

**TRAIN TO
TEACH**
NORTHANTS



Department
for Education

Initial teacher training (ITT) reform //

Information for schools

Spring 2023

Northamptonshire
Teaching School Hub



ITT is intended to support and benefit everyone //



Schools

Recruit the well-trained teachers that schools need



Teachers

Help teachers fulfil their potential and feel supported in their role from the very start of their career



Workforce

Pipeline of new teachers to the profession



Pupils

Ensure excellent teachers for every child

Teacher training is not possible without school placements.

We know that many schools view supporting the training of the next generation of teachers as part of their professional purpose. As well as supporting their own school recruitment needs, by providing school placements, schools enable the pipeline of new teachers to the profession.

What does hosting a placement involve? //



Schools provide trainee teachers with:

Teaching
experience in
a classroom

Support from a
trained mentor,
including weekly
mentor meetings

Opportunities to
shadow and learn
from experienced
teachers

Feedback,
advice and
reflection

Nurturing
environment in
which to learn,
grow and develop
their own teaching
style

ITT Reform and Quality Requirements //

Through an expert advisory group and consultation, the Department for Education (DfE) conducted a review of ITT with the aim to make well informed, evidence-based recommendations on how to make sure:



All trainees receive high-quality training in the ITT market



The ITT market maintains the capacity to deliver enough trainees and is accessible to candidates



The ITT system benefits all schools

The quality requirements include new mentoring requirements to ensure mentors are well trained in how to be a mentor, to understand the ITT Core Content Framework (CCF) and underpinning evidence, and the ITT curriculum the trainee is following, so that they can effectively support the trainee's progress during school placements. There are also new quality requirements relating to curriculum, assessment and progression of trainees, and quality assurance.

What does the ITT reform mean for schools? //

Following the reforms, from September 2024 there will be new quality requirements for all ITT courses. These include:



Mentoring – minimum of 1.5 hours of mentor time per week for trainees and mentor training requirements



A more strategic role for Teaching School Hubs in ITT, so that they can support their local school networks to be involved



Intensive Training and Practice (ITAP) is a new element which must be part of all ITT courses



Mentor Requirements //



From September 2024, accredited ITT providers must ensure their courses meet the new quality requirements.



The new quality requirements help ensure that every trainee receives an entitlement of 1.5 hours per week of mentoring support. All school-based mentors will have access to up to 20 hours of initial mentor training supported by funding (followed by 6 hours of refresher training in future years).



The accredited ITT provider will provide training to help mentors understand:

- what is involved in the mentor role and the skills they need
- the ITT core content framework and its underpinning evidence
- the ITT curriculum which the trainee will be following.

ITT providers will take into consideration any prior learning that mentors might have completed, including as an Early Career Framework (ECF) mentor, to avoid unnecessary repetition of training.

The aim of this is to avoid duplication and build on a mentor's prior learning, which as a result may reduce the total hours of training a mentor needs to complete.

Benefits of Mentoring //

Mentor

- ✓ Enhanced professional learning and opportunity to develop their professional skills
- ✓ Enhanced knowledge and understanding of the latest evidence on what makes good teaching
- ✓ Opportunities for CPD available from providers and within the school/MAT network as a result of being a mentor to trainees

Mentee

- ✓ Improved teaching practices and enhanced professional learning and development
- ✓ Supports trainees in developing professional skills supporting teacher development, also linked to career development opportunities.
- ✓ The role of the school-based mentor is pivotal to the success of ITT placements

School

- ✓ Mentors have access to the latest evidence base of what works in teaching, that can be embedded into wider school teaching practice and continuous school improvement
- ✓ Schools supported to build mentor pathways into their career mapping.

Research taken from:

National Institute of Teaching - Mentoring and coaching trainee and early career teachers: Conceptual review, published Nov 2022
Schools' Experiences of Hosting Trainees and Employing Newly Qualified Teachers; CooperGibson research, published 2019

Mentor Training //

How are the 20 hours allocated?

Each mentor will complete up to 20 hours of training **per provider**

Typically, across Northamptonshire this will be:

6 hours are for attending a full-day conference across multiple dates which is approved, designed and delivered by local ITT providers.

10 hours asynchronous training accessed by mentors in their own time and synchronous training delivered through online twilights.

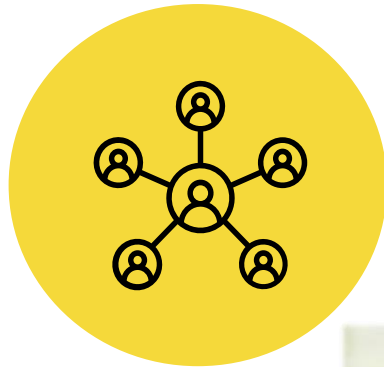
4 hours of placement specific support and training by the ITT provider.

Potential Reduction in hours

Prior mentor training (e.g. ECF Mentor) may reduce the 20 hours required for new mentors. Speak to your ITT provider for details.

What does the ITT reform mean for schools? //

For schools hosting trainees from **multiple providers**:



A mentor will complete 20 hours of training **per provider**

NTSH is working strategically with providers to co-ordinate and share dates

Contact your ITT providers to explore a potential reduction of the 20 hours based on prior learning



Available funding to support mentoring //

£876

To facilitate and support mentor training, the DfE has made funding available for schools.

This is in addition to the funding placement schools receive from accredited ITT providers to reflect their role in delivering ITT. Further detail can be found in our [ITT reform funding guidance](#).

This funding will help with the cost of teachers being away from the classroom while they train.

This could include:

- Paying for someone to take over lessons while a teacher is training
- Paying for someone to teach if a teacher takes time off in lieu to train
- Overtime payment to the teacher, if they are training outside of normal working hours (teacher workload should be carefully considered in such cases)
- Paying for any costs that come from reducing a teacher's other responsibilities, so they have time to train

This funding can be accessed by schools that offer placements to ITT trainees and have mentors working with ITT trainees who started their training any time between 1st September 2024, and 31st May 2025.

The amount of funding received by schools depends on the location of the school, and how many hours a teacher has spent training to be a mentor.

What is Intensive Training and Practice //

Another way that schools can get involved in ITT is through supporting Intensive Training and Practice.

Intensive Training and Practice is not part of the ITT placement, although placement schools may wish to support Intensive Training and Practice too. Other schools can also be involved in supporting Intensive Training and Practice.

Intensive Training and Practice is a new element that must be incorporated into all ITT courses leading to QTS from September 2024.

Intensive Training and Practice will intensively focus on analysing evidence of pivotal aspects of teaching, putting this into practice immediately, and receiving immediate focused feedback on this practice.

It is not the responsibility of schools to design and deliver the Intensive Training and Practice; this is a course requirement fulfilled by the accredited ITT provider, who will be able to discuss this element with you in more detail.

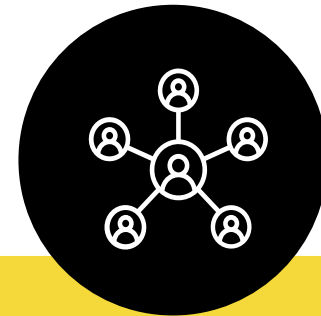
The trainee will receive 4 weeks of Intensive Training and Practice over their ITT course (this is 6 weeks for undergraduate ITT courses). This may be split in to 1-week blocks and only some of this time will be spent in school for structured observation and deconstruction of expert practice, rehearsal and live practice, followed by immediate structure feedback.

Intensive Training and Practice topics will be pivotal or foundational elements of classroom practice that all teachers need, irrespective of context. For example, behaviour management as a topic would be too broad, but a focus on how setting classroom routines can support behaviour management would be appropriate.

Role of Teaching School Hubs (TSHs) //

From September 2023, all TSHs are delivering new strategic roles to support local ITT delivery across their area. TSHs will play an important regional role in their area working with schools and accredited ITT providers to understand the local market, context and challenges.

TSHs will also be able to offer information and support to schools wishing to engage in ITT for the first time or increase their engagement in ITT.



**Need more
information on TSHs?**

Visit:

[www.northamptonshire
teachingschoolhub.org](http://www.northamptonshire
teachingschoolhub.org)

What does this mean for schools? //

DfE are aiming to build a picture on situations where there is a surplus of trainees in a specific location, and similarly where there is a surplus of school placements available but not enough trainees, to ensure all schools have access to high quality and well-trained teachers.

You will be contacted by your local TSH to understand your current and possible future engagement with ITT. The TSH will collect a range of data on your engagement with ITT.

This is not personal data. This is not mandatory, but the DfE strongly encourages schools to engage with TSHs and provide this information.

The information will be shared with the DfE to support our understanding of school engagement in ITT and may be shared with accredited ITT providers as part of TSH engagement with them.

Trusts and ITT //

- ❑ It is a core responsibility of trusts to make a positive contribution to the wider system by delivering high quality training and/or placement for trainee teachers.
- ❑ We want to encourage high quality trusts to deliver training and offer a range of placements (general and the Intensive Training and Practice element) and mentors for trainee teachers, to support system wide sufficiency.
- ❑ Ahead of September 2024 when the new ITT requirements are implemented, it is important that trusts start to consider how they interact with ITT, including:
 - ✓ How to offer ITT placements if not already doing so?
 - ✓ Your capacity to be involved in ITT?
 - ✓ How to prepare for the new mentoring requirements?
- ❑ Trusts should discuss their approach and involvement in ITT with their delivery officers.

Commissioning high-quality trusts - GOV.UK (www.gov.uk)

How to get involved in ITT //

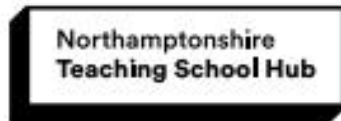
DfE accredits a range of organisations to deliver primary and secondary ITT, this includes HEIs, charities and school-based providers. To offer an ITT placement in your school for a trainee teacher, you need to partner with an [accredited ITT provider](#). Contact your nearest [TSH](#) to get advice on offering an ITT placement.

If you already offer ITT placements, you'll need to check that your existing ITT provider is part of a partnership accredited to offer teacher training courses from September 2024. If they are not, contact your local TSH to get advice and help you find a local accredited ITT provider to work with.

Your local TSH will be able to provide relevant information including:

- ✓ The different ways to be involved in ITT
- ✓ Information on accredited ITT providers within the area
- ✓ The new ITT reforms and requirements due to be implemented from September 2024 and what that means for you, including the new Intensive Training and Practice opportunities for trainees

Accredited ITT providers in your area //



Growing tomorrow's teachers for Northamptonshire schools

For more information, visit //

www.northamptonshireteachingschoolhub.org/traintoteach

Offer a trainee teacher placement - GOV.UK (www.gov.uk)

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