

Costing for the Opposition Policy on Unqualified Teachers

Description of policy
<p>All teachers in Further Education to have qualified teacher status..</p> <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">• FE costing covers the entire FE workforce. Independent providers are covered by the costing;• All unqualified teachers are required to work towards a qualification;• The policy will apply to all subjects, including vocational subjects;• It includes both the cost of the existing unqualified teachers working towards a qualification• Unqualified teachers would be required to be qualified by the beginning of academic year 17/18;• These people will apply to the different ITT routes in the same proportions as those currently going through ITT;• Unqualified teachers go through the ITT routes that would allow them to continue to be paid to teach• All unqualified FE teachers complete teaching qualifications in the same proportions as those training to teach FE do currently• All teachers in FE colleges and independent providers work towards QTLS.• All unqualified FE teachers acquire QTLS after completing their teaching qualification• Qualifications acquired in the past, under previous regulations, would remain acceptable under this policy, provided they are legitimate, thorough qualifications that this government views as acceptable.

Additional technical modelling assumptions or judgements required

A large number of teachers in FE work part time and will study to become qualified in their own time. The costs of training existing unqualified teachers and those below any minimum threshold will be spread over at least 2 years for part time staff

Annex A provides fuller detailed description of how final costs were arrived at and details of technical assumptions and judgements.

If needed, information required on distributional effects of the policy

N/A

Cost/Revenue to the Exchequer over five years

	DEL				
	Start-up cost	Year 2	Year 3	Year 4	Year 5
Current	£122m	£122m	£122m	£67m	N/A
Capital	N/a	N/a	N/a	N/a	N/a

Distributional effects (if none requested, any significant):

N/A

Comparison with current system (if applicable):

FE employers are responsible for their own HR arrangements. It is for each FE employer to determine who they employ and which qualifications it requires of its teachers. Employers determine their own pay and pension arrangements for all staff.

There is no requirement to hold a specific type or level of qualification. Regulations requiring FE teachers to hold a qualification and obtain a professional status (QTLS) were revoked in 2013. The underpinning legislation on which new regulations can be laid will be withdrawn when the Deregulation Bill receives Royal Assent.

Teachers qualified through schools teacher training holding QTS are qualified to work in FE. Teachers qualified in FE and holding QTLS can apply for qualification recognition to work in schools.

Following the independent Lingfield review of Professionalism in Further Education, Government supported level 5 as the minimum level for teaching in FE

<https://www.gov.uk/government/publications/professionalism-in-further-education-final-report-of-the-independent-review-panel>

It is for each employer to decide how it trains any teacher that is recruited without a qualification

Government does not pay any costs for in service teacher training – except for maths teachers. A new scheme was announced in August which gives employers £20,000 towards

the costs of training and support for any maths graduates who is recruited without a teaching qualification, to enable them to gain the qualification whilst they teach

Other comments (including other Departments consulted):

This costing has been prepared in consultation with and parallel to the costing for schools and Sixth Form Colleges prepared by DfE.

The following assumptions were requested by Spads, but due to either a lack of data or a high level of uncertainty, have not been included in the costing:

- The costing should include the increase in paybill costs (i.e. pay and pensions) once those unqualified teachers have become qualified;
- The costing will cover the replacement costs for when teachers are engaged in non-teaching activity related to their qualification;
- The costing will include the costs of more people opting for ITT in the future (as they will no longer have the option of being unqualified as an FE teacher).
- Where other assumptions cannot be made, the same unit costs that are being used for schools should be used for FE colleges, independent providers.

To be completed by Permanent Secretary's Office
Date costing signed off:

26/09/2014

[If applicable]
Date revised costing signed off: