



**Rt Hon Nick Gibb MP**  
Minister of State for School Standards

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29 January 2018

Dear Colleague,

I am writing to you about maximising recruitment to Initial Teacher Training (ITT) in the coming year, and the role that we should all be playing in helping to increase the number of graduates entering the teaching profession.

It is vital that we continue to recruit high quality teachers. I recently met a number of universities to discuss how we can ensure we maximise recruitment in 2018/19 and beyond.

As a result of those discussions, we are amending our ITT criteria and Ofsted is making a number of minor changes to the ITE inspection handbook. It is right to reject candidates who are not suitable. However, it is also crucial to support and develop those who have the desire and talent to teach. The emphasis must be on assessing applicants based on their suitability to train to teach, rather than whether they are ready to teach at the point of entry.

The changes we are making will encourage universities and schools to assess candidates on their potential to meet the teachers' standards by the end of their training, and will include a requirement to demonstrate what steps they are taking to maximise recruitment. The Department will communicate the details of these changes shortly.

Lastly, we will also extend the current allocations approach for 2018/19 into 2019/20. The subjects that are unlimited for 2018/19 will also be unlimited the following year. This will enable universities and schools to expand recruitment in 2018/19 and plan for 2019/20. We will confirm later in the cycle the position on fixed allocations, which includes PE (all routes) and Primary School Direct (salaried) for 2019/20.

Over the course of this recruitment cycle we will continue to scrutinise our data to judge whether there are any institutions that have particularly high rejection rates in priority subjects. Should we have concerns about the levels at which universities and school-centred teacher trainers are rejecting priority

subject candidates, my officials would like to discuss these with the relevant organisation as we are aware that the data can only tell us so much. This will enable them to better understand the decisions being made and whether there are any barriers to recruitment that we can help you with.

Thank you for your continued work in recruiting and training our next generation of teachers.

With best wishes.

Yours sincerely,

A handwritten signature in black ink that reads "Nick Gibb". The signature is written in a cursive style with a large, sweeping initial 'N'.