

# **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.

[www.britishcouncil.org](http://www.britishcouncil.org)



---

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](mailto:Yvette.hutchinson@britishcouncil.org) by Monday 15<sup>th</sup> February, 2021 1600 hrs GMT