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Contract

## **High Potential Initial Teacher Training and Leadership Development Programme 2022/23 con\_8477**

Department for Education

F20: Modification notice

Notice identifier: 2025/S 000-010407

Procurement identifier (OCID): ocids-h6vhtk-04efb5

Published 20 March 2025, 1:51pm

### **Section I: Contracting authority/entity**

#### **I.1) Name and addresses**

Department for Education

Sanctuary Buildings, 20, Great Smith Street

London

#### **Email**

[HighPotential.ITT@education.gov.uk](mailto:HighPotential.ITT@education.gov.uk)

#### **Country**

United Kingdom

#### **Region code**

UK - United Kingdom

#### **Internet address(es)**

Main address

<https://education.app.jaggaer.com/web/login.html>

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

High Potential Initial Teacher Training and Leadership Development Programme 2022/23  
con\_8477

#### **II.1.2) Main CPV code**

- 80000000 - Education and training services

#### **II.1.3) Type of contract**

Services

### **II.2) Description**

#### **II.2.3) Place of performance**

NUTS codes

- UK - United Kingdom

#### **II.2.4) Description of the procurement at the time of conclusion of the contract:**

The Authority has appointed a contractor to deliver a single national contract for the provision of the Programme.

The Programme aims to support the Government's ambition that all schools in England must have access to high-quality teachers, especially those schools serving disadvantaged areas, by recruiting and developing high-quality graduates and career changers (Participants) who might not otherwise have considered teaching or working in a school serving economically disadvantaged pupils. These participants will supplement the supply of new teachers into primary and secondary schools and early years settings serving low income communities, with high numbers of disadvantaged and low attaining pupils (Eligible Schools).

The Programme is intended to attract participants with a 2:1 degree or above into teaching and place them in Eligible Schools. The contractor is expected to provide a Programme that will successfully compete with other high profile and well-respected

graduate recruitment programmes and to attract participants into teaching.

Participants will be employed to fill vacancies, undertake employment-based initial teacher training and contribute to the schools' overall improvement.

The key objectives of the Programme are to:

- recruit the best and brightest graduates and career changers who have the potential to be highly skilled teachers and leaders and who would be otherwise unlikely to join the profession or work in an Eligible School;
- train them to be highly skilled teachers and emerging leaders and fill teacher vacancies at Eligible Schools in England to help close the attainment gap between deprived pupils and their peers.

The Programme should also prepare, support, inspire and encourage participants to consider the range of career progression pathways in education and promote the longer-term benefits of progressing a career in teaching or education sector.

The contractor is required to design and develop a high-quality and innovative Programme to deliver the following services which are described further in the procurement documents:

- attraction of candidates;
- candidate recruitment and selection;
- initial teacher training;
- leadership development;
- participant retention and ongoing support;
- school recruitment and placements;
- contractor management information;
- programme evaluation;
- continuous improvement;
- data management and security;
- contractor performance management;

- contractor assurance;
- implementation and resourcing;
- demobilisation and exit planning.

The activities to attract, recruit and select candidates for the Programme commenced on or before October 2021.

The two cohorts commenced the training element of the Programme as follows:

- the 2022 Cohort commenced year 1 of the Programme by the 30 September 2022 and year 2 of the Programme by 30 September 2023; and
- the 2023 Cohort commenced year 1 of the Programme by 30 September 2023 and year 2 of the Programme by 30 September 2024.

The 2022 Cohort completed the Programme by August 2024 and the 2023 Cohort shall complete by August 2025.

Following the provided for extension, agreed April 2023, the 2024 Cohort shall complete the Programme by August 2026 and the 2025 Cohort by August 2027.

The Authority anticipates that Contract exit activity for the Initial Contract Period, and extension, shall be completed by October 2027.

The value of the Contract (including extension period) is one hundred and twelve million seven hundred and thirty three thousand six hundred and seventy one pounds (GBP) (£112,733,671.67) (excluding VAT).

#### **II.2.7) Duration of the contract, framework agreement, dynamic purchasing system or concession**

Start date

4 May 2021

End date

31 October 2027

#### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

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## **Section IV. Procedure**

### **IV.2) Administrative information**

#### **IV.2.1) Contract award notice concerning this contract**

Notice number: [2021/S 134-248731](#)

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## **Section V. Award of contract/concession**

### **Contract No**

2021/S 134-248731

### **V.2) Award of contract/concession**

#### **V.2.1) Date of conclusion of the contract/concession award decision:**

4 May 2021

#### **V.2.2) Information about tenders**

The contract/concession has been awarded to a group of economic operators: No

#### **V.2.3) Name and address of the contractor/concessionaire**

Teach First

London

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor/concessionaire is an SME

No

#### **V.2.4) Information on value of the contract/lot/concession (at the time of conclusion of the contract;excluding VAT)**

Total value of the procurement: £112,733,671.67

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## **Section VI. Complementary information**

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

High Court

Royal Courts of Justice, The Strand

London

WC2A 2LL

Country

United Kingdom

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## **Section VII: Modifications to the contract/concession**

### **VII.1) Description of the procurement after the modifications**

#### **VII.1.1) Main CPV code**

- 800000000 - Education and training services

#### **VII.1.3) Place of performance**

NUTS code

- UK - United Kingdom

#### **VII.1.4) Description of the procurement:**

The Authority has appointed a contractor to deliver a single national contract for the provision of the Programme.

The Programme aims to support the Government's ambition that all schools in England must have access to high-quality teachers, especially those schools serving disadvantaged areas, by recruiting and developing high-quality graduates and career changers (Participants) who might not otherwise have considered teaching or working in a school serving economically disadvantaged pupils. These participants will supplement the supply of new teachers into primary and secondary schools and early years settings serving low income communities, with high numbers of disadvantaged and low attaining pupils (Eligible Schools).

The Programme is intended to attract participants with a 2:1 degree or above into teaching and place them in Eligible Schools. The contractor is expected to provide a Programme that will successfully compete with other high profile and well-respected graduate recruitment programmes and to attract participants into teaching.

Participants will be employed to fill vacancies, undertake employment-based initial teacher training and contribute to the schools' overall improvement.

The key objectives of the Programme are to:

- recruit the best and brightest graduates and career changers who have the potential to be highly skilled teachers and leaders and who would be otherwise unlikely to join the profession or work in an Eligible School;
- train them to be highly skilled teachers and emerging leaders and fill teacher vacancies at Eligible Schools in England to help close the attainment gap between deprived pupils and their peers.

The Programme should also prepare, support, inspire and encourage participants to consider the range of career progression pathways in education and promote the longer-term benefits of progressing a career in teaching or education sector.

The contractor is required to design and develop a high-quality and innovative Programme to deliver the following services which are described further in the procurement documents:

- attraction of candidates;
- candidate recruitment and selection;
- initial teacher training;
- leadership development;
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- school recruitment and placements;
- contractor management information;
- programme evaluation;
- continuous improvement;



- data management and security;
- contractor performance management;
- contractor assurance;
- implementation and resourcing;
- demobilisation and exit planning.

The activities to attract, recruit and select candidates for the Programme commenced on or before October 2021.

The two cohorts commenced the training element of the Programme as follows:

- the 2022 Cohort commenced year 1 of the Programme by the 30 September 2022 and year 2 of the Programme by 30 September 2023; and
- the 2023 Cohort commenced year 1 of the Programme by 30 September 2023 and year 2 of the Programme by 30 September 2024.

The 2022 Cohort completed the Programme by August 2024 and the 2023 Cohort shall complete by August 2025.

Following the provided for extension, agreed April 2023, the 2024 Cohort shall complete the Programme by August 2026 and the 2025 Cohort by August 2027.

Following this modification there will be an additional 2026 Cohort that shall complete the Programme by August 2028.

The Authority anticipates that contract exit activity for the contract period (including extension and modification) shall be completed by October 2028.

The contract value of the contract (including extension and modification period) is anticipated to be one hundred and thirty-seven million, two hundred and sixty four thousand, five hundred and six pounds (GBP 137 264 506.67) (excluding VAT).

#### **VII.1.5) Duration of the contract, framework agreement, dynamic purchasing system or concession**

Start date

4 May 2021

End date

31 October 2028

#### **VII.1.6) Information on value of the contract/lot/concession (excluding VAT)**

Total value of the contract/lot/concession:

£137,264,506.67

#### **VII.1.7) Name and address of the contractor/concessionaire**

Teach First

London

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor/concessionaire is an SME

No

#### **VII.2) Information about modifications**

##### **VII.2.1) Description of the modifications**

Nature and extent of the modifications (with indication of possible earlier changes to the contract):

Contract extended for 12 months to allow for the delivery of an additional 2026 Cohort.

##### **VII.2.2) Reasons for modification**

Need for additional works, services or supplies by the original contractor/concessionaire.

Description of the economic or technical reasons and the inconvenience or duplication of cost preventing a change of contractor:

The additional services have become necessary: there was a required pause in procurement preparation activity due to the 2024 General Election meaning plans for

future provision were not confirmed. An extension to the contract for an additional cohort was necessary until the new government's strategy for the programme is confirmed. A preliminary market engagement notice for the future provision of the service will be published on Find a Tender Service.

There are economic reasons why a change of contractor cannot be made – the Authority considers that if a procurement were to be run for the additional cohort, the start-up costs for a new supplier, and the time and cost associated with the procurement, would be disproportionate. The Authority considers that there are no appropriate frameworks available.

The value of the additional services will not breach the 50% value threshold for reliance on Regulation 72(1)(b).

### **VII.2.3) Increase in price**

Updated total contract value before the modifications (taking into account possible earlier contract modifications, price adaptations and average inflation)

Value excluding VAT: £112,733,671.67

Total contract value after the modifications

Value excluding VAT: £137,264,506.67