<b>Original Contract Value (£)</b>	<b>£112,733,671</b>
<b>Contract Start Date</b>	<b>May 2021</b>	<b>Contract Expiry Date</b>	<b>October 2027</b>

<b>Variation Requested</b>	1. This Contract Change Note confirms the agreement by the Authority and the Contractor to extend the Term by twenty-four months with additional cohorts in 2024 (Cohort 3) and 2025 (Cohort 4).
<b>Originator of Variation (tick as appropriate)</b>	DfE <input checked="" type="checkbox"/> Contractor <input type="checkbox"/>
<b>Date</b>	14 April 2023
<b>Reason for Variation</b>	<ol style="list-style-type: none"> <li>1. Clause 2 of Schedule 2 (Terms and Conditions) states "The Authority shall have the right to request that the Term be extended for one or more Extended Periods on one or more occasions up to a maximum cumulative Extension Period of twenty-four months".</li> <li>2. Accordingly, the Authority exercises its right to extend the Term.</li> </ol>
<b>Summary of Variation (e.g. specification, finances, Contract period)</b>	<ol style="list-style-type: none"> <li>1. This Contract Change Note confirms the agreement by the Authority and the Contractor to extend the Term by twenty-four months with additional cohorts in 2024 (Cohort 3) and 2025 (Cohort 4).</li> <li>2. This Variation impacts on the Term. The Expiry Date of 31 October 2025 shall be amended to 31 October 2027.</li> <li>3. This Variation does not impact on the Charges.</li> </ol>
<b>Date of Variation commencement</b>	1 June 2023
<b>Date of Variation expiry (if applicable)</b>	31 October 2027
<b>Total Value of Variation £ (if applicable)</b>	<p>Total Charges for Services covered by the Extension Period shall not exceed £56,366,836 excluding VAT in line with the Contractor's original offer.</p> <p>The overall Charges for the Services during the Initial Contract Period and the Extension Period is unchanged at £112,733,671 excluding VAT.</p>

<b>Payment Profile (if applicable) e.g. milestone payments</b>	N/A
<b>Revised daily rate (if applicable)</b>	N/A
<b>Impact on original Contract (if applicable)</b>	See Annex 1 for amendments to the Contract Schedules
<b>Supporting Information (attach supporting documentation for this Change Control)</b>	See Annex 1 for amendments to the Contract Schedules

#### Variation 1 Agreed

To be entered by the Commercial department:			
<b>Commercial Contact</b>	<DfE Official>	<b>Reference Number</b>	Con_8379 (Con_8477)
<b>Date received</b>	12 April 2023	<b>EC Reference</b>	N/A

**For the Contractor:**

**Signature:** <Redacted>

**Full Name:** <Redacted>

**Title:** <Redacted>

**Date:** 14 April 2023

**For DfE:**

**Signature:** <Redacted>

**Full Name:** <DfE Official>

**Title:** <Redacted>

**Date:** 14 April 2023

Please note that no works/services described in this form should be undertaken, and no invoices will be paid until both copies of the CCN are signed, returned & counter-signed.

## Annex 1

### Embedded Files

The entry in the second row of the table:

<b>Schedule 3 - Financials</b>  <b>Annex 1 - Pricing Model</b>	Pricing Model	"HPITT_Pricing_Model_Teach_First.xlsx"	Response submitted through Jaggaer itt_422 on 18/12/2020 16:32:27 by <Redacted> named "HPITT_Pricing_Model_Teach_First.xlsx"
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Is to be replaced with:

<b>Schedule 3 - Financials</b>  <b>Annex 1 - Pricing Model</b>	Pricing Model	"HPITT_Pricing_Model – Teach First April 2023.xlsx"	Submitted as attachment by electronic mail with Subject Ref "RE: Clarifying pricing model updates to accompany HPITT extension" to <Redacted under FOIA Section 40 Personal Information> and Cc: <Redacted>, <Redacted>, <Redacted> and <Redacted> 11/04/2023 at 11:39am by <Redacted>
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### Amendments to Schedule 1 The Specification

Add Clause 3.3.4 and Clause 3.3.5 to Schedule 1 with the following:

**3.3.4** The 2024 cohort to start Year 1 of the Programme by 30 September 2024 and Year 2 of the Programme by 30 September 2025; and

**3.3.5** The 2025 cohort to start Year 1 of the Programme by 30 September 2025 and Year 2 of the Programme by 30 September 2026.

#### **Clause 5.1.5.:**

**5.1.5.** recruit 3,500 Participants over two cohorts: with the first cohort of 1,750 Participants beginning the Programme by 30 September 2022 and a second cohort of 1,750 Participants beginning the Programme by 30 September 2023;

Is to be replaced with:

**5.1.5.** recruit 7,000 Participants over four cohorts: with the first cohort of 1,750 Participants beginning the Programme by 30 September 2022; a second cohort of 1,750 Participants beginning the Programme by 30 September 2023; a third cohort of 1,750 Participants beginning the Programme by 30 September 2024; and a fourth cohort of 1,750 Participants beginning the Programme by 30 September 2025;

#### **Clause 5.1.8.:**

**5.1.8.** meet annually determined subject specific recruitment targets (set in August each year) which align with the Authority's teacher recruitment priorities. The overall target for shortage subjects along with an individual subject breakdown will be provided to the Contractor by August 2021 for the 2022 cohort and by August 2022 for the 2023 cohort. For illustration purposes the 2021 cohort target was:

#### **Is to be replaced with:**

**5.1.8.** meet annually determined subject specific recruitment targets (set in August each year) which align with the Authority's teacher recruitment priorities. The overall target for shortage subjects along with an individual subject breakdown will be provided to the Contractor by August 2021 for the 2022 cohort, by August 2022 for the 2023 cohort, by August 2023 for the 2024 cohort, and by August 2024 for the 2025 cohort. For illustration purposes the 2021 cohort target was:

#### **Clause 6.1.1.:**

**6.1.1.** ensure all Participants are prepared to start their Initial Teacher Training and work as unqualified teachers by the start of the Programme i.e. by 30 September 2022 for the 2022 cohort and by 30 September 2023 for the 2023 cohort;

#### **Is to be replaced with:**

**6.1.1.** ensure all Participants are prepared to start their Initial Teacher Training and work as unqualified teachers by the start of the Programme i.e., by 30 September 2022 for the 2022 cohort, by 30 September 2023 for the 2023 cohort, by 30 September 2024 for the 2024 cohort, and by 30 September 2025 for the 2025 cohort;

#### **Clause 6.1.2.1.:**

**6.1.2.1.** complies with the entry, training, management and quality assurance and employment-based criteria as set out in the [ITT Criteria and Supporting Advice](#) and enables Participants to meet the [Teachers' Standards](#); and

#### **Is to be replaced with:**

**6.1.2.1.** complies with the entry, training, management and quality assurance and employment-based criteria as set out in the [ITT Criteria and Supporting Advice](#), or replacement criteria published by the Authority, and enables Participants to meet the [Teachers' Standards](#); and

#### **Clause 8.1.2.:**

**8.1.2.** prepare schools and mentors to provide effective support to Initial Teacher Training trainees and newly qualified teachers (NQTs) in line with all existing and future government policy relating to Initial Teacher Training and induction years including the ITT Criteria and Supporting Advice, the ITT Core Content Framework (2019) and the Early Career Framework (ECF);

#### **Is to be replaced with:**

8.1.2. prepare schools and mentors to provide effective support to Initial Teacher Training trainees and Early Career Teachers (ECTs) in line with all existing and future government policy relating to Initial Teacher Training and induction years including the ITT Criteria and Supporting Advice, the ITT Core Content Framework (2019) and the Early Career Framework (ECF);

**Clause 9.1.1.:**

**9.1.1.** recruit and manage a sufficient number of Eligible Schools across England to ensure that all successful Participants can be matched to the most appropriate posts in Eligible Schools to start the programme by 30 September 2022 (2022 cohort) or 30 September 2023 (2023 cohort);

**Is to be replaced with:**

**9.1.1.** recruit and manage a sufficient number of Eligible Schools across England to ensure that all successful Participants can be matched to the most appropriate posts in Eligible Schools to start the programme by 30 September 2022 for the 2022 cohort, by 30 September 2023 for the 2023 cohort, by 30 September 2024 for the 2024 cohort, and by 30 September 2025 for the 2025 cohort;

**Clause 9.3.:**

**9.3.** The Authority will provide the Contractor with the school eligibility criteria methodology and a list of Eligible Schools for the Programme on an annual basis - by August 2021 for the 2022 cohort and by August 2022 for the 2023 cohort. The criteria will be subject to an annual review, to ensure they remain aligned with government priorities and we will expect the Contractor to adapt to any changes.

**Is to be replaced with:**

**9.3.** The Authority will provide the Contractor with the school eligibility criteria methodology and a list of Eligible Schools for the Programme on an annual basis - by August 2021 for the 2022 cohort, by August 2022 for the 2023 cohort, by August 2023 for the 2024 cohort, and by August 2024 for the 2025 cohort. The criteria will be subject to an annual review, to ensure they remain aligned with government priorities, and the Authority will expect the Contractor to adapt to any changes.

**Clause 16.1.1.1.:**

**16.1.1.1.** Developing an Implementation Plan (IP) covering the entire Initial Contract Period including the Mobilisation Period. The IP shall show key milestones, a critical path and critical dependencies and contingency arrangements. The plan will be updated weekly during the Mobilisation Period and at least quarterly from the Service Commencement Date.

**Is to be replaced with:**

**16.1.1.1.** Developing an Implementation Plan (IP) covering the entire Initial Contract Period including the Mobilisation Period and entire Extension Period. The IP shall show key milestones, a critical path and critical dependencies and contingency arrangements. The

plan will be updated weekly during the Mobilisation Period and at least quarterly from the Service Commencement Date.

### **Amendments to Schedule 2 Terms and Conditions**

#### **The following Phrase and Meaning under 1.1. in 1. Definitions and Interpretation**

“Expiry Date” means 31 October 2025, being the last day of the Initial Contract Period unless the Term is extended in accordance with Clause 2;

#### **Is to be replaced with:**

“Expiry Date” means 31 October 2027

### **Amendments to Schedule 3 Financials**

#### **Clause 2.8.5 of the Contract shall be amended to Clause 2.8.7:**

**2.8.5** Where the Contractor fails to successfully deliver the forecast Output by the completion date for that Output, any Interim Payment that has been paid in relation to that Output will be recovered by the Authority. Where possible, the Authority will recover the Interim Payment by deducting and / or setting off the Interim Payment against sums owed by the Authority to the Contractor in accordance with Clause 8.8. Where this is not possible, the Authority will issue an invoice to the Contractor for the recovery of the Interim Payment.

#### **Add replacement Clause 2.8.5 to Schedule 3 with the following:**

**2.8.5** The cumulative Interim Payments made in respect of Output Payments for KPI3/24 performance up to and including October 2025, shall be no more than 90% of the actual measured performance recorded in August 2025. The remaining Output Payment for KPI3/24 performance will be made in October 2026 and take account of the final actual measured performance recorded in August 2026.

#### **Add Clause 2.8.6 to Schedule 3 with the following:**

**2.8.6** The cumulative Interim Payments made in respect of Output Payments for KPI3/25 performance up to and including October 2026, shall be no more than 90% of the actual measured performance recorded in August 2026. The remaining Output Payment for KPI3/24 performance will be made in October 2027 and take account of the final actual measured performance recorded in August 2027.

#### **Original Clause 2.8.5 shall be re-inserted at Clause 2.8.7:**

**2.8.7** Where the Contractor fails to successfully deliver the forecast Output by the completion date for that Output, any Interim Payment that has been paid in relation to that Output will be recovered by the Authority. Where possible, the Authority will recover the Interim Payment by deducting and / or setting off the Interim Payment against sums owed by the Authority to the Contractor in accordance with Clause 8.8. Where this is not possible, the Authority will issue an invoice to the Contractor for the recovery of the Interim Payment.

### Amendments to Schedule 4 Performance Levels

**Table 1 – Key Performance Indicators shall be amended to include the following additional rows in respect of the 2024 and 2025 cohorts:**

<b>KPI Reference</b>	<b>KPI Description and Standard</b>	<b>Service Threshold</b>
KPI1/24	<b>2024 Cohort Participant Starts</b> 1750 Participants will Start Year 1 of the Programme	<b>1200</b>
KPI1/25	<b>2025 Cohort Participant Starts</b> 1750 Participants will Start Year 1 of the Programme	<b>1200</b>
KPI2/24	<b>2024 Cohort Participant Year 1 Retention</b> 90% of Participants who start Year 1 of the Programme will complete Year 1 of the Programme	<b>75%</b>
KPI2/25	<b>2025 Cohort Participant Year 1 Retention</b> 90% of Participants who start Year 1 of the Programme will complete Year 1 of the Programme	<b>75%</b>
KPI3/24	<b>2024 Cohort Participant Achievement of QTS</b> 90% of Participants who start Year 1 of the Programme will achieve QTS by the end of the Programme	<b>75%</b>
KPI3/25	<b>2025 Cohort Participant Achievement of QTS</b> 90% of Participants who start Year 1 of the Programme will achieve QTS by the end of the Programme	<b>75%</b>
KPI4/24	<b>2024 Cohort Participant Year 2 Retention</b> 86% of Participants who start Year 1 of the Programme will complete Year 2 of the Programme	<b>75%</b>
KPI4/25	<b>2025 Cohort Participant Year 2 Retention</b> 86% of Participants who start Year 1 of the Programme will complete Year 2 of the Programme	<b>75%</b>

**Table 2 – Service Credits shall be amended to include the following additional rows in respect of the 2024 and 2025 cohorts:**

KPI Reference	Monitoring Method	Service Credit Reference	Service Credit Description	Applicable Charges	Payment Date
KPI1-24	<p>Measure is taken at the start of Year 1 of the 2024 Cohort Programme on 30 September 2024.</p> <p>Success will be measured against the validated total number of Starts on Year 1 of the Programme taken from the Authority's Register trainee teachers service.</p>	SC1-24	<p>If Performance is 100% of the 1750 target, then no Service Credit will be levied.</p> <p>If Performance is between 95.0% and 99.9% of the 1750 target (i.e., 1662 - 1749), then 3% of the Applicable Charges will be levied as a Service Credit.</p> <p>If Performance is between 86.0% and 94.9% of the 1750 target (i.e., 1505 - 1661), then 5% of the Applicable Charges will be levied as a Service Credit.</p> <p>If Performance is below 86.0% of the 1750 target (i.e., 1504 and below), then 10% of the Applicable Charges will be levied as a Service Credit.</p>	<p>1: The Service Fee charged up to 30 Sept 2024; and</p> <p>2: The total Output Price charged for 2024 Cohort Output 1; and</p> <p>3: Profit Margin or Operating Surplus charged up to 30 Sept 2024</p>	Once – 31 October 2024
KPI1-25	<p>Measure is taken at the start of Year 1 of the 2025 Cohort Programme on 30 September 2025.</p> <p>Success will be measured against the validated total number of Starts on Year 1 of the Programme taken from the Authority's Register trainee teachers service.</p>	SC1-25	<p>If Performance is 100% of the 1750 target, then no Service Credit will be levied.</p> <p>If Performance is between 95.0% and 99.9% of the 1750 target (i.e., 1662 - 1749), then 3% of the Applicable Charges will be levied as a Service Credit.</p> <p>If Performance is between 86.0% and 94.9% of the 1750 target (i.e., 1505 - 1661), then 5% of the Applicable Charges will be levied as a Service Credit.</p>	<p>1: The Service Fee charged between 1 Oct 2024 and 30 Sept 2025; and</p> <p>2: The total Output Price charged for 2025 Cohort Output 1; and</p> <p>3: Profit Margin or Operating Surplus charged between 1 Oct 2024 and 30 Sept 2025.</p>	Once – 31 October 2025



KPI Reference	Monitoring Method	Service Credit Reference	Service Credit Description	Applicable Charges	Payment Date
			If Performance is below 86.0% of the 1750 target (i.e., 1504 and below), then 10% of the Applicable Charges will be levied as a Service Credit.		
KPI2-24	Measure is taken at the end of Year 1 of the 2024 Cohort Programme on 31 August 2025.  Success will be measured against the validated total number of Participants who complete Year 1 of the Programme taken from the Authority's Register trainee teachers service.	SC2-24	If 90% or more of Participants who start Year 1 of the Programme complete Year 1 of the Programme, then no Service Credit will be levied.  If between 81.1% and 89.9% of Participants who start Year 1 of the Programme complete Year 1 of the Programme, then 3% of the Applicable Charges will be levied as a Service Credit.  If 81% or less of Participants who start Year 1 of the Programme complete Year 1 of the Programme, then 5% of the Applicable Charges will be levied as a Service Credit.	1. The Service Fee charged between 1 Oct 2024 and 31 August 2025; and 2. The total Output Price charged for 2024 Cohort Output 2; and 3. The Profit Margin or Operating Surplus charged between 1 October 2024 and 31 August 2025.	Once – 31 October 2025
KPI2-25	Measure is taken at the end of Year 1 of the 2025 Cohort Programme on 31 August 2026.  Success will be measured against the validated total number of Participants who complete Year 1 of the Programme taken from the Authority's Register trainee teachers service.	SC2-25	If 90% or more of Participants who start Year 1 of the Programme complete Year 1 of the Programme, then no Service Credit will be levied.  If between 81.1% and 89.9% of Participants who start Year 1 of the Programme complete Year 1 of the Programme, then 3% of the Applicable Charges will be levied as a Service Credit.  If 81% or less of Participants who start Year 1 of the Programme complete Year 1 of the Programme, then 5% of the Applicable Charges will be levied as a Service Credit.	1. The Service Fee charged between 1 Oct 2025 and 31 August 2026; and 2. The total Output Price charged for 2025 Cohort Output 2; and 3. The Profit Margin or Operating Surplus charged between 1 October 2025 and 31 August 2026.	Once – 31 October 2026

KPI Reference	Monitoring Method	Service Credit Reference	Service Credit Description	Applicable Charges	Payment Date
KPI3-24	<p>Measure is taken at the end of Year 2 of the 2024 Cohort Programme on 31 August 2026.</p> <p>Success will be measured against the validated total number Participants who achieve QTS at the end of the Programme taken from the Authority's Register trainee teachers service.</p>	SC3-24	<p>If 90% or more of Participants who start Year 1 of the Programme achieve QTS by the end of the Programme, then no Service Credit will be levied.</p> <p>If between 81.1% and 89.9% of Participants who start Year 1 of the Programme achieve QTS by the end of the Programme, then 3% of the Applicable Charges will be levied as a Service Credit.</p> <p>If 81% or less of Participants who start Year 1 of the Programme achieve QTS by the end of the Programme, then 5% of the Applicable Charges will be levied as a Service Credit.</p>	<ol style="list-style-type: none"> <li>1. The Service Fee charged between 1 September 2025 and 30 Sept 2026; and</li> <li>2. The total Output Price charged for 2024 Cohort Output 3; and</li> <li>3. The Profit Margin or Operating Surplus charged between 1 September 2025 and 30 September 2026.</li> </ol>	Once – 31 October 2026
KPI3-25	<p>Measure is taken at the end of Year 2 of the 2025 Cohort Programme on 31 August 2027.</p> <p>Success will be measured against the validated total number Participants who achieve QTS at the end of the Programme taken from the Authority's Register trainee teachers service.</p>	SC3-25	<p>If 90% or more of Participants who start Year 1 of the Programme achieve QTS by the end of the Programme, then no Service Credit will be levied.</p> <p>If between 81.1% and 89.9% of Participants who start Year 1 of the Programme achieve QTS by the end of the Programme, then 3% of the Applicable Charges will be levied as a Service Credit.</p> <p>If 81% or less of Participants who start Year 1 of the Programme achieve QTS by the end of the Programme, then 5% of the Applicable Charges will be levied as a Service Credit.</p>	<ol style="list-style-type: none"> <li>1. The Service Fee charged between 1 September 2026 and 30 Sept 2027; and</li> <li>2. The total Output Price charged for 2025 Cohort Output 3; and</li> <li>3. The Profit Margin or Operating Surplus charged between 1 September 2026 and 30 September 2027.</li> </ol>	Once – 31 October 2027

KPI Reference	Monitoring Method	Service Credit Reference	Service Credit Description	Applicable Charges	Payment Date
KPI4-24	<p>Measure is taken at the end of Year 2 of the 2024 Cohort Programme on 31 August 2026.</p> <p>Success will be measured against the validated total number Participants who complete Year 2 of the Programme taken from the Authority's Register trainee teachers service.</p>	Not Applicable	Not Applicable	Not Applicable	Not Applicable
KPI4-25	<p>Measure is taken at the end of Year 2 of the 2025 Cohort Programme on 31 August 2027.</p> <p>Success will be measured against the validated total number Participants who complete Year 2 of the Programme taken from the Authority's Register trainee teachers service.</p>	Not Applicable	Not Applicable	Not Applicable	Not Applicable

**Table 3 – Subsidiary Performance Indicators shall be amended to include the following additional lines in respect of the 2024 and 2025 cohorts:**

SPI No.	SPI Title	SPI Description and Standard	Monitoring Period	Monitoring Method
SPI1/24	Priority Subjects	At least 600 (or 34 % whichever is higher) Participants will start Year 1 of the 2024 Cohort Programme in Priority Subjects as defined in Schedule 1 – The Specification.	Measured in September 2024	MI to be submitted in the November 2024 Annual Review Report. The data will be validated on the Authority's Register trainee teachers service.
SPI2/24	Participant University	At least 60% of Participants that start Year 1 of the 2024 Cohort Programme will hold a degree from a Russell Group University.	Measured in September 2024	MI to be submitted in the November 2024 Annual Review Report.
SPI3/24	Participant Degree Class	At least 90% of Participants that start Year 1 of the 2024 Cohort Programme will have a 2:1 or higher degree classification.	Measured in September 2024	MI to be submitted in the November 2024 Annual Review Report.
SPI4.1/24	Placement of Participants in Eligible Schools	No less than 90% of Participants in London that start Year 1 of the 2024 Cohort Programme will be placed in and will remain working in Eligible Schools for the full duration of the Programme	Measured in September 2024 and annually until August 2026.	MI to be submitted in the November 2024 Annual Review Report and annually thereafter.
SPI4.2/24	Placement of Participants in Eligible Schools	Ensure that outside London, no less than 70% of Participants that start Year 1 of the 2024 Cohort Programme will be placed in and will remain working in Eligible Schools for the full duration of the Programme	Measured in September 2024 and annually until August 2026.	MI to be submitted in the November 2024 Annual Review Report and annually thereafter.
SPI5/24	Geographical Placement of Participants	At least 5% of Participants who start Year 1 of the 2024 Cohort Programme will be placed in each English Region (as defined in Schedule 1 – The Specification) and a maximum of 40% of Participants who start Year 1 the 2024 Cohort	Measured in September 2024	MI to be submitted in the November 2024 Annual Report.

SPI No.	SPI Title	SPI Description and Standard	Monitoring Period	Monitoring Method
		Programme will be placed in London (as defined in Schedule 1 – The Specification).		
SPI6/24	Participant Exit Reviews	At least 90% of Participants that start the 2024 Cohort Programme will receive an Exit Review on leaving the Programme.	Measured Quarterly each year in October, January, April, and July until October 2026.	MI to be submitted in each Quarterly Performance Report.
SPI7/24	Participant Satisfaction	At least 90% of 2024 Cohort Participants rate their experience of being on the Programme as good or better measured by the Satisfaction Survey and at their Exit Review.	Satisfaction Survey measured at the end of Year 1 (July 2025). Exit reviews measured quarterly each year at the end of October, January, April, and July until October 2026.	MI to be submitted in each Quarterly Performance Report.
SPI8/24	School Satisfaction	At least 90% of schools rate their experience of the 2024 Cohort Programme as good or better.	Measured Annually in September until September 2026.	MI to be submitted in the November 2025 and November 2026 Annual Review Reports.
SPI9/24	Placement of Participants in Opportunity Areas	At least 215 2024 Cohort Participants that start the Programme will be placed in Opportunity Areas as defined in Schedule 1 – The Specification.	Measured in September 2024.	MI to be submitted in the November 2024 Annual Review Report.
SPI1/25	Priority Subjects	At least 600 (or 34 % whichever is higher) Participants will start Year 1 of the 2025 Cohort Programme in Priority Subjects as defined in Schedule 1 – The Specification.	Measured in September 2025.	MI to be submitted in the November 2025 Annual Review Report. The data will be validated on the Authority's Register trainee teachers service.
SPI2/25	Participant University	At least 60% of Participants that start Year 1 of the 2025 Cohort Programme will hold a degree from a Russell Group University.	Measured in September 2025.	MI to be submitted in the November 2025 Annual Review Report.
SPI3/25	Participant Degree Class	At least 90% of Participants that start Year 1 of the 2025 Cohort Programme will have a 2:1 or higher degree classification.	Measured in September 2025.	MI to be submitted in the November 2025 Annual Review Report.
SPI4.1/25	Placement of Participants in Eligible Schools	No less than 90% of Participants in London that start Year 1 of the 2025 Cohort Programme will be placed in and will remain working in Eligible Schools for the full duration of the Programme.	Measured in September 2025 and annually until August 2027.	MI to be submitted in the November 2025 Annual Review Report and annually thereafter.

SPI No.	SPI Title	SPI Description and Standard	Monitoring Period	Monitoring Method
SPI4.2/25	Placement of Participants in Eligible Schools	Ensure that outside London, no less than 70% of Participants that start Year 1 of the 2025 Cohort Programme will be placed in and will remain working in Eligible Schools for the full duration of the Programme.	Measured in September 2025 and annually until August 2027.	MI to be submitted in the November 2025 Annual Review Report and annually thereafter.
SPI5/25	Geographical Placement of Participants	At least 5% of Participants who start Year 1 of the 2025 Cohort Programme will be placed in each English Region (as defined in Schedule 1 – The Specification) and a maximum of 40% of Participants who start Year 1 the 2025 Cohort Programme will be placed in London (as defined in Schedule 1 – The Specification).	Measured in September 2025.	MI to be submitted in the November 2025 Annual Report.
SPI6/25	Participant Exit Reviews	At least 90% of Participants that start the 2025 Cohort Programme will receive an Exit Review on leaving the Programme.	Measured Quarterly each year in October, January, April, and July until October 2027.	MI to be submitted in each Quarterly Performance Report.
SPI7/25	Participant Satisfaction	At least 90% of 2025 Cohort Participants rate their experience of being on the Programme as good or better measured by the Satisfaction Survey and at their Exit Review.	Satisfaction Survey measured at the end of Year 1 (July 2026). Exit reviews measured quarterly each year at the end of October, January, April, and July until October 2027.	MI to be submitted in each Quarterly Performance Report
SPI8/25	School Satisfaction	At least 90% of schools rate their experience of the 2025 Cohort Programme as good or better	Measured Annually in September until September 2027.	MI to be submitted in the November 2026 and October 2027 Annual Review Reports.
SPI9/25	Placement of Participants in Opportunity Areas	At least 215 2025 Cohort Participants that start the Programme will be placed in Opportunity Areas (as defined in Schedule 1 – The Specification).	Measured in September 2025.	MI to be submitted in the November 2025 Annual Review Report.

**Amendments to Schedule 3 – Financials, Annex 1 – Pricing Model**

The file embedded at Schedule 3 – Financials, Annex 1 – Pricing Model:

**<REDACTED under FOIA Section 43 Commercial Interests>**

Is to be replaced with:

**<REDACTED under FOIA Section 43 Commercial Interests>**