

Cylchlythyr | Circular

Initial Teacher Training: Intake targets 2015/16

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To: Heads of higher education institutions in Wales providing initial teacher training
Response by: No response required
Contact: Name: Dr Peter Vokes
Telephone: 029 2068 2258
Email: peter.vokes@hefcw.ac.uk

This circular gives the initial teacher training intake targets for the sector for 2015/16.

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Introduction

1. This circular gives the initial teacher education training (ITT) intake targets for the sector for 2015/16.
2. The letter which we have received from the Welsh Government setting out the targets is attached at **Annex A**.

Sector ITT intake targets 2015/16

3. The letter from the Welsh Government outlines the basis for the intake targets for 2015/16, 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 2015/16.
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 2015/16. The Welsh Government will write to the sector separately about this. This should be made clear to prospective students.
6. This year there is no change to either the overall secondary PGCE numbers or the priority or non-priority category numbers.
7. In previous years, providers have been able to link secondary chemistry and physics subjects with those with wider science content, but only courses where chemistry or physics are the main component qualified for inclusion in the priority subject intake grouping. For 2015/16 we will allocate specific intake numbers to physics and chemistry within this category, as requested by Welsh Government. These can be linked to courses with wider science content but ITT Centres will need to make the specialism and type of course clear to all trainees from the outset.
8. 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 monitor this position and 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. We also want you to work closely with the Coleg Cymraeg Cenedlaethol on the introduction of Welsh medium competency teaching certificates.
9. The Welsh Government is not able to offer indicative targets for future years at this time. It will consider the position for 2016/17 on the basis of further analysis next year using updated figures.

Over-recruitment

10. The Welsh Government has asked us to reinforce the message to ensure that over-recruitment against intake targets in the non-priority group does not occur. We would remind you of the revised penalty arrangements which were previously introduced 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**. Further, the Welsh Government encourages, where possible, the recruitment of high-quality candidates to target those subjects in the prior recruitment category.

Centre intake targets

11. In response to representations from ITT providers, we have brought forward the timetable for preparing intake target allocations to individual centres so that they can be published as early as possible. For 2015/16 intake targets, we aim to issue finalised ITT intake target allocations for the Centres of Teacher Education by the end of December, when we will have verified recruitment data for 2014/15 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 30 November 2014. This is dependent on us receiving ITT HESES data by 10 November, as requested in [circular W14/40HE](#) and we would welcome support from ITT providers in meeting this deadline so that we can issue the targets earlier.
12. Given that sector **primary PGCE and undergraduate targets** are unchanged, Centres may assume that they will receive the same targets as for 2014/15 **provided that they have not breached the over-recruitment limits** for primary numbers in 2014/15 (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.
13. Intake targets for **secondary undergraduate** provision can be expected to be similar to 2014/15, 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**.
14. Meetings have been scheduled with each Centre to discuss indicative targets for secondary undergraduate and postgraduate provision in 2015/16.

Timetable

15. For further information contact Dr Peter Vokes (tel 029 2068 2258; email peter.vokes@hefcw.ac.uk).

Dr David Blaney
Chief Executive
Higher Education Funding Council for Wales
Linden Court, The Orchards
Ilex Close, Llanishen
CARDIFF CF14 5DZ

Eich cyf • Your ref:

Ein cyf • Our ref:

24 October 2014

Dear Dr Blaney

INTAKE TARGETS FOR INITIAL TEACHER EDUCATION TRAINING 2015/16

1. I am writing to let you know the intake targets for mainstream initial teacher education training (ITET) for the 2015/16 academic year.

Background

2. The overall ITET intake numbers have reduced significantly by over a third between 2004/05 and 2012/13 and have remained at a steady state in 2013/14 and 2014/15. These decisions have been 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. In the last two academic years 2013/14 and 2014/15 we have maintained numbers to ensure courses of ITET in Wales remain viable whilst monitoring projected pupil demographics and the projected number of re-entrants to the profession required to meet demand within what has been, and continues to be, a difficult economic climate.

4. Previous teacher demand analysis undertaken 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 2013 calendar year figures and as last year we have run a median analysis to provide a better picture of the recruitment to vacancy position in Wales;
- (b) The pupil projection figures have been updated with statistics collected in the annual Pupil Level Annual Schools Census (PLASC) return, based on the school population of Wales at January 2014, and the latest (2012-

based) national population projections produced by the Office for National Statistics.

- (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 July from the Pupil Level Annual School Census (PLASC) and data collected by the General Teaching Council for Wales; and
- (d) we have also updated the model to record the potential availability of ITET completers for teaching posts in Wales within the TPSM. This work takes into account information on ITET students' domicile from data on ITET in Wales, based on statistics produced by the Higher Education Statistics Agency (HESA), and data on destinations of students completing ITET courses in Wales which comes from the destinations of leavers from higher education survey produced by HESA.

Detail – primary

5. The latest (2013) median figures for applications for advertised primary teaching positions are 10 per post (English medium at 15 per post and Welsh medium at 6 per post). The median application numbers show a slight decrease from last year's figures.

6. The latest projections for pupil numbers (based on the Office for National Statistics 2012-based national population projections show primary pupil numbers will increase year on year between 2014/15 and 2023/24, but not at the level previously projected, with an overall increase of 13,000. The TPSM also estimates a fall in primary vacancy rates from 1,426 to 969 during the same period.

7. A baseline projection from the TPSM for the period 2014/15 – 2023/24 using the various updated data outlined in paragraph 4 above shows that without any changes to numbers there would be no over supply of primary ITET entrants, and a continuing reduction in the number of re-entrants required to fill forecast vacant positions. Taking the above into account, particularly the latest projected forecast for primary age range pupils and the reduction in the number of forecast vacant posts that will arise, would indicate that there is no case for an increase in primary intake numbers at this time.

8. Against this background, maintaining primary ITET numbers at current levels is considered the best option to provide appropriate intake numbers. We therefore propose to keep primary ITET numbers at the present level for 2015/16, 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 taking account of future policy considerations.

Detail – secondary

9. The latest (2013) median figures for application for advertised secondary teaching positions are 5 per post (English medium at 7 per post and Welsh medium at 3 per post). There has been a decline in the median application numbers overall

and for English medium while the median number of applications for Welsh medium vacancies has also seen a slight reduction.

10. While this indicates that the numbers of applications received per post overall are reducing, the latest projections for pupil numbers suggest that secondary pupil numbers will increase by 10,400 overall between 2014/15 and 2023/24. However, numbers are projected to fall until 2016/17, returning to current levels around 2019/20 and then to continue to rise year on year to 2023/24. The forecast number of teacher vacancies is likely to increase during this period.

11. A baseline projection from the TPSM for the period 2014/15 – 2023/24 using the various updated data outlined in paragraph 4 above shows that there would be no significant oversupply of secondary ITET entrants but indicates increased reliance on the use of re-entrants peaking at 581 re-entrants required in 2019/20 before falling to 421 re-entrants forecast to be required by 2023/24 to meet forecast demand.

12. Our conclusion, taking the above into account, along with issues around the viability of courses and the critical mass required to ensure the successful delivery of a course, is that the 2015/16 secondary intake numbers should remain constant for a further year. Based on the data analysis and updated figures available to us, including the reduction in the median number of applications per secondary vacancy and the continuing variation in the numbers of re-entrants required, there is no justification for the number of secondary places to be reduced further. However, at this stage we do not feel there is sufficient justification to increase secondary intake numbers, but we will consider closely the next run of the model in 2015 to monitor vacancy application rates; changes to pupil demographics and the projected number of re-entrants required to meet demand to support any decision to increase secondary allocations.

The Graduate Teacher Programme and Teach First Wales

13. These intake targets detailed here do not include provision for the Graduate Teacher Programme (GTP), although, again, we take account of these numbers in the TPSM process. The administration of the GTP under the employment-based teacher training programme is a matter for the ITET Centres and GTP numbers and the annual Policy Priorities Statement will be issued to the ITET Centres directly shortly.

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 direct.

Action

15. The primary and secondary intake targets for ITET for the 2015/16 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 ITET incentives will be

available for those on courses in 2015/16; 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 ITET 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, ring fenced, Welsh medium intake targets because of the relatively small number of places available. However, HEFCW is requested to continue to monitor institutions and encourage them to continue to develop and offer Welsh medium provision where possible and to consider the viability of Welsh medium provision, working closely with the Coleg Cymraeg Cenedlaethol on the introduction of Welsh medium competency teaching certificates as agreed. We would ask HEFCW to monitor the position in respect of take-up of Welsh medium provision through its normal processes and report to the Welsh Government accordingly, in line with its remit letter request.

18. In previous years the ITET Centres have been able to link secondary chemistry and physics subjects with those 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. For 2015/16 we expect HEFCW to allocate specific postgraduate course intake numbers to physics and chemistry within this category. These can be linked to courses with wider science content but the ITET Centres will need to be certain that they make the specialism and type of course clear to all trainees from the outset. Undergraduate science courses combined with another subject can continue to be allocated as science; however, it would be helpful if HEFCW could gather data on the main science subject content.

19. In allocating the intake targets for 2015/16 as 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 2014/15, course availability and other relevant factors including provider performance and the quality of existing provision) 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 ITET Centres accordingly.

20. 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 Higher Education Division as early as possible, but by no later than 30 November 2014, with proposals for allocating these numbers between ITET Centres for agreement by this office.

21. 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 2014/15 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 from the full rate of reduction to secondary PGCE targets.

22. The Minister would like to reinforce the message that efforts must continue to be made to ensure that over-recruitment against targets in the non-priority group does not occur and where possible every effort is made to recruit high quality candidates to target to those subjects in the priority recruitment category.

23. HEFCW and the ITET Centres will be aware that work is underway to consider the options available to the Minister to support the reform of ITET in Wales. The approach we are taking to the allocation of ITET intake numbers in 2015/16 will serve to support the viability and accessibility of provision during this time. As part of the on-going work we propose to review the position on the effectiveness of undergraduate ITET position. While we do not propose to make changes to the number of places available through undergraduate ITET courses for 2015/16 we ask that HEFCW continue to monitor the uptake of undergraduate courses against intake targets particularly at secondary undergraduate level.

Yours sincerely

GAIL DEANE
Higher Education Division

Intake targets 2015/16

	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 science)

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.
- Our expectation is that HEFCW would ensure that once individual subject targets are notified to ITT Centres, numbers are not vired 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 2014/15

HEFCW will apply controls or take associated actions in relation to recruitment to ITT (QTS) from the 2014/15 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**, 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.