



Rt Hon Nick Gibb MP
Minister of State for School Standards

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To: All Head Teachers

June 2021

Dear Colleague,

I am writing to inform you about the government's reforms to teacher training and development ahead of the national rollout of those reforms from September.

As we all know, there are no great schools without great teachers, which is why the Department for Education has continued to focus on the support and professional development we provide.

We are creating a world-class teacher development system, building from Initial Teacher Training, through to early career support, specialisation and onto school leadership. At each phase, teachers will have access to high-quality training and professional development underpinned by the best available evidence. This will create a golden thread of support that teachers can draw on at every stage of their careers.

More detailed information about these reforms is set out in the Department's [Delivering World-Class Teacher Development](#) document.

Initial Teacher Training

I would like to thank schools that have continued to host teacher trainees throughout this difficult year whilst managing all the other responsibilities and challenges brought about by the pandemic. I hope that all schools will consider employing this year's trainees when they become early career teachers, and that they will continue to support teacher trainees in the 2021/22 academic year.

To learn more about providing teacher training placements, please contact ITT providers in your area. You can find these providers by searching the [find postgraduate teacher training website](#).

Early Career Framework

From this September, all schools offering statutory induction will be expected

to offer a two-year induction to their early career teachers based on the Early Career Framework. We want the Early Career Framework to be an extension of ITT, so that all new teachers receive at least three years of high-quality training at the start of their careers, providing them with a strong foundation to their career.

The simplest option, and the option we expect most schools to take, is to use a DfE funded training provider who will design and deliver a comprehensive programme of face-to-face and online training.

Lead providers will be inspected by Ofsted so schools can be assured that this training will remain high-quality, and the support will be fully funded so there are no costs for schools. A small number of schools may also choose to develop their own induction programmes based on high-quality materials accredited by the DfE or design a programme from scratch based on the Early Career Framework.

To access the DfE funded provider-led training or induction based on high-quality materials accredited by the DfE, your school will need to register with the DfE's new online teacher development service by visiting [Manage training for early career teachers \(education.gov.uk\)](https://www.education.gov.uk/early-career-teachers) ahead of induction commencing.

Appropriate Bodies will have a role in checking that early career teachers are receiving a programme of support and training based on the Early Career Framework. This will be alongside their current role ensuring that new teachers receive their statutory entitlements and are fairly and consistently assessed.

National Professional Qualifications (NPQs)

We want to help all teachers and school leaders to continuously develop their expertise throughout their careers.

We are replacing the Middle Leadership National Professional Qualification (NPQ) with three new specialist NPQs to best address the broad range of responsibilities of current and aspiring middle leaders. We have also refreshed the three existing NPQs in Senior Leadership, Headship and Executive Leadership.

These NPQs will be available for teachers and school leaders across the country from September.

Delivering teacher development

This new world-class teacher development system requires world class delivery. That is why we are creating a new national teacher development infrastructure made up of lead providers and delivery partners, responsible for designing and delivering training to schools.

Delivery partners will work with lead providers to deliver training. The

backbone of these delivery partners will be [Teaching School Hubs](#), who will be essential to the success of these reforms.

The 87 Teaching School Hubs are school-led centres of excellence in teacher development run by some of the country's most successful schools and trusts. Each Hub serves a designated area of the country, ensuring every school has easy access to support. The Hubs will offer high-quality, evidence-based training, and will work with lead providers to deliver the Early Career Framework reforms and NPQs.

How to access teacher development

The easiest way to sign up to these programmes is to contact your local Teaching School Hub. To find your local Teaching School Hub, please search 'Teaching School Hubs' on [GOV.UK](#) . You can also contact [lead providers](#), or other known delivery partners, directly. They will talk you through how to access funded face-to-face and online professional development support for your teachers.

We are determined to use the challenges of the past year to make sure that England is the best place in the world to become a great teacher.

I look forward to working with you to make these reforms to teacher development a success.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Nick Gibb', written in a cursive style.

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