

Cylchlythyr | Circular

Initial Teacher Training: Controls on recruitment against intake targets

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To: Heads of higher education institutions in Wales providing ITT
Response by: No response required
Contact: Name: Kimberley Meringolo
Telephone: 029 2068 2258
Email: kimberley.meringolo@hefcw.ac.uk

This circular presents amendments to the current controls to maintain recruitment to initial teacher training intake targets and to discourage over or under-recruitment, to be effective from the 2015/16 academic year.

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Introduction

1. This circular presents amendments to the current controls to maintain recruitment to the initial teacher training (ITT) intake target and to discourage over or under-recruitment, to be effective from the 2015/16 academic year.

Background

2. ITT leading to qualified teacher status (QTS) is a quota subject, in that each year the Welsh Government sets and informs HEFCW of sector intake targets for primary and secondary phase training in line with its estimates of the required demand for newly qualified teachers. We then determine the individual allocations to ITT providers, taking into account:
 - sector recruitment performance in recent years;
 - individual institution or Centre of Teacher Education recruitment performance;
 - the need to maintain the viability of provision;
 - for secondary training, the need to balance subject provision across the sector;
 - evidence from Estyn of the quality of training provided, as appropriate.
3. In the annual letter we receive from the Welsh Government setting out the sector intake targets, we are asked to maintain our efforts to ensure that over-recruitment against targets does not occur. This has been particularly the case for primary provision and non-priority secondary provision, which are traditionally popular amongst applicants. It has been less of an issue for priority secondary subjects, with under-recruitment being more of a problem. However, the situation does vary from year to year, with a greater likelihood of over-recruitment in subjects where it can be easier to recruit.
4. We have had penalties for over-recruitment to primary provision in place for a number of years, revising these as appropriate from time to time. These penalties result in the provider's intake target for the following year being reduced if the over-recruitment threshold is breached.
5. We amended the penalties for over-recruitment to secondary provision in 2013 (circular [W13/08HE](#)). These penalties result in a reduction in HEFCW funding for the following year by a sum equivalent to the total tuition fee income for the number of students recruited over the five per cent threshold.
6. In light of the transfer of the tuition fee grant from HEFCW to the Welsh Government from 1 April 2015, it will no longer be possible to apply ITT penalties to the maximum fee grant (as set out in circular W12/38HE). We therefore need to revise the controls on ITT recruitment so that they accord with the new arrangements. This means that from 2015/16 we will need to

apply penalties against ITT intake target allocations for both primary and secondary provision.

ITT Controls from 2015/16

7. HEFCW will apply controls or take associated actions in relation to recruitment to ITT (QTS) from the 2015/16 academic year onwards as set out below.
8. We will determine the level of over-recruitment at a Centre level, however we will apply the penalty at institutional level in line with where the over-recruitment has occurred. In instances where both partners in a Centre offer the same subject provision, we would calculate the level of over-recruitment from the numbers registered at each partner using HESES data and use this to calculate the penalty to be applied to each partner. If this did not concur with how the Centre saw the split of the targets between the partners, the Centre could propose to us that the penalty be applied to one partner only or in a different agreed proportion.
9. For 2015/16 we will no longer accept adjustments for those students that drop out after 1 November 2015. All penalty arrangements will be based on the original HESES data submission (count up to 1 November).

Primary ITT

10. The existing penalties ([W12/01HE](#)) which are applied to intake targets for over-recruitment to primary provision at the Centres of Teacher Education will continue. These are:
 - if a Centre over-recruits by more than five per cent or five students (whichever is greater) against its primary intake target in one year at either undergraduate (UG) or postgraduate level, a five per cent reduction will be applied to its intake target for that level the following year. These intakes will not be returned to the Centre after the penalty year;
 - a penalty for more significant over-recruitment. Thus, if a Centre over-recruits by more than ten per cent in one year at either undergraduate or postgraduate level, its target for that level for the following year will be cut by ten per cent and the intakes will not be returned the following year.
11. In determining whether this penalty will be applied, there will be no rounding. For example: An institution has an intake target of 58. The calculation of 10% over-recruitment is 5.8 full-time equivalent students. The institution over-recruits against its target by six students (10.3%). Arguments that the institution could not have recruited 0.8 of a student for an ITT course or that the 10.3% should be rounded to 10% will not be accepted. The ten per cent over-recruitment threshold has been breached and therefore the penalty will be applied.

Secondary ITT

12. The new arrangements for Secondary provision will work in a similar way as the existing penalties for primary provision ([W12/01HE](#)). These are:
 - if a Centre over-recruits by more than five per cent or five students (whichever is greater) against its secondary intake target in one year at either undergraduate, postgraduate priority or postgraduate non-priority level, a five per cent reduction will be applied to its intake target for that level the following year. These intakes will not be returned to the Centre after the penalty year;
 - a penalty for more significant over-recruitment. Thus, if a Centre over-recruits by more than ten per cent in one year at either undergraduate or postgraduate level, its target for that level for the following year will be cut by ten per cent and the intakes will not be returned the following year.
13. In determining whether this penalty will be applied, there will be no rounding. Immediately the over-recruitment is over ten per cent by any fraction, the penalty will be applied. For example: An institution has an intake target of 58. The calculation of 10% over-recruitment is 5.8 full-time equivalent students. The institution over-recruits against its target by six students (10.3%). Arguments that the institution could not have recruited 0.8 of a student for an ITT course or that the 10.3% should be rounded to 10% will not be accepted. The ten per cent over-recruitment threshold has been breached and therefore the penalty will be applied.

Under-recruitment

14. We are concerned to ensure that the Centres continue to make every effort to recruit to their secondary ITT intake targets. We have considered whether there should be penalties for under-recruitment but have decided that it is not appropriate at this time. However, we will keep the situation under review. We will continue to monitor recruitment for both UG and PGCE Secondary, both overall and at individual subject level. If we have concerns about the level of under-recruitment to a particular Centre's portfolio, we will discuss this with the Centre and request an action plan to address the situation.
15. If one institution is recruiting more strongly within a Centre, it may consider changing the distribution of the portfolio across the Centre to reflect this. Any changes would need to be discussed in advance with HEFCW.

Timetable

16. The arrangements will apply to recruitment against ITT (QTS) intake targets from the 2015/16 academic year. We will continue to monitor the situation and take further action in future years if we deem this necessary.

Further information / responses to

17. For further information, contact Kimberley Meringolo (tel 029 2068 2258; email kimberley.meringolo@hefcw.ac.uk).