

Summer 2025 //

Northamptonshire
Teaching School Hub

ITT Bulletin //

for Northamptonshire schools



Welcome to your Summer 2 ITT bulletin from Northamptonshire Teaching School Hub.

We believe that every child in our region deserves to be taught by a well-qualified teacher. We need your support to boost our teaching workforce and give all children the best opportunity to succeed.

This bulletin includes information on:

- Using the apprenticeship levy to fund teacher training
- TA to Teacher | Book your place on webinar to be held on 21 May
- Sharing data - Teacher recruitment and retention in Northants
- A reminder to claim your mentor training funding

👉 Please visit our [website](#) | [Train to Teach](#) | [Information for Schools](#) for more info



[Ways to get involved](#)

Meet our ITT Strategic Lead

Kate Coleman leads the ITT Strategy for Northamptonshire Teaching School Hub and is the point of contact for schools interested in engaging with ITT. Read about Kate's experience [here](#).

Kate is also the Chair for the Regional ITT Partnership Forum for all local providers.

We can support schools of all sizes to get involved in Initial Teacher Training. Please get in touch for a conversation about how you can take part.

Contact: kate.coleman@northantsTSHub.org

1. TA to Teacher | Using the Apprenticeship Levy Funding



[Routes into Teaching](#)

Have you already got a member of staff who could gain QTS?

Apprenticeship routes can provide your TA or HLTA, a cover supervisor, or unqualified class teacher a pathway to QTS.

You are already paying this staff member a salary and you could use your **apprentice levy** to pay for the **tuition part of their teacher training**. This could be a degree (TDA), or postgraduate apprenticeship (PGTA) depending on what qualifications they already hold. Do look at our support for *Routes into Teaching* to help with this.

Levy Transfer

👉 Whether you pay the levy or not, North Northamptonshire and West Northamptonshire councils are able to help and support via levy transfer and have a preferred provider in

place ready for enrolments. You may be eligible for additional grant funding for teaching apprenticeships in priority subjects e.g. chemistry, computing, mathematics, physics and MFL.

You are not limited in how many apprentices you can recruit, but you will need to make sure you have the capacity to support your apprentices, particularly their off-the-job training. This will be their training from an initial teacher training accredited provider and time in a contrasting school experience. Local providers in Northamptonshire offer the PGTA already. The [Teacher Degree Apprenticeship](#) (Primary) is now open for recruitment.

👉 If you would like more support in planning for apprentice routes into teaching then please do contact your relevant local council:

North Northampton Council: Louise McIlreavy and Emma Singer

Louise.Mcilreavy@northnorthants.gov.uk

Emma.singer@northnorthants.gov.uk

West Northampton Council: Hannah Oswin and Becky Kinnear

learninganddevelopment@westnorthants.gov.uk

This link provides the funding rules for teacher apprenticeships 24-25: [Apprenticeship Funding Information](#) and for those who do not pay the levy: [Funding for employers who do not pay into the levy](#)

Please see our Routes into Teaching support materials here: [Routes into Teaching - Support for Schools](#)

👉 For further information around the TDA, the PGTA, routes and providers then do contact Kate. kate.coleman@northantstshub.org

2. Join our Webinar: TA to Teacher

A Webinar to Support Current Unqualified Staff in School who wish to train to teach and gain their QTS

21st May | 5-6pm

This webinar is designed to support those currently working in school who do not hold QTS (TA, HLTA, cover supervisor or UQT). It will explain:

- The different routes available to enable these staff members to train to teach. This will include tuition fee and apprentice routes.
- How The Postgraduate and Teacher Apprenticeship Degrees work.
- How the funding for these and other QTS courses work.
- Who locally offers these training routes.
- How to apply.

This webinar is suitable for school leaders who are planning staffing, or those working in school and interested in knowing more about becoming a teacher.

Please book onto this webinar to secure your place:

[Register for Webinar](#)

3. Recruitment and Retention of Teachers in Northamptonshire – NFER Data and Report

This report issued in March 2025 provides information on teacher recruitment and retention challenges and their implications for pupils and schools in terms of teacher shortages. These look at geography, subject and school types.

Please access the interactive data maps here [NFER School-workforce: Explore-by-geography](#) where you can look in detail at North and West Northants and the challenges we face in recruiting and retaining teachers.

Key National Headlines:

- Recruitment into initial teacher training (ITT) remains persistently poor while teacher leaving rates have not significantly improved since the pandemic.
- Data shows that the unfilled vacancy rate for teachers is six times higher than pre-pandemic, while secondary schools have come to rely more heavily on unqualified and

non-specialist teachers.

- **Ninety per cent** of teachers considering leaving teaching in 2023/24 cited high workload as a factor, and pupil behaviour/pastoral care has become one of the fastest-growing contributors to workload since the pandemic. SEND is also a factor.
- Increased reliance on unqualified and non-specialist teachers suggests teacher shortages are growing. The impact of teacher shortages tend to be more acute in schools with a higher proportion of pupils from disadvantaged backgrounds.
- Last year's 5.5 per cent pay rise, coupled with the previous Government's introduction of £30,000 starting salaries, have returned starting salaries to 2010/11 levels in real terms.
- A lack of access to flexible working arrangements may be contributing to teachers leaving the profession.
- The number of teachers who are considering leaving increased by 44 per cent in 2022/23 compared to the previous year.
- This report shows that previous initiatives, such as bursaries, have made some difference but that more fundamental changes are needed for teaching to be an attractive and sustainable profession that reflects its importance in our society.

Key Findings for Northamptonshire (trend data from 2015-2023):

Secondary Data in North and West Northants

- Rising trend in teachers leaving secondary schools in Northamptonshire. This was interrupted in the pandemic but is now rising again. This is higher than National figures and higher in West Northants. This is also higher than our statistical neighbours.
- The proportion of hours taught by qualified staff in Secondary subjects such as maths, science, computer science, MfL are dropping. These are currently similar to national figures, but this is a downward trend.
- The turnover of Secondary staff (ie. Moving to another school) is around a quarter of the school teaching staff each year. This is higher than national.
- The percentage of trainee teachers training in Northants schools each year is very low. e.g. for every 14 of those leaving in 2023 we trained only 4 to replace them. Often not in the subjects needed.

Primary Data in North and West Northants

- Prior to 2020 rates for primary teachers leaving was dropping but since the pandemic this is rising. Since 2022 we have seen a slight drop in this trend. This is still below national figures and similar to our neighbours.
- Post pandemic there was a rise in ECTs leaving the profession but since 2022 this has dropped.
- In terms of training new teachers to replace those that leave we are well below national figures, well below our neighbours, training 1.6% in the West and 0% in the North. This

will cause issues with replacing teachers as we move forward.

These figures are up to 2023. Anecdotally, these rates from providers are not improving.

4. Claim your ITT Mentor Training Funding

If you have staff who completed the training to be an initial teacher training mentor with a provider, or multiple providers, then please claim your funding. This is for the school year starting September 2024.

You will need to have:

- offered ITT placements with an *accredited* provider
- have at least one team member who has completed, or started their ITT mentor training
- is registered with [Get information about schools \(GIAS\)](#)

You can register for this service and set up an account now. You will then receive information as to when the claim window will open in **May 2025**.

Please follow this link: [Claim funding for mentor training - GOV.UK](#)

In order to begin this registration you will need:

- the name of your accredited ITT provider
- your mentors' teacher reference numbers (TRN)
- your mentors' dates of birth
- completed training hours - you should check these with your provider

To access this service, you will be asked to sign in, or create a Department for Education (DfE) Sign-in account.

If you have any problems accessing your account or setting this up then please email: ittmentor.funding@education.gov.uk.

5. Keep in touch

If you'd like to explore further ways to support ITT and build a sustainable teacher workforce, please do get in touch:

- emailing: itt@northantsTSHub.org / kate.coleman@northantsTSHub.org
- phoning: 01536 397013

Kind regards

Kate Coleman

ITT Strategic Lead

Northamptonshire Teaching School Hub

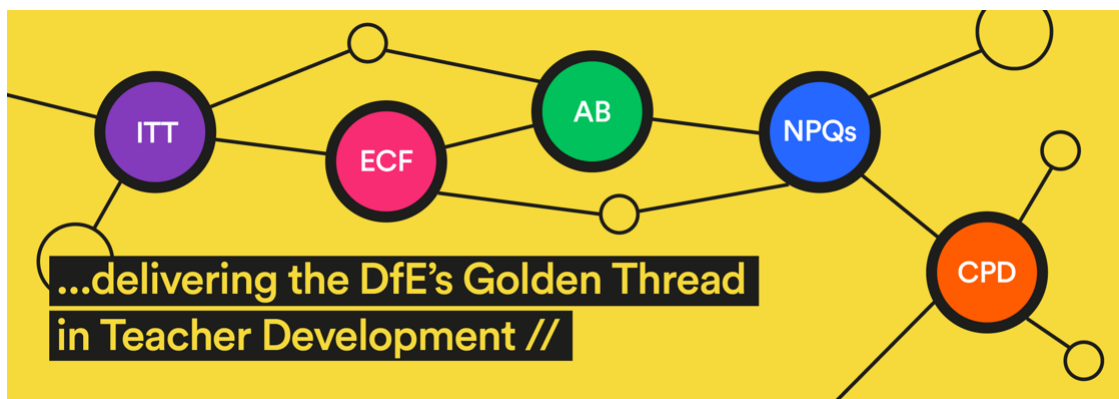
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Growing Teacher & Leader Expertise



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