

## Costing for the Opposition Policy on Unqualified Teachers

Description of policy
<p>Tristram Hunt, Speech to the North of England Education Conference, January 15 2014:</p> <p>“Our starting point must be a commitment to ensuring that all teachers in our schools are qualified. So under a Labour Government, all teachers in state schools would have qualified teacher status or be working towards it”.</p> <p>Tristram Hunt, Speech at Microsoft, 18 August 2014:</p> <p>“Two thirds of 16-18 year olds study in FE colleges - yet under this government we are seeing more inadequate Ofsted ratings and, as in schools, nonsensical deregulation when it comes to teaching qualifications.</p> <p>If we are serious about the Tech Bacc being a gold standard then it must be seen that way by all - by parents, businesses, colleges and, most of all, by young people themselves.</p> <p>It should only be delivered by highly qualified teachers who understand how to tailor curricula to the diverse needs of college students.”</p>
Additional policy assumptions
<ul style="list-style-type: none"><li>• For the costing to apply to state schools and sixth form colleges;</li><li>• That all unqualified teachers, including instructors in maintained schools, are required to work towards a qualification;</li><li>• That it includes both the cost of the existing unqualified teachers working towards a qualification, and the increase in paybill costs (i.e. pay and pensions) once those unqualified teachers have become qualified;</li><li>• That it includes the costs of more people opting for ITT in the future (as they will no longer have the option to become an unqualified teacher). With the assumption that these people will apply to the different ITT routes in the same proportions as those currently going through ITT;</li><li>• That unqualified teachers would be required to be qualified by the beginning of academic year 17/18;</li><li>• That we assume unqualified teachers go through the ITT routes that would allow them to continue to be paid to teach (excluding Teach First) – ie, School Direct (salaried) and assessment only - and that DfE will cover the replacement costs for when teachers are engaged in non-teaching activity related to their qualification;</li><li>• That DfE would cover the costs incurred by the schools or unqualified teachers in order to meet the requirement;</li><li>• That DfE would not otherwise pay salaries for the unqualified teachers, as the school would have already been paying the teacher’s salary.</li></ul>

Additional technical modelling assumptions or judgements required

Annex A provides a detailed description of how the final costs were arrived at, including technical assumptions or judgements.

If needed, information required on distributional effects of the policy

NA

Cost/Revenue to the Exchequer over five years

Please summarise spending impacts in Table 1, below.

	DEL				
	Year 1	Year 2	Year 3	Year 4	Year 5
Conversion cost (Current)	£54,785,000	£47,015,400	-	-	-
In-flow cost (current)	£0	£44,850,621	£78,347,628	£79,836,233	£81,432,958
Recurring costs	£0	£0	£0	£0	£0
<b>Total</b>	<b>£54,785,000</b>	<b>£91,866,022</b>	<b>£78,347,628</b>	<b>£79,836,233</b>	<b>£81,432,958</b>

Distributional effects (if none requested, any significant):

NA

Comparison with current system (if applicable):

- Prior to 2012, headteachers could employ, as instructors (unqualified teachers), individuals who did not hold Qualified Teacher Status (QTS) where there was not a suitable QTS-holding teacher available.
- In September 2012, the Specified Work Regulations were amended to allow maintained schools to employ industry experts as instructors to teach, where specialist qualifications and/or experience are required, as a first choice and on a permanent basis. Instructors in maintained schools are paid on the Unqualified Teachers Pay Scale.
- Appointments made to free schools, studio schools, university technical colleges and university training schools are not subject to the Specified Work Regulations, which means that the heads of these schools can employ teaching staff who they deem to be suitably qualified - without the automatic requirement for QTS.
- Academies are also not subject to the Regulations as the terms and conditions for each Academy are set out in its funding agreement. Since August 2012, the funding agreements of all new academies state that they can employ teaching staff who they believe to be suitably qualified - without the automatic requirement for them to have QTS. Existing academies can request their funding agreements to be changed to include this new freedom if they wish. Academies are not required to pay qualified or unqualified teachers in line with the statutory pay arrangements that apply to maintained schools.
- Despite the change in requirements around QTS, there were fewer unqualified teachers working in publicly-funded schools in November 2013 than in November 2010. A proportion of these unqualified teachers will already be working towards QTS. In 2013, the School Workforce Census showed that 11.6% of all unqualified teachers were on a QTS route.

Other comments (including other Departments consulted):	
This costing has been produced by the Department for Education (including the National College for Teaching and Leadership). Some of the data was provided by BIS.	
<i>To be completed by Permanent Secretary's Office</i> Date costing signed off:	26/09/2014
<i>[If applicable]</i> Date revised costing signed off:	