



To: **Rebekah Chatwin and Jane Belfourd (Jobshare)** Interim Senior Responsible Owners for the **T Levels Programme**

From: **Susan Acland-Hood Permanent Secretary of Department for Education** and
Nick Smallwood, Chief Executive Officer of the Infrastructure and Projects Authority

November 2024

Dear **Rebekah and Jane**

Appointment letter as Interim SRO for the T Levels Programme

We are writing to confirm your appointment as Interim Senior Responsible Owners (SRO) for the **T Levels Programme**. It sets out your responsibilities, revised time allocation as SRO, and the support you have the right to expect from the department and the Infrastructure and Projects Authority.

As Interim SRO, you are directly accountable to your Director General, under the oversight of the Permanent Secretary as accounting officers for Department for Education, and the Minister of State for Skills, until further notice or until Kiera Harper returns from maternity leave in June 2025.

Your programme forms part of the DfE Major Projects Portfolio under the oversight of the Chair of the Performance and Risk Committee and is included in the Government Major Projects Portfolio (GMPP).

You have joint personal responsibility for the delivery of the T Levels programme and will be held accountable for the delivery of its objectives, with policy intent and outcomes expected. This encompasses securing and protecting its vision, ensuring that it is governed responsibly, reported on honestly, escalated appropriately and for influencing the context, culture, and operating environment of the programme. You are also jointly responsible for ensuring the ongoing viability of the programme and recommending its pause or termination if appropriate. Where issues arise which, you are unable to resolve, you are both responsible for escalating these to the Performance and Risk Committee and the Audit and Risk Committee.

You remain accountable to Ministers, as set out in the Civil Service Code, and should deliver the project in accordance with the objectives and policy intent as set by Ministers.

In addition to your internal accountabilities, SROs for GMPP projects and programmes are personally accountable to Parliamentary Select Committees. This means that, from the date of this letter, you will be held to be jointly accountable to and could be called by Select Committees to account for and explain the decisions and actions you have taken to deliver the T Levels programme.

It is important to be clear that your accountability relates only to implementation, within the agreed terms in this letter; it will remain for the Minister to account for the relevant policy decisions and development.

More information on this is set out in [Giving Evidence to Select Committees - Guidance for Civil Servants](#), sometimes known as the Osmotherly Rules. Information on the roles and responsibilities of the SRO are detailed in the Infrastructure and Project Authority's guidance on [the role of the senior responsible owner](#). You should also make yourself familiar with the [Government Functional Standard for Project Delivery](#), the requirements of the Government Project Delivery Framework, and the guidance and requirements for project delivery as set by the Performance and Major Projects portfolio office.

Time commitment and tenure

This role will require at least 50% of your time to enable effective delivery of the role and execute your responsibilities in full.

You both are required to undertake this role until achievement of roll-out of all T Level pathways, until further notice or until Kiera Harper returns from maternity leave in June 2025. Progress towards this will be reflected in your personal objectives. Any changes to the agreed time commitment or tenure of the role, as set out above, will require both departmental and Infrastructure and Projects Authority consent.

Objectives and performance criteria

The T Level programme is underpinned by the 2016 Sainsbury Review into Technical Education with the aim to improve the quality of Level 3 courses, with T Levels technical courses offering attractive, employer-focused pathways to further education or skilled employment.

Any proposed changes to scope which impacts on this intent or the realisation of benefits must be authorised by the Technical Qualifications and Essential Skills (TQES) Directorate Performance and Risk Senior Management Team (SMT) and may be subject to further levels of approval.

The key programme objectives are to:

- Drive up the quality of technical education and skills through the roll-out of approved T Level pathways.
- Better meet the skills needs of employers, now and in the future.
- Improve labour market outcomes for a wider range of students.
- Increase further technical educational progression opportunities for students.
- Increase efficiency of government spending on education.

Your personal objectives and performance criteria which relate to the programme are:

- To provide overall leadership and strategic direction to the programme.
- To be accountable for ensuring that the scope and objectives of the programme remain aligned with the strategic aims of Government and the Department.
- To be accountable for the ongoing viability of the programme.
- To be accountable for the delivery of the programme objectives and the realisation of agreed benefits.
- To be accountable for the oversight of risk across the programme and its effective management.
- To be accountable for ensuring that the programme has a robust governance and assurance regime in place at all times.
- To engage key stakeholders in support of the achievement of the programme strategic objectives and to communicate a clear vision for the programme.

You are expected to run your project in accordance with the [Government Functional Standard for Project Delivery](#), the other [Functional Standards](#) as applicable to this programme and the requirements of the Government Project Delivery Framework.

Extent and limit of accountability

Finance and Controls

HM Treasury spending controls will apply on the basis set out within the department's delegated authority letter. Where the programme exceeds the delegated authority set by HM Treasury, the Treasury Approval Point process will apply, and the details of each approval process must be agreed with your HM Treasury spending team. You should consult departmental finance colleagues on how to go about this.

You should note that where expenditure is considered novel, contentious, repercussive, or likely to result in costs to other parts of the public sector, HM Treasury approval will be required, regardless of whether the programme expenditure exceeds the delegated authority set by HM Treasury. If in doubt about whether approval is required you should, in the first instance, consult departmental finance colleagues before raising with the relevant HM Treasury spending team.

The overall estimated budget, resourcing requirements and tolerances for your project/programme will be agreed as part of the approval process. You will be expected to deliver within these tolerances and report quarterly on these as part of GMPP reporting.

You should operate at all times within the rules set out in [Managing Public Money](#). In addition, you must be mindful of, and act in accordance with, the specific HM Treasury delegated limits and Cabinet Office controls relevant to the T Level programme. Information on these controls can be found here: [Cabinet Office controls](#).

Delegated authority

You are jointly authorised to:

- approve expenditure for the forecasted whole life cost for the T Levels Programme up to £2bn.
- agree programme rescheduling within scope of agreed milestones, but rescheduling beyond that must be agreed with your Director General, the TQES Performance and Risk SMT, the T Level Delivery Board and Investment Committee or Performance and Risk Committee subject to level of scope change; and
- recommend to your Director General, the TQES Performance and Risk SMT, and the T Level Delivery Board the need to either pause or terminate the programme where necessary and in a timely manner.

These authority limits are subject to change and other conditions, or tolerances may be set as part of the business case approval and ongoing monitoring processes which you should then operate within.

Where issues arise which take you outside of these authority limits which you are unable to resolve, you are responsible for escalating these issues to the Director General, the DfE Performance and Risk Committee and the Audit and Risk Committee.

Appointments

You should appoint a full-time programme director to support you in the management of this programme and make other appointments as required for the control and delivery of your programme within your delegated authority.

Governance and assurance

You should pay attention to ensuring effective governance for your programme, including the establishment of a programme board with appropriate membership and clear terms of reference.

As primary owners, you both must ensure that the programme secures business case approval from Investment Committee including CO and HMT. You should also ensure that the programme remains aligned to the strategic outcomes, costs, timescales, and benefits in line with the approved business case as well as monitoring the context within which the programme is being delivered to ensure it remains valid. Where a change impacts the scope, costs, benefits, or planned delivery milestones agreed as part of an agreed business case, you are responsible for following the agreed change request approval process and setting a new, approved, business case baseline.

You should ensure that an accounting officer assessment is completed alongside the approval of the Outline Business Case, and a summary of key points from the assessment should be published on GOV.UK as part of the government's transparency requirements on major projects, your Finance Business Partner will be able to assist with this. You both are responsible for bringing to the attention of the accounting officer any material changes in the programme which could require a new accounting officer assessment to be completed and published. [Guidance on completing accounting officer assessments](#) for major projects is available from HM Treasury.

Although you both are directly accountable for this programme, you are also expected to support delivery of the department's overall strategic objectives. This means that you are expected to work collaboratively with other SROs and project directors in adjacent projects and programmes and with the Performance and Major Projects portfolio management office and portfolio director to manage dependencies, resources, schedules, and funding to support delivery of the overall change the department needs to achieve its strategic objectives.

You should ensure that appropriate and proportionate assurance is in place and agree on the level and frequency of assurance reviews through the maintenance of an integrated assurance and approvals plan. You should develop this plan and its maintenance in collaboration with the Departmental Assurance Coordinator and the Infrastructure and Projects Authority.

Programme status, reporting and transparency requirements

The programme status at the date of your appointment is reflected in the most recent quarterly return on the programme to the Infrastructure and Projects Authority and is the agreed position as you assume formal ownership of the programme.

You are responsible for ensuring the honest and timely reporting on the position of the programme to the Infrastructure and Projects Authority while it remains on the GMPP and for providing reports and information to the Performance and Major Projects portfolio management office as required. Reporting should include carbon measurement, and other sustainable development goals demonstrating evidence that the project contributes to an overarching environmental strategy and is aligned with defined Net Zero pathways. Information on the programme will be published annually by the Infrastructure and Projects Authority.

As part of the government's commitment to transparency on major infrastructure projects, you are responsible for publishing on GOV.UK:

- A summary of the accounting officer assessment completed in line with the approval of the Outline Business Case and summaries of any subsequent assessments should they be required.
- A summary of the HM Treasury approved Full Business Case.
- A close out report after the programme has completed.

Development and support

As SRO of a GMPP programme, because your role is timebound until Kiera Harper returns from maternity leave, you are not required to complete the Major Projects Leadership Academy (MPLA).

To widen experience and understanding of the role, SROs are also expected to become accredited assurance reviewers and to lead or participate in such reviews for other government departments, the wider public sector, and other areas of the Department for Education as appropriate.

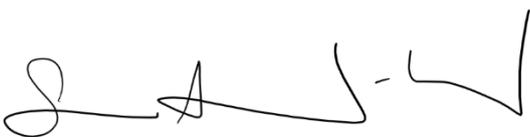
The department will assist you in securing the necessary resources to support the programme, and will set clear guidance, requirements and standards, which align to the [Government Functional Standard on Project Delivery](#), to enable good governance and effective delivery. You will be part of the department's cohort of major project leaders who will be expected to support each other, share good practice and lessons learned and to collectively develop solutions. You should liaise with the department's Head of Profession for project delivery to discuss the maintenance and development of your delivery and leadership skills.

The Infrastructure and Projects Authority will be available to you for support, advice, and assurance throughout the programme's time on the GMPP.

Following approval of the business case and entry onto the DfE Major Projects portfolio, the Performance and Risk Committee, and the Audit and Risk Committee will provide ongoing oversight and support and will take steps to help resolve and escalate risks, issues or constraints that are acting as a blocker to successful delivery.

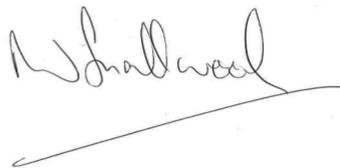
We would like to take this opportunity to wish you every success in your role as SRO.

Yours sincerely,



SUSAN ACLAND-HOOD

Permanent Secretary, Department for Education



NICK SMALLWOOD

Chief Executive Officer, Infrastructure and
Projects Authority

CONFIRMATION OF ACCEPTANCE OF APPOINTMENT

I confirm that I accept the appointment of joint Interim Senior Responsible Owners for the **programme**, including my personal accountability for implementation, as set out in the letter above.



REBEKAH CHATWIN

04/12/2024

CONFIRMATION OF ACCEPTANCE OF APPOINTMENT

I confirm that I accept the appointment of joint Interim Senior Responsible Owners for the **programme**, including my personal accountability for implementation, as set out in the letter above.



JANE BELFOURD

27/11/2024