

## Salaried Teacher Training

Discover the benefits that come with choosing salaried teacher training routes:

- Tailor Your Team: Choose the ideal trainee for your school, ensuring a perfect match for your unique educational environment.
- Strategic Staffing: Take charge of your staffing needs by forward planning, ensuring a seamless integration of new talent into your team.
- Nurture and Retain Talent: Keep your high-quality staff within the school family by supporting their transition into teaching roles, fostering a culture of growth and development.
- Context-Ready Professionals: During the training year, your trainees are being trained to excel in all educational contexts with some specific expertise developing in your context, ensuring a smooth transition from training to real-world application.

There are two employed routes in Initial Teacher Training – Postgraduate Teaching Apprenticeship and School Direct Salaried.

## Apprenticeships

You can invest in the future by employing a full-time unqualified teacher as an apprentice. They will be integrated into your school culture and will train in your educational context. You may be eligible to receive apprenticeship funding to pay the tuition fee and will need to know whose levy pot you can access – talk to your Local Authority if you are a maintained school or talk to your finance department if you are in a MAT. If you don't have access to a levy pot, don't worry, you can still access apprenticeship funding using 'co-investor' funding and you will be asked to pay 5% of the cost of the training fee.

Illustrative figures (\*these may vary from provider to provider):

- Salary based on the National Unqualified Teachers' Pay Scale of £20,598:
- 12 Months duration.
- Employers' National Insurance at 13.8%, £1,587
- Teachers' Pension Contributions at 23.68%, £4,878
- Training fees to be paid directly to the Provider from the Apprenticeship Levy (either 100% or 95% of fees if you are using co-investor funding) £8,550\*
- Training fees to be paid by school to the Provider - (0% if you have access to the apprenticeship levy pot or 5% of fees if you are using co-investor funding) £450\*.

Varying values of grants and bursaries are available for some subjects – more information can be found here <https://www.gov.uk/government/publications/funding-initial-teacher-training-itt/funding-initial-teacher-training-itt-academic-year-2024-to-2025> or contact your local ITT provider.

Many schools offer contracts on the basis that the candidate accepts a job should the school wish to offer one.

### Commitment from the school

The school must release the candidate for all their centre-based training days, provide at least 1.5 hours of face to face, one to one mentoring per week, regular opportunities for the candidate to observe good teaching, carry out observations of trainees and attend mentor training. The apprentice must also be released from school for the second school placement which will take place during the year and the ITT provider will be able to give more details about when this will be.

Teaching percentages: Percentages build with experience but do not total more than 80%. Percentages are agreed with the Provider on a case-by-case basis and build over the year in line with the apprentice's progress and the expectations of the programme.

The candidate will be awarded QTS in July but must also undergo an apprenticeship end point assessment in the autumn term of the following academic year and this will be arranged by the SCITT with an external provider.

## Salaried routes

Salaried Routes: Like the apprenticeship route, this route has the same benefits as above but the funding is slightly different.

Illustrative figures (\*these may vary from provider to provider):

- Salary based on the National Unqualified Teachers' Pay Scale of £20,598:
- 11 Months Duration
- Employers' National Insurance at 13.8%, £1,350
- Teachers' Pension Contributions at 23.68%, £4,878
- Training Fee to be paid to the provider £9,000\*

Varying values of grants and bursaries are available for some subjects – more information can be found here <https://www.gov.uk/government/publications/funding-initial-teacher-training-itt/funding-initial-teacher-training-itt-academic-year-2024-to-2025> or contact your local ITT provider.

Many schools offer contracts on the basis that the candidate accepts a job should the school wish to offer one.

### Commitment from the school

The school must release the candidate for all their training days, provide at least 1.5 hours of face to face, one to one mentoring per week, regular opportunities for the candidate to observe good teaching, carry out observations of trainees and attend mentor training. The trainee must also be released from school for the second school placement which will take place during the year and the ITT provider will be able to give more details about when this will be.

Teaching percentages: Percentages build with experience but do not total more than 80%. Percentages are agreed with the provider on a case-by-case basis and build over the year in line with the apprentice's progress and the expectations of the programme.

## Next Steps

Talk to your local ITT providers who can talk you through the different elements of funding and explain it in your local context.

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*This information was provided by Jo Palmer-Tweed and Sarah Hand, Regional ITT Provider Network chairs and members of the DfE Initial Teacher Training Advisory Group (ITTAG).*

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