

Cylchlythyr | Circular

Initial Teacher Training: Intake targets 2014/15

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To: Heads of higher education institutions in Wales providing initial teacher training
Response by: No response required
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This circular gives the initial teacher training intake targets for the sector for 2014/15.

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Introduction

1. This circular gives the initial teacher training (ITT) intake targets for the sector for 2014/15.
2. The letter which we have received from the Welsh Government setting out the targets is attached at **Annex A**.

Sector ITT intake targets 2014/15

3. The letter from the Welsh Government outlines the basis for the intake targets for 2014/15, which has included taking account of outputs from the Teacher Planning and Supply Model (TPSM) for Wales.
4. The overall sector primary and secondary intake target numbers remain unchanged from 2013/14.
5. Providers should not assume that the allocation of PGCE subjects to the two groupings implies that any ITT incentives or teaching grants will be available for those on courses in 2014/15. The Welsh Government will write to the sector separately about this. This should be made clear to prospective students.
6. Information Computer Technology has been reinstated as a priority category subject for secondary PGCE. Despite the overall secondary PGCE numbers not changing there is an increase to the priority category numbers to reflect this and a subsequent decrease to non-priority.
7. The Welsh Government has asked us to remind you that chemistry and physics subjects can be linked with wider science content, but only courses where **chemistry or physics** are the main component would qualify for inclusion in the priority subjects' intake grouping.
8. This principle of the main component in a science course also applies to biology and therefore you should make clear whether a course has biology as the main or only component, or whether it is a designated general/combined/integrated science course. You will need to make certain that the specialism in all science courses – whether it is chemistry, physics or biology – and the type of course is clear to all trainees from the outset.
9. While the intake targets do not include separate Welsh medium intake targets, we encourage you to develop and offer Welsh medium provision wherever possible. This is important to meet the demand for well-trained and qualified Welsh medium teachers in schools. We will work with the Coleg Cymraeg Cenedlaethol and providers as appropriate in considering the maintenance and viability of Welsh medium provision in ITT and its further development.

10. The Welsh Government is not able to offer indicative targets for future years at this time. It will consider the position for 2015/16 on the basis of further analysis next year using updated figures.

Over-recruitment

11. The Welsh Government letter notes that it would like HEFCW to maintain its efforts to ensure that over-recruitment against intake targets does not occur at either primary or secondary level. We would remind you of the revised penalty arrangements which we introduced last year in the light of the new tuition fees and funding regime with effect from the 2013/14 academic year onwards (Circular W13/08HE). These are set out in Annex B.
12. HEFCW also has statutory responsibilities under the [Education Act 2005](#) for administering funds to provide financial support for qualifying activities by eligible bodies. These activities are: the provision of teacher training; provision of facilities and conduct of other activities by eligible bodies as deemed necessary for the provision of teacher training; and provision of services in connection with these activities.

Open University in Wales intake targets

13. The Open University announced on 12 November 2013 that they will be withdrawing their postgraduate ITT provision across the UK. There has been no allocation of places in light of this decision in 2014/15.

Centre intake targets

14. We will not be able to issue finalised ITT intake target allocations for the Centres of Teacher Education until early in the New Year, when we will have verified recruitment data for 2013/14 as part of the Higher Education Early Student Statistics (HESES) exercise. You will note that for secondary numbers we have to put proposals for Centre allocations to the Welsh Government by the end of January 2014 at the latest.
15. Given that sector **primary PGCE and undergraduate targets** are unchanged, Centres may assume that they will receive the same targets as for 2013/14 **provided that they have not breached the over-recruitment limits** for primary numbers in 2013/14 (or, although unlikely, provided there is not significant under-recruitment). If a Centre has breached over-recruitment limits, it may be that the other Centres will gain a small number of additional targets.
16. Intake targets for **secondary undergraduate** provision can be expected to be similar to 2013/14, provided that there has not been significant **under- or over-recruitment** in particular subjects which we may need to take into

account in distributing targets across subjects, **or a breach of penalty arrangements.**

17. Meetings have been scheduled with each Centre to discuss indicative targets for secondary undergraduate and postgraduate provision in 2013/14.

Timetable

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



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Eich cyf • Your ref:

Ein cyf • Our ref: SF/LA/3611/13

14 November 2013

Dear Dr Blaney

INTAKE TARGETS FOR INITIAL TEACHER TRAINING 2014/15

1. I am writing to let you know the intake targets for mainstream initial teacher training (ITT) for the 2014/15 academic year.

Background

2. As you are aware, since 2004/05 we have steadily been reducing overall ITT intake numbers based on the outcome of analysis on the likely future demand for newly qualified teachers in maintained schools against the background of projected changes in pupil demographics over future years.

3. Previous teacher demand analysis has been updated with the following work:-
- (a) the data on applications received for teaching posts in primary and secondary schools has been updated to reflect the 2012 calendar year figures and as last year we have run a median analysis to provide a better picture of the position in Wales;
 - (b) the pupil projection figures have been updated with the results from the School Census 2012/13, based on the school population of Wales at January 2013 and covering the period between 2012/13 and 2022/23;

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- (c) we have been working with colleagues internally on the production of updated Teacher Planning and Supply Model (TPSM) projections. These take account of updated data on teacher and pupil numbers which became available in June/July from the STATS3 survey of local authorities, the Pupil Level Annual School Census (PLASC) and the General Teaching Council for Wales; and
- (d) we have also updated the model to record more precisely the potential availability of ITT completers for teaching posts in Wales within the TPSM. This work takes into account information on ITT students' domicile from data on ITT in Wales, based on statistics produced by the Higher Education Statistics Agency (HESA), and data on destinations of students completing ITT courses in Wales which comes from the destinations of leavers from higher education survey produced by HESA.

Detail – primary

4. The latest (2012) median figures for applications for advertised primary teaching positions are 12 per post (English medium at 19 per post and Welsh medium at 7 per post). The median application numbers show a slight decrease from last year's figures overall and for English medium, while Welsh medium shows a small increase.
5. The latest published projections for pupil numbers (based on the school population of Wales at January 2013) show primary pupil numbers rising by 34,000 between 2011/12 and 2022/23. Note however, that due to timing these do not reflect the latest national population projections which were published on 6 November 2013.
6. A baseline projection from the TPSM for the period 2013/14 – 2022/23 using the various updated data outlined in paragraph 3 above shows that without changes there would be usage of all available primary ITT entrants, and a significant reliance on large numbers of re-entrants to fill positions. Taking all the issues into account, our view is that for 2014/15 there seems to be no case for any reductions to the primary ITT numbers compared with 2013/14. The numbers seeking posts are not at the levels which the mean (simple averaging) figures would suggest, and the median numbers of applications show a slight decrease in numbers compared to last year. This along with continued projected rising primary pupil numbers should continue to see an increase the numbers of primary posts available.
7. Against this background, maintaining primary ITT numbers at current levels is considered the best option to provide appropriate intake numbers. We therefore propose to keep primary ITT numbers at the present level for 2014/15, and will consider the position beyond that on the basis of a further data analysis next year using the next round of updated figures and future policy considerations.

Detail – secondary

8. The latest (2012) median figures for applications for advertised secondary teaching positions are 8 per post (English medium at 9 per post and Welsh medium static at 4 per post). There has been a decline in median application numbers overall and for English medium with both slightly lower than last year while the median number of applications for Welsh medium remains the same.
9. The latest published projections for pupil numbers (again based on the school population of Wales at January 2013) show secondary pupil numbers falling by 14,100 overall between 2013/14 and 2017/18, but then returning to the current level (i.e. increase by 14,100) by 2022/23. Note however, that due to timing these do not reflect the latest national population projections which were published on 6 November 2013.

10. A baseline projection from the TPSM for the period 2013/14 – 2022/23 using the various updated data outlined in paragraph 3 above shows that without any changes there would be no over supply of secondary ITT entrants with increasing reliance on re-entrants to teaching.

11. Our conclusion, taking all these issues into account, is that the 2014/15 secondary intake numbers should be retained at 2013/14 levels. Based on the data analysis and updated figures available to us including the reduction in median number of applications per secondary vacancy and the variation in the numbers of re-entrants required there is no justification for the number of secondary places to be reduced further. We will consider the position for 2015/16 on the basis of further analysis next year using updated figures. We are unable to offer indicative intake targets for future years at this time, but hope to be in a position to do so from 2015/16.

Open University

12. The intake targets detailed here do not include provision for the Open University (OU) in Wales, although we have taken account of OU secondary numbers in TPSM projections. As you will know, the OU announced on 12th November that they will be withdrawing their postgraduate ITT provision across the UK. The OU's last intake will be at entry point March 2014 and these numbers are reflected in the 2013/14 allocation. We have not therefore allocated any places to the OU for 2014/15 in light of their decision to withdraw ITT provision from Wales.

Graduate Teacher Programme and Teach First Wales

13. These intake targets detailed here also do not include provision for the Graduate Teacher Programme (GTP), although, again, we take account of these numbers in the TPSM process. From 2012/13 academic year the administration of the GTP under the employment-based teacher training programme became the responsibility of the ITT Centres. GTP numbers and the annual Policy Priorities Statement will be issued to the ITT Centres in early 2014.

14. Target numbers for Teach First Wales are not included in the overall intake targets set here, and the numbers are not included in the TPSM calculations. Teach First Wales numbers will continue to be advised to the organisation delivering the training.

Action

15. The primary and secondary intake targets for ITT for the 2014/15 academic year are set out in the table in the annex attached. Numbers are provided for the total primary and secondary targets, sub-divided between undergraduate and postgraduate. The figures also show a breakdown of secondary subjects into two groupings. HEFCW is asked to note that the breakdown of intake numbers does not imply that any ITT incentives will be available for those on courses in 2014/15; we will write separately about this once a decision has been made. These intake targets are derived from the Welsh Government's forecast demand for newly qualified teachers to which HEFCW, in exercising its functions, is required to have regard to under section 86(6)(a) of the Education Act 2005.

16. HEFCW is requested to issue a copy of this letter to the ITT Centres as soon as possible, so that they are aware of the current position and the reasons behind the decision.

17. As in previous years, the targets in the attached annex do not include separate Welsh medium intake targets. HEFCW is requested to continue to encourage institutions to develop and offer Welsh medium provision where possible and to consider the viability

of Welsh medium provision, working with the Coleg Cymraeg Cenedlaethol as appropriate. We would ask HEFCW to monitor the position in respect of Welsh medium provision and report accordingly. We will be in touch shortly to discuss and agree how HEFCW can support monitoring in this area.

18. As in previous years the ITT Centres should be reminded that secondary chemistry and physics subjects can be linked with wider science content, but only courses where chemistry or physics are the main component would qualify for inclusion in the priority subject intake grouping. The ITT Centres will need to be certain that they make the specialism and type of course clear to all trainees from the outset.

19. As mentioned above we have not included here indicative targets for the following two academic years for general planning purposes. As indicated previously we will be undertaking a further analysis next year using the next round of updated figures, and the actual intake figures for 2015/16 may be different from the 2014/15 baseline figures notified here.

20. Taking the intake targets for 2014/15 set out in the attached annex, HEFCW is asked to consider (in the light of the intake targets notified to it last year, its own allocations to providers for 2013/14, course availability for 2014/15 and other relevant factors including cohort viability) how it proposes to allocate these numbers between providers; and in the case of secondary targets, between subjects. HEFCW will need to allocate the intake targets to the ITT Centres accordingly.

21. For primary numbers, we are content for HEFCW to allocate them to providers as soon as possible and to notify us when this is done. For secondary numbers, HEFCW should write to the Practitioner Standards and Professional Development Division as early as possible, but by no later than 31 December 2013, with proposals for allocating these numbers between ITT Centres for agreement by this office.

22. In considering the allocation of secondary numbers, HEFCW should bear in mind the Minister's continued focus on literacy and numeracy in order to raise school standards. Mathematics and Welsh (where there are a range of supporting factors) are included in the priority subjects group, and the numbers there have remained at 2013/14 levels. On the same basis, and as last year, HEFCW is asked where possible to protect English numbers to some degree to support literacy standards. ICT has been reinstated as a priority category subject and the numbers notified in the attached Annex reflect an increase in the priority category group to support this.

23. The Minister would like to reinforce the message that efforts must continue to be made to ensure that over-recruitment against targets does not occur. We have some evidence of over recruitment in certain subjects, and we will be looking into this more closely over the next few months. We would be grateful if HEFCW could maintain its efforts to help avoid ITT Centres over-recruiting, at both primary and secondary levels.

Yours sincerely

GAIL DEANE

Practitioner Standards and Professional Development Division

Intake targets 2014/15

	Undergraduate	Postgraduate	total
Primary	300	450	750
Secondary	95	785	880
Total	395	1,235	1,630

Secondary PGCE subjects

Priority subjects

mathematics; chemistry; physics;
 modern foreign languages; Welsh,
 ICT (Computer studies)

313

Other subjects

Design & technology; English;
 geography; biology; general /
 integrated science; music;
 religious education; history; PE;
 art; business studies; dance &
 drama; and outdoor activities

472

- Individual target totals listed above should be maintained.
- On no account, once individual subject targets are notified to ITT Centres, should HEFCW permit Centres to vire numbers between primary and secondary allocations; between undergraduate or postgraduate provision and from subjects within the priority subject category to non-priority subject categories.
- Should providers recruit over-target adjustments will be made in subsequent years which could affect course viability. HEFCW is asked to monitor intake against target closely.

ITT Controls against recruitment from 2013/14

HEFCW will apply controls or take associated actions in relation to recruitment to ITT (QTS) from the 2013/14 academic year onwards as set out below.

The application of penalties for over-recruitment to ITT intake targets will be a separate process from the monitoring of the maximum fee grant. Reductions in funding as a result of breaching the ITT recruitment limits will be made by reducing the funding allocations which HEFCW makes directly to institutions.

Primary ITT

- 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 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.

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.

- **Additionally, from 2013/14**, if a Centre over-recruits by more than five per cent against its primary intake target in one year at either undergraduate or postgraduate level (or both), HEFCW funding for the following year will be reduced by a sum equivalent to the total tuition fee income for the number of students recruited over the five per cent threshold.
- When we have determined the level of over-recruitment at a Centre level, we will then apply the penalty at the institutional level in line with where the over-recruitment has occurred, as this is where the tuition fee income is received. Applying the penalty on an institutional basis is straightforward for primary

provision: the South-West Centre is located in a single institution, the partners in the South East Centre have either UG or PGCE primary provision, not both, and in the North and Mid Wales Centre all primary provision is located at Bangor University.

- For undergraduate primary provision, we will assume that the over-recruited students will be present for the full duration of the course. The penalty will therefore be equivalent to three years' tuition fee income (not just the initial year of over-recruitment). The total three-year sum will be deducted from HEFCW's funding allocation to the institution in the following year. The tuition fee level we will use in the calculation will be as returned for ITT (QTS) courses on the institution's fee plan for the year the student enters the course.

Secondary ITT

- **Undergraduate (UG) Secondary:** Where a Centre over-recruits by more than five per cent against its total UG secondary intake target, HEFCW funding for the following year will be reduced by a sum equivalent to the total tuition fee income for the number of students recruited over the five per cent threshold.
- When we have determined the level of over-recruitment at a Centre level, we will then apply the penalty at the institutional level in line with where the over-recruitment has occurred, as this is where the tuition fee income is received. Both partners in the South-East Wales Centre offer UG Secondary provision but in different subjects. UG Secondary provision is also offered by Bangor University in the North and Mid Wales Centre.
- We will assume that the over-recruited students will be present for the full duration of the course, and the penalty will therefore be equivalent to the total tuition fee income from this number of students for the duration of the course. Most UG secondary courses are of three years' duration, with one two-year course offered at the South East Wales Centre. The total three or two-year sum will be deducted from the institution's HEFCW funding allocation in the following year. The tuition fee we will use in the calculation will be as returned for ITT (QTS) courses on the institution's fee plan for the year the student enters the course.
- **PGCE Secondary:** Where a Centre over-recruits by more than five per cent against its total PGCE Secondary intake target, HEFCW funding for the following year will be reduced by a sum equivalent to the total tuition fee income for the number of students recruited over the five per cent threshold.
- When we have determined the level of over-recruitment at a Centre level, we will then apply the penalty at the institutional level in line with where the over-recruitment has occurred, as this is where the tuition fee income is received. There are a few subjects which are offered by both partners in a Centre (North and Mid Wales – Welsh, Chemistry, Physics and Biology; South East Wales – Design and Technology). In these instances, we would

calculate an appropriate proportion of the target and therefore the over-recruitment associated with each partner from the numbers registered at each partner and use this to calculate a 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.

Under-recruitment

- We are concerned 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 with the Centre and request an action plan to address the situation.
- If a Centre is recruiting to its numbers overall and there are two partners in a Centre, and one is recruiting more strongly to ITT than the other, the Centre may consider changing the distribution of the portfolio in the Centre to reflect this. In order to avoid a situation where this results in the stronger ITT recruiter exceeding their maximum fee grant, the partner that is recruiting less ITT than expected may consider viring some of their maximum fee grant to the institution with the stronger ITT recruitment. Should institutions wish to consider this option, they should contact HEFCW officers to discuss.