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Appointing Qualified Teachers

A Brief Guide for Employers of Teachers on Checking their Qualifications

All qualified teachers, including newly qualified teachers who are employed in a relevant school in England, must by law have Qualified Teacher Status (QTS). A relevant school in England includes: a maintained school; a maintained or non-maintained nursery school; a nursery school that forms part of a maintained school; a local authority maintained children's centre; and a pupil referral unit (PRU)

What is QTS?

QTS is the accreditation made to teachers who have demonstrated that they have met the required professional standards to be able to teach in a relevant school in England. Without QTS a teacher cannot register with the Teaching Regulation Agency (TRA), therefore cannot be employed as a qualified teacher in state maintained schools.

Anyone who wants to teach in a state-maintained school in England or Wales needs to gain QTS, although academies can employ teachers without QTS if they believe they are suitably qualified. Individual academies will decide whether an individual without QTS is suitably qualified to be employed as a teacher.

How is QTS Awarded?

The Teaching Regulation Agency (TRA) are the awarding body for QTS. To achieve QTS, a period of initial teacher training (ITT) must be completed, which will enable teachers to meet the professional standards for QTS; a formal set of skills and qualities required to be an effective teacher.

When training has been completed, the initial teacher training (ITT) provider will inform the TRA of a candidate's course results. The TRA sends out individual QTS certificates to successful students. Teachers, who qualify through employment-based routes and assessment only routes, also receive their QTS certificates from TRA.

Please note that Teacher Reference Numbers (TRN) is issued to trainee teachers during their training. A TRN is not proof that a person holds QTS.

Teachers who trained in either Scotland or Northern Ireland are eligible to apply for QTS in England. Those who wish to take up a teaching post in a maintained primary, secondary or special school, or a non-maintained special school in England, must obtain QTS in England.

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Newly Qualified Teachers from the Republic of Ireland:

Please note:

- **They do not have QTS in England.** They will have provisional registration with the Teaching Council in Ireland and should have evidence for this.
- They are **officially 'Unqualified'**. The school may pay them on the point on the unqualified scale which is appropriate.
- They can do an NQT year in England, but it **won't be 'statutory' induction.** The Appropriate Body must be informed prior to the teacher starting the NQT year.
- The school **must provide them with the same allowances as the English NQTs** and ensure they are monitored and supported according to Induction Guidance and the Teaching Standards.
- **At the end of the year, a notification of the result of the NQT year** will be sent to the teacher which they can use to get their registration in Ireland changed from 'provisional.'
- Once the Teaching Council acknowledges the change in status, **the NQT will need to register with the Teaching Regulation Agency to be recognized as a Qualified Teacher in England.** Once this happens the teacher can be paid on the qualified pay scale.

Qualified Teacher Learning and Skills (QTLS) status

Since 1 April 2012, further education teachers who have been awarded QTLS by the Institute for Learning (IfL) and are members of the IfL are recognised as qualified teachers in schools. This will allow them to be appointed to permanent posts in state maintained schools in England and they will be paid on the qualified teachers' pay scale. They will continue to be recognised as qualified school teachers providing they remain a member of the IfL.

Skills Tests

Since September 2013, trainees starting an initial teacher training (ITT) will be required to pass the skills tests before starting their course. Previously, trainee teachers were unable to take the skills tests until their final year of study; this requirement has been removed, enabling trainees who are already on ITT courses to take the tests at any time within the course.

All current teacher trainees are required to pass skills tests in numeracy and literacy before they can be recommended for the award of qualified teacher status (QTS).

Overseas Trained Teachers (OTT)

Since 1 April 2012, teachers who qualified in Australia, Canada, New Zealand and the United States of America (USA), can apply to the Teaching Regulation Agency for the award of qualified teacher status (QTS), before they can be recognised as qualified teachers in England without being required to undertake any further training or assessment.

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They will still be required to satisfy any UK Border Agency requirements that may apply to them for the purposes of entering or remaining in the UK to work as a teacher. In order to be awarded recognition as a qualified teacher, they will need to have successfully completed a course of initial teacher training (ITT) which is recognised by the competent authority in that country.

Once QTS has been awarded, teachers employed to teach in a maintained school in England and Wales will be paid under the qualified teachers' pay ranges

The four year rule applies to teachers who qualified in countries outside of the EEA and Switzerland except for teachers who qualified in Australia, Canada, New Zealand and the USA. OTTs are allowed to teach in state maintained schools and non-maintained special schools in England as unqualified teachers for four calendar years. However, they are not permitted to teach in pupil referral units (PRUs) until they have been awarded qualified teacher status (QTS).

For further information, including applying for QTS is on the Department for Education website: <http://www.education.gov.uk/get-into-teaching/teacher-training-options/qualified-teacher-status>