Terms of reference – the school workforce

1 February 2021
Creation of assets in relation to the school workforce

British Council in the UK would like to invite a suitable consultant(s) to undertake a short consultancy to produce two assets in relation to the school workforce in the 4 countries of the UK.

We seek answers to the following questions:

- What are the main demographics and issues in relation to the school workforce in each of the UK school systems?
- What are the most significant policies relating to initial teacher training in each of the UK school systems?
- What approach does each country in the UK take in relation to teacher continuous professional development?
- What are the main policies and issues related to career pathways for teachers in each country of the UK?

This consultancy will have two outputs: a powerpoint outlining answers to the questions above and secondly an associated policy paper with additional reading suggestions.

Deliverables

The Powerpoint presentation will:

- Outline the main policies concerning the workforce in the 4 countries of the UK. It is important that each country is given appropriate weighting in relation to the level of detail provided.
- Outline what these policies will achieve, identifying potential barriers or challenges that exist within each country
- Outline how these policies have been implemented and what evidence is available regarding their success
- Outline any important issues in relation to assessment and how the data is used in evaluation of learning outcomes and school performance.
- Provide detailed speaker notes to accompany the Powerpoint presentation
• Be produced with a view to a speaker delivering the Powerpoint in around 60-90 minutes. Consultants should limit the number of slides as a result to up to around 30.

The report for the British Council will build on the Powerpoint presentation by
• Providing more information about of the issues outlined above in relation to each country including hyperlinks to further reading where applicable
• Be limited to 1200 words

End use

The assets will be used as follows:
• to brief British Council colleagues working outside of the UK about teacher workforce policies and practices in the UK
• to brief external policy makers and practitioners about teacher workforce policies and practices in the UK
• to provide additional sources of reading for those who are interested in further information.

Communications

The consultant will liaise closely with members of the British Council team including:
• Yvette Hutchinson who is the lead contact for this consultancy
• British Council colleagues in each of the 4 UK offices

Venue & Duration

The work will be carried out remotely, using appropriate communications and collaboration platforms.

The consultancy will take place in February and will take 5 days’ work over that period

Fee & expenses

The consultant should propose a daily rate for the consultancy.
No extra expenses are expected to occur during this consultancy

**Quotation Validity:**
Your quotation must remain open for acceptance by the British Council for a minimum of thirty days from the date that it is issued to the British Council in response to this requirement.

**Criteria for evaluation**
British Council will evaluate submissions against the following equally weighted criteria:

- Overall professional qualifications and experience in school education
- Track record relevant to this consultancy
- Approach to carrying out this consultancy
- Value for money

**Submission requirements and questions for clarification to:**

Yvette.hutchinson@britishcouncil.org by Monday 15th February, 2021 1600 hrs GMT