



Name of meeting: Cabinet

Date: 23rd January 2024

Title of report: Kirklees and Calderdale School Centred Initial Teacher Training (SCITT) proposal to enter into a strategic partnership from August 2024

Purpose of report:

Following changes to Initial Teacher Training (ITT) Accreditation by the Government, this report will propose that delegated authority is given for the Kirklees and Calderdale SCITT to enter into a strategic partnership from August 2024.

<p>Key Decision - Is it likely to result in spending or saving £500k or more, or to have a significant effect on two or more electoral wards? Decisions having a particularly significant effect on a single ward may also be treated as if they were key decisions.</p>	<p>Yes, this decision has an impact on all wards within Kirklees and wider amongst regional partners.</p>
<p>Key Decision - Is it in the <u>Council's Forward Plan (key decisions and private reports)?</u></p>	<p>Key Decision – Yes Private Report/Private Appendix –No</p>
<p>The Decision - Is it eligible for call in by Scrutiny?</p>	<p>No</p>
<p>Date signed off by <u>Strategic Director</u> & name</p> <p>Is it also signed off by the Service Director for Finance?</p> <p>Is it also signed off by the Service Director for Legal Governance and Commissioning?</p>	<p>Tom Brailsford 8/01/2024</p> <p>Isabel Brittain (Service Director – Finance, 12/01/2024)</p> <p>Rebecca Ashurst on behalf of Julie Muscroft (Service Director – Legal, Governance and Commissioning, 12/01/2024)</p>
<p>Cabinet member portfolio</p>	<p>Learning & Aspiration – Cllr E Reynolds Children – Cllr V Kendrick</p>

Electoral wards affected: All wards

Ward councillors consulted: The following ward councillors have been consulted/briefed on this item:

Portfolio Holders; Learning & Aspiration – Cllr E Reynolds and Children – Cllr V Kendrick

Public or private: Public

Has GDPR been considered? Yes, personal information is not recorded in this report.

1. Summary

- 1.1 Kirklees and Calderdale School Centred Initial Teacher training (KCSCITT) are an established and successful teacher training provider and have been training teachers across West Yorkshire since 2003. Rated 'Good' in their latest Ofsted Inspection, June 2023, leaders have created a very strong partnership. This is built on the shared purpose of ensuring trainees are well prepared to join the 'professional family' of teachers in the Kirklees and Calderdale area.
- 1.2 The Kirklees and Calderdale School Centred Initial Teacher Training (KCSCITT) accredited entity (see footnote 1¹) currently sits with Kirklees Council, with the Service Director for Learning and Early support acting as the accounting officer and a member of the strategic governance board.
- 1.3 There is no requirement for a council to operate an initial teacher training provision. Kirklees Council's involvement dates back to 2003, when the Local Education Authority (as was) delivered employment-based training alongside, Calderdale Council and the University of Huddersfield, with schools as partners. This was at a time when all schools were Local Authority maintained. Over time the partnership evolved, yet Kirklees Council remained a key partner and held the position as the accredited initial teacher training (ITT) provider and accounting officer for qualified teacher status (QTS).
- 1.4 In 2021 the Department for Education (DfE) introduced changes to the way in which initial teacher training (ITT) delivery was to take place from September 2024.
- 1.5 Organisations can only provide courses that lead to a recommendation for qualified teacher status (QTS) if they are accredited by the DfE. This meant that all providers needed to go through a reaccreditation process.
- 1.6 The DfE made the decision not to reaccredit KCSCITT for delivery of initial teacher training leading to a qualified teacher status (QTS) with effect from August 2024.
- 1.7 Therefore, there are two possible options in relation to the operation of Kirklees and Calderdale School Centred Initial Teacher Training moving forward:

Option A - Closure of Kirklees and Calderdale School Centred Initial Teacher Training from August 2024.

¹ In accordance with paragraph 11 of The Education (School Teachers' Qualifications) (England) Regulations 2003 (S.I. 2003/1662) as amended, the Department for Education, on behalf of the Secretary of State, confirms the accreditation status of Kirklees Metropolitan Council, UKPRN. 10003692, provider id. 5612 operating as Kirklees and Calderdale SCITT for the delivery of initial teacher training (ITT). The accredited provider of ITT is fully accountable for all aspects of the ITT provision and undertakes to fulfil all associated responsibilities. These responsibilities include ensuring provision meets the Secretary of State's ITT criteria and comply with all financial expectations as detailed in the grant funding agreement (GFA)

Option B – Delegated authority is given to enter into a formal partnership with another accredited partner so that provision of the course can continue from September 2024.

1.8 Officers would like to propose that delegated authority is given for the Kirklees and Calderdale School Centred Initial Teacher Training to enter into a strategic partnership from August 2024.

2. Information required to take a decision

2.1 Information regarding the accountability, roles, responsibilities, and actions of KCSCITT, as lead partners, are defined by the following key points and further articulated in the guidance documents in section 10.

2.2 Staffing and resources:

2.3 One substantive member of staff will be impacted by any decision. This member of staff is currently financed from the KCSCITT budget via DfE grant funding.

2.4 Under the current model, the interim KCSCITT Director is seconded and financed from the KCSCITT budget via DfE grant funding. In addition to this, KCSCITT commission a Primary Phase Leader (retired headteacher, part-time, 60 days across the academic year, a Secondary Phase Leader, and a number of visiting tutors (10 secondary and 7 primary) paid from the KCSCITT budget via DfE grant funding. There are more secondary tutors as these are subject specific.

2.5 The requirements for commissioned staff will vary depending on the number of trainees recruited and the roles and responsibilities detailed in the partnership agreement.

2.6 Trainee teachers for 2022/23 and 2023 / 2024 have been consistently well recruited to in comparison to other local providers. For the September 2023 – August 2024 - Number of Primary Trainee Teachers: 21, Number of Secondary Trainee Teachers: 19. This is representative of the figures completing their initial teacher training through KCSCITT. The funding model based on trainee numbers will be agreed in the partnership agreement.

2.7 Should Cabinet decide not to delegate authority to progress with a partnership agreement, and the KCSCITT ceases to exist, one member of staff would be displaced, and HR processes will need to be applied. Other staff members commissioned by the KCSCITT are not subject to HR processes. Their commissioned work would cease at the end of August 2024.

2.8 Should Cabinet decide to delegate authority to enter into a partnership agreement, an accredited ITT provider and partners will need to agree on a range of issues, including those outlined in the Annex A of [Initial teacher training: forming partnerships \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/guidance/initial-teacher-training-forming-partnerships) guidance document.

- 2.9 The partnership agreement will establish and articulate formal ways of working, including a clear definition of, and rationale for determining, roles and responsibilities across the partnership. As such the job description of the substantive member may need to be recalibrated to reflect this. There is the potential for the substantive member to be commissioned across the entire partnership. These will be further explored should Cabinet agree to the partnership proposal.
- 2.10 The staffing arrangements, and the financial position for delivery of the initial teacher training are secured only when students have been successfully recruited to the course.
- 2.11 In dialogue with any accredited ITT partner, financial sustainability must be considered and detailed in full in the partnership arrangements. A partnership agreement will specify the roles and responsibilities of the KCSCITT as the lead partner. The accredited partner will be required under the funding agreement to take over several roles that are currently delivered by KCSCITT.
- 2.12 **Finance and Premises**
- 2.13 All costs associated with the operation of KCSCITT are financed through DfE grants or privately funded through trainees.
- 2.14 The delivery space that KCSCITT currently use is utilised 2 days per week, but KCSCITT are currently paying for sole use of the premises for the entirety of the week. The lease is due to expire at the end of July 2024. Should Cabinet decide to delegate authority to enter into a partnership agreement, there are opportunities to source alternative premises commissioned for use only on the days it is occupied. This in turn will reduce building and related costs from the KCSCITT budget to enable long term viability.
- 2.15 Should Cabinet decide not to delegate authority to enter into a partnership agreement the lease would expire, and no further commissioning of buildings undertaken. Once a closure date is agreed between the accredited ITT provider and DfE, and following cessation of ITT provision, DfE will require an Annex G return to be completed. This is the same return that accredited ITT providers complete on an annual basis.
- 2.16 Should Kirklees Cabinet agreed to the proposal for partnership working, flexibility is in place to secure the appropriate building to meet the needs of the new partnership agreement. A space need only be sourced for a maximum of two days per week, this reduces the current costs. Asset management colleagues are aware that a space may need to be secured from Sept 2024. The accredited partner will have full accountability for the financial returns. The partnership agreement will state the proportion of the DfE grant funds that will be allocated to the KCSCITT as a lead partner to execute their agreed functions. Should an insufficient number of trainee teachers be recruited, the financial stability of the KCSCITT will be impacted upon.

2.17 **Reputation and Ofsted grading**

- 2.18 KCSCITT is a well-respected provider of high-quality teacher training and has an excellent reputation across Kirklees and Calderdale.
- 2.19 KCSCITT has strong relationships with local schools and Headteachers and in a climate when teacher recruitment is challenging, employment rates of KCSCITT trainees are high, year on year. Headteachers recognise the quality of training a trainee receives that prepares them well for their Early Career Years.
- 2.20 The KCSCITT serves the local community well in recruiting a diverse cohort of trainees many of whom go on to be employed in our local schools.
- 2.21 KCSCITT received a GOOD judgement from Ofsted in their recent inspection June 2023. Please see 10.3 for the full Ofsted report.
- 2.22 Should Cabinet decide not to delegate authority to enter into a partnership agreement the recruitment of teachers into the local area and the needs of the community will sit purely with accredited partners who are delivering the training into Kirklees and working with our Kirklees family of schools. Accreditation is the decision of the DfE. Officers would hold strategic conversations with ITT providers and encourage promotion of training routes through intelligence held as part of the Education and Learning Partnership Board (ELPB).
- 2.23 Should Cabinet decide to delegate authority to enter into a partnership agreement, the needs of the local area can be shared with the accredited partner and adopted into the delivery models, subject to agreement. The reputational risks to be considered are linked to a changed Ofsted grading of the accredited partner. However, the detailed information incorporated into the partnership agreement will permit either party to step back from the agreement subject to terms and conditions.

2.24 **Governance Model**

- 2.25 Kirklees Council is the current accredited ITT provider (till August 2024) with a Strategic Governance Board constituted of partners in operation. This governance model and lines of accountability would change as a result of the partnership agreement. The DfE stipulate that the partnership agreement for September 2024 must acknowledge and reflect throughout all arrangements that ultimate accountability for all aspects of the operation of the partnership rests with the accredited ITT provider, not Kirklees Council.
- 2.26 The partnership agreement must provide a clear vision of the strategic and delivery outcomes, including scale, range and geographical spread of ITT with corresponding plans and evidence of capacity and capability across the partnership.

- 2.27 The partnership agreement must ensure robust governance arrangements are agreed, in place, and exercised effectively, with clearly established structures, including formal arrangements between accredited ITT providers, partners, and placement schools.
- 2.28 The partnership agreement would make clear how the accredited ITT provider will report to, and be strategically steered by, their accountable body, e.g., Trust Board or Governing Body.
- 2.29 Should Cabinet decide not to delegate authority to enter into a partnership agreement, a DfE ITT Associate will be assigned to work with the current Strategic Governance Board and interim SCITT director to facilitate market exit. The current governance arrangements would cease on the agreed closure date.
- 2.30 Should Cabinet decide to delegate authority to enter into a partnership agreement, Kirklees Council would no longer be the accounting officer for QTS. The accredited ITT provider, who we enter into partnership with, will be responsible for ensuring that robust governance arrangements are put in place and exercised effectively. The accredited ITT provider is also accountable for the whole ITT programme including its curriculum, finance, quality of provision and compliance with ITT criteria. By agreement, partner organisations can contribute their expertise - such as knowledge of subjects, phases, and local networks - to ensure strong delivery of ITT provision. This is stipulated by the DfE.
- 2.31 Going forward, KCSCITT would in effect be trading specific services under a partnership agreement. KCSCITT would need to ensure that the roles and responsibilities listed in the partnership agreement are able to be covered financially by the proportion of funding allocated from the accredited partner, and that any level of risk associated with this approach is suitably protected against in any partnership agreement or other document.
- 2.32 Under the current governance model of KCSCITT, due diligence has been undertaken against agreed criteria to consider all possible partnership opportunities open to KCSCITT. Conversations took place with a number of local and regional accredited partners in early 2023 to understand their position with regards to their ability to offer a partnership opportunity to KCSCITT. The Strategic Governance Board held an extraordinary meeting to discuss the findings of the due diligence and have recommended a preferred partner.
- 2.33 Any agreement with a preferred partner does not preclude KCSCITT from seeking other partnership opportunities with other accredited partners in the future. This is clear in the DfE partnership guidance document (see section 10).

2.34 A summary of Opportunities and Risks for each option is shown below

Option A – Closure of Kirklees and Calderdale School Centred Initial teacher training from August 2024

	Opportunities	Risks	Mitigation
Reputation and Ofsted		<p>KCSCITT have been operating in Kirklees (and Calderdale) supporting initial teacher training and routes into teaching from 2003.</p> <p>KCSCITT has strong relationships in place with placement schools that may be impacted by the closure of the ITT facility.</p> <p>Kirklees will no longer be able to provide a curriculum for initial teacher training that matches the local needs.</p> <p>Where an accredited ITT provider has offered candidates a place on provision that will stop, it is their responsibility to work with the candidate and alternative accredited ITT providers to find a suitable alternative course.</p>	<p>There is no requirement for Local Authorities to provide an Initial teacher training facility.</p> <p>Officers could hold strategic relationships with all ITT providers and encourage promotion of training routes through the Education learning partnership board (ELPB)</p> <p>Schools are able to form new relationships with accredited ITT providers.</p> <p>Kirklees Council officers will continue to work with partners that are responsible for ITT delivery in the area.</p> <p>Before the final closure of provision, KCSCITT officers will ensure any deferred trainees are listed on the register trainee teachers service via an alternative accredited ITT provider.</p>
	Opportunities	Risks	Mitigation
Staffing and resources	Other staff members commissioned by the KCSCITT are not subject to HR processes. Their commissioned work would end at the end of August 2024.	One substantive member of staff is impacted by the decision, and it is likely that a redundancy process will need to take place.	Should Cabinet decide not to progress with a partnership agreement, and the KCSCITT cease to exist, one member of staff will be displaced, and HR processes will need to be applied.
	Opportunities	Risks	Mitigation
Finance and premises	The lease of the building currently used by KCSCITT expires in July 2024 The current premises will not be available beyond this date.	Cost relating to the displacement of one substantive staff member.	<p>New premises do not need to be sourced.</p> <p>Projected KCSCITT budget has some carry forward.</p>

		<p>Lost revenue from the lease of buildings and services currently provided on a traded basis to KCSCITT.</p> <p>Once a closure date is agreed between the accredited ITT provider and DfE, and following cessation of ITT provision, DfE will require an Annex G return to be completed. This is the same return that accredited ITT providers complete on an annual basis.</p>	<p>Traded services will be made available to other partners.</p> <p>Any unpaid bursaries for deferred trainees will be recorded on the Annex G as part of any unspent balance owing to DfE and will be passed onto the alternative accredited ITT provider once the trainee resumes their training.</p> <p>Any deferred funding will be made available to the new accredited ITT provider (where applicable) when the continuing trainees are confirmed to be on the relevant course and remain eligible to receive the funding.</p>
	Opportunities	Risks	Mitigation
Governance arrangements	A DfE ITT Associate will be assigned to work with the accredited ITT provider to facilitate market exit.	We would need to ensure full compliance with the responsibilities set out in guidance document Initial teacher training (ITT): accredited ITT provider closure and withdrawal of ITT accreditation - GOV.UK (www.gov.uk)	The interim SCITT director will execute all responsibilities regarding the closure of KCSCITT, in line with timetable provided by the DfE.

Option B – Delegated authority is given to establishing a formal partnership with another accredited ITT provider

	Opportunities	Risks	Mitigation
Reputation and Ofsted	<p>Strong partnerships in place with placements schools and settings will continue through the lead partner role with an accredited partner.</p> <p>The KCSCITT serves the local community well in recruiting a diverse cohort of trainees many of whom go on to be employed in our local schools. This will be preserved through partnership working.</p> <p>This option reinforces the reputation that Kirklees Council is committed to</p>	<p>The accredited partners Ofsted grade changes.</p> <p>The late signing of a partnership agreement may impact on recruitment of students to the Sept 2024 cohort.</p> <p>Recruitment and retention of trainee teachers is a concern on a national level.</p>	<p>The detailed information behind the partnership agreement should permit either party to step back from the agreement subject to terms and conditioned outlined in the agreement.</p> <p>A partnership agreement will look to build a relationship that secures the roles of KCSCITT though the staffing structure and roles will be amended with the</p>

	teacher training in the local area.		new lead partner role.
	Opportunities	Risks	Mitigation
Staffing and resources	Opportunities may exist for the substantive member of staff to commission their skills across the partnership as a traded service.	Partnership agreements will vary depending on the partner that is secured.	New commissioning arrangements will be put in place to align with the staffing requirements of the accredited ITT partner.
	Opportunities	Risks	Mitigation
Finance and premises	<p>The accredited partner will have full accountability for the financial returns.</p> <p>Flexibility is in place to secure the appropriate building to meet the needs of the new partnership agreement. A space need only be sourced for a maximum of two days per week, this reduces the current costs.</p>	<p>The partnership agreement will state the proportion of the DfE grant funds that will be allocated to the KCSCITT as a lead partner to execute their agreed functions. Should sufficient numbers of trainee teachers not be recruited, the financial stability of the SCITT will be impacted upon.</p> <p>Availability of appropriate spaces with access for trainees. The precise planning is unable to take place until a partnership agreement is signed and responsibilities are set out by the accredited partner.</p>	<p>Recruitment to the programme can only occur after a partnership agreement has been signed. Funding is provided by the DfE based on the number of students enrolled on each course. It is therefore not possible to provide a financial statement of assurance at this point.</p> <p>Asset management colleagues are aware that a space may need to be secured from Sept 2024.</p>
	Opportunities	Risks	Mitigation
Governance arrangements	The Council would relinquish the powers in the lead partner role. The single accredited ITT provider is responsible for ensuring that robust governance arrangements are put in place and exercised effectively.	The accredited ITT provider is also accountable for the whole ITT programme including its curriculum, finance, quality of provision and compliance with ITT criteria.	By agreement, partner organisations can contribute their expertise - such as knowledge of subjects, phases, and local networks - to ensure strong delivery of ITT provision.

2.35 Actions that would need to be taken should Cabinet decide not to approve the KCSCITT entering into a partnership agreement – Option A:

- No recruitment takes place in 2023/24 for 2024/25
- DfE assign an ITT Associate to work with the KCSCITT (this is already in place) and the KCSCITT would work with the Associate and follow the Government guidance: Initial teacher training (ITT): provider closure and withdrawal of ITT accreditation.
- Work with HR for any implications for the substantive staff member.

2.36 **Actions that would need to be taken should Cabinet decide to agree to a partnership agreement – Option B: -**

- Adopting any recommendations of KCSCITT Strategic Governance Board
- Negotiation and signing of the partnership agreement;
- Communication with DfE;
- Progress with the recruitment of new trainees for the academic year 2024 / 2025;
- Work alongside the accredited partner to agree the working arrangements for the partnership in reference to staffing, roles, and responsibilities in line with the agreed budget set by the accredited partner;
- Confirm the partnership position on the accredited partners governance board;
- Work with HR to address any implications for the substantive staff member; and
- Secure suitable accommodation to meet KCSCITT delivery needs.

3. **Implications for the Council**

3.1 Should Kirklees Cabinet approve the proposal to enter into a strategic partnership from August 2024, Council officers from a number of services will need to work together effectively to ensure the partnership agreement is reviewed and signed appropriately with due consideration given to the points regarding accountability, staffing, finance, and site of the training facility.

3.2 **Working with Partners**

3.3 Partnership with an accredited partner and the wider network of accredited providers will enhance the opportunities open to trainee teachers. This will include access to additional resources, expertise, opportunities for collaboration with other institutions leading to a higher quality, more diverse teacher training opportunity and improved outcomes for trainee teachers. This in turn will support the recruitment and retention of teachers in the local area by attracting a wider pool of prospective trainee teachers, thus increasing the likelihood of retaining high quality teachers in Kirklees.

3.4 **Place Based Working**

3.5 Collaboration and Local Knowledge: The partnership agreement would encourage collaboration between two or more institutions, allowing them to pool their resources, expertise, and local knowledge. This collaboration would enable a deeper understanding of the specific needs, challenges, and opportunities within the local area, leading to more effective and tailored teacher training programs.

3.6 Coordinated Approach: By working together, KCSCITT and the identified accredited partner can adopt a coordinated approach to address common issues and priorities in the local area. Through regular communication and joint decision-making, the partnership agreement can ensure that efforts are aligned, and resources are optimised, allowing for a more coherent and

integrated approach to place-based working, particularly trainee teacher training placements in our local schools.

- 3.7 **Shared Resources and Expertise:** The partnership agreement would enable the sharing of resources and expertise between KCSCITT and the identified accredited partner. This could include sharing teaching materials, best practices, and professional development opportunities. By leveraging the strengths of each institution, the partnership can provide a more comprehensive and well-rounded teacher training program that addresses the specific needs of the local area and demographics. An example of this would be the approaches and research based best practice linked to SEND, disadvantaged pupil (DfE definition), and pupils with English as an additional language. It would allow Kirklees to continue to provide teacher training bespoke to the needs of our local diverse communities.
- 3.8 **Enhanced Local Networks:** The partnership agreement would facilitate the development of enhanced local networks within Kirklees and Calderdale. By bringing together schools, colleges, universities, and other stakeholders involved in teacher training, the partnership can foster stronger relationships, collaboration, and knowledge exchange. This would support the creation of a vibrant and interconnected local education community, promoting place-based working.
- 3.9 **Alignment with Local Priorities:** The partnership agreement would ensure that the teacher training programs offered by KCSCITT align with the local priorities and strategies for educational improvement. By working in close partnership with Kirklees Council officers, and other stakeholders, the institutions can design and deliver training programs that specifically address the needs and aspirations of the local area.
- 3.10 **Climate Change and Air Quality**
- 3.11 Although this proposal doesn't specifically set out how the strategic partnership with an accredited provider will contribute to the net zero targets by 2038, the location of the Kirklees and Calderdale SCITT provides opportunity to support localised teacher training which will support reducing carbon emissions and ensuring resilience against climate change.
- 3.12 **Improving outcomes for children**
- 3.13 By working together with an accredited partner KCSCITT could further develop innovative teaching practices, share best practice, and contribute to the overall education system. This would positively influence outcomes for children across the local area.
- 3.14 **Financial Implications for the people living or working in Kirklees**
- 3.15 If agreed the partnership will mean that there is a greater number of initial teacher training institutions within the Kirklees area. The location of the current provision is ideally situated to attract trainees from Leeds, Calderdale,

Bradford, Wakefield and Kirklees. In the local area, this would simultaneously improve both the employment opportunities and the impact on the quality of education for children in the school system.

3.16 Other (e.g. Integrated Impact Assessment (IIA)/Legal/Financial or Human Resources) Consultees and their opinions

- 3.17 Financial – The operation of the KCSCITT is fully funded by the Department for Education (DfE). The DfE funds Initial Teacher Training (ITT) providers that train teachers. A provider is any organisation that has a grant funding agreement (GFA) with DfE for ITT and is established as an accredited legal entity. The accredited ITT provider will be the legal entity who will have accountability for all finances related to the partnership.
- 3.18 Initially, DfE assesses proposed providers' provision, management structure, financial viability, and capability to deliver ITT. The identified partner would be a successful ITT provider who is [accredited by the Secretary of State for Education](#), following a recommendation from the DfE Market Regulation Team.
- 3.19 The identified partner would sign a [grant funding agreement](#) (GFA) with DfE that sets out the terms and conditions of funding. This includes the governance and financial accountability expected of them as the accredited partner.
- 3.20 Kirklees and Calderdale School Centred Initial Teacher Training (KCSCITT) would operate under the identified accredited ITT provider as a lead partner and would be issued a proportion of the DfE grant to deliver the agreed curriculum.
- 3.21 Staff resources – The partnership agreement would allow for the sharing of key staff across two or more partners. The roles and responsibilities of each partner including staffing must be detailed in the partnership agreement.
- 3.22 Legal/Governance – governance advice has been taken in relation to the decision-making process to inform the options in this report. Officers acting on behalf of KCSCITT will liaise with Legal Services to ensure a fair and equitable partnership agreement is in place. Legal Services will review the partnership arrangements and advise on any risk there may be to the Council and the ability of the Council to exit any arrangement if needed. Legal Services will use their best endeavours to negotiate the partnership agreement to ensure that as much risk is removed as possible. They will also be given oversight of the funding arrangements and will be given opportunity to review the GFA (in due course) and advise on any risks associated with the grant funding flowing down to the Council.
- 3.23 The Council must comply with its public sector equality duty under the Equality Act 2010 and produce an Integrated Impact Assessment as required.

- 3.24 Integrated Impact Assessment (IIA) – an IIA will be undertaken dependant on the decision taken by Cabinet.

4 Consultation

- 4.1 A statutory consultation is not required for this process.
- 4.2 The KCSCITT Strategic Governance Board have been consulted and would wish to secure a partnership to allow recruitment of students for the academic year 2024 – 2025. The Director for Children’s Services has been informed of the options and Portfolio Holders briefed on the options.
- 4.3 Should Kirklees Council Cabinet agree to delegate authority to enter into a partnership with an accredited provider, engagement and consultation will take place regarding the duties and responsibilities of the remaining staff member, agreed finance to cover the delivery of the curriculum and all associated running costs of the provision.

5 Engagement

- 5.1 Engagement to date has involved the DfE, the KCSCITT Strategic Governance Board, local accredited Initial Teacher Training Institutions, the Council’s risk team, Council’s legal team and Portfolio Holders.
- 5.2 Should Kirklees Council Cabinet agree to delegate authority to enter into a partnership with an accredited partner, engagement will begin with school partners and through the formal recruitment processes for Initial Teacher Training.
- 5.3 DfE partnership documentation signposted in section 10 of this report stipulates that the partnership agreement must have a clause that establishes clear protocols for conflict resolution and exit arrangements that enables either party to withdraw from the agreement, within agreed time frames, should there be the need to do this.

6 Next steps and timelines

- 6.1 Should Kirklees Council Cabinet agree to enter into a partnership with an accredited partner, and delegated authority is given to Kirklees and Calderdale SCITT the following steps will be taken:
- The partnership agreement will be negotiated and signed (having been reviewed by Kirklees Council’s legal team in preparation for this Cabinet decision in Jan 2024).
 - The signed agreement will be processed by the identified accredited partner and ratified at appropriate board meetings. January 2024 – March 2024.
 - The DfE will be notified of the partnership with the accredited partner Spring 2024.

- Recruitment activities will begin through appropriate initial teacher training routes – January 2024 – September 2024
- Confirmation of the curriculum offer, staffing arrangements and location of training site will be confirmed January 2024 – March 2024.
- First students will begin the new course September 2024.
- Future accreditation routes are expected to open in the academic year 2025 / 2026.

7 Officer recommendations and reasons

- 7.1 Officers recommend that Kirklees Council Cabinet agree to the proposal for Kirklees and Calderdale School Centred Initial Teacher Training to delegate authority to enter into a partnership with an accredited initial teacher training provider – Option B. This will enable the Local Authority and its partners to continue to support the training of new teachers and strengthen the recruitment and retention of teachers into positions within the Kirklees local area. This provides excellent opportunities to secure good quality professionals to work with children to improve educational outcomes and fits with ‘Our Kirklees Futures’ Learning Strategy.
- 7.2 That delegated authority is given to the Director of Children’s Services to sign the agreement and work with Kirklees and Calderdale School Centred Initial Teacher Training to finalise the arrangements with the identified accredited partner.

8. Cabinet Portfolio Holder’s recommendations

- 8.1 We recognise the value in sustaining KCSCITT. We also recognise that collaborating with an accredited provider in the realm of teacher training offers an array of benefits that enables high quality initial teacher training to be offered locally. We welcome the opportunity created through this partnership with a local accredited partner to sustain the next generation of teachers and leaders being trained locally, understanding our local context and needs. The partnership working provides an opportunity for pooling our strengths, and tailoring teacher training programs to address the specific needs of our communities, ensuring relevance and effectiveness.

9 Contact officer

- 9.1 Emma Brayford, Senior Kirklees Learning Partner
 9.2 Email: - emma.brayford@kirklees.gov.uk
 9.3 Tel: - 01484 221000

10 Background Papers and History of Decisions

- 10.1 Details regarding the partnership process can be found of the following link to the DfE guidance documentation. [Initial teacher training: forming partnerships \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/guidance/initial-teacher-training-forming-partnerships)

- 10.2 All providers that choose not to go into partnership with an accredited ITT provider must follow the guidance provided in the following link. [Initial teacher training \(ITT\): accredited ITT provider closure and withdrawal of ITT accreditation - GOV.UK \(www.gov.uk\)](#)
- 10.3 The most recent Ofsted report for Kirklees and Calderdale School Centred Initial Teacher training can be found on the following link. [50228023 \(ofsted.gov.uk\)](#)
- 11 Service Director responsible**
- 11.1 Jo-Anne Sanders, Service Director Learning and Early Support