

# SOURCES OF FUNDING

## TO DEVELOP TEACHING, LEARNING AND CPD

### Introduction

This guide sets out ways to apply for additional funding to develop your staff. It is focused on schools in England, though some of these funding sources may be available elsewhere.

Funding for schools and colleges is very challenging; recruitment and retention is particularly tough. It's more important than ever that school leaders can find enough money to develop every member of staff and then spend that money effectively.

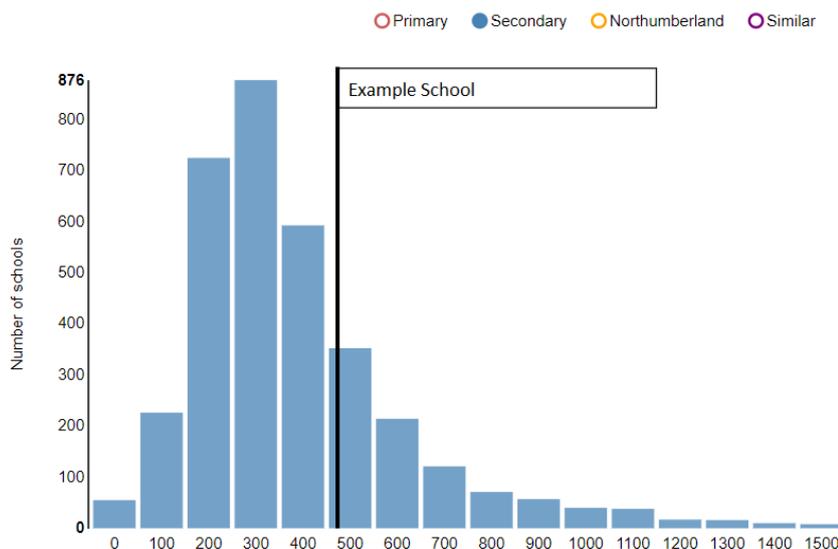
This guide takes you through three key steps:

1. [Benchmark your budget for professional development](#)
2. [Identify sources of additional funding](#)
3. [Get the greatest impact for every pound spent](#)

### Step 1 - Benchmarking

Your first step is to compare how your existing budget for CPD and improving teaching compares to other schools.

*Teacher Development Trust* and *SchoolDash* have produced a benchmarking service where you can check your school's allocated budget to similar schools and to other local schools.



Find out your results and explore the data at <https://landing.tdtrust.org/cpd-spend>

## Step 2 – Sources of Additional Funding

A number of organisations offer discretionary funds to either schools or individual staff. Some of these are general funds while others are tied to specific subjects, activities or to services from specific providers.

### General funding

Funder	Details
<p>Government Apprenticeship Levy funds</p>	<p>Almost all schools contribute 0.5% of their wage bill into an Apprenticeship Levy. Funds are held by the school's Local Authority or Academy Trust in most cases.</p> <p>Schools that contribute may draw down these funds for approved apprenticeship qualifications. These include two initial routes:</p> <ul style="list-style-type: none"> <li>• Initial Teacher Training apprenticeship route</li> <li>• Teaching assistant apprenticeship</li> </ul> <p>There are also a number of CPD-type courses:</p> <ul style="list-style-type: none"> <li>• School Business leadership apprenticeship</li> <li>• Team Leadership</li> <li>• Senior Leadership</li> </ul> <p>More information:  <a href="https://www.gov.uk/government/publications/a-guide-to-apprenticeships-for-the-school-workforce">https://www.gov.uk/government/publications/a-guide-to-apprenticeships-for-the-school-workforce</a></p>
<p>Education Support Partnership <i>Training and Development Fund</i></p>	<p>Funding for individuals in financial need whose employer will not contribute.</p> <p>They say:</p> <p>“We have created a Training and Development fund, in partnership with the CSIS Charity Fund, specifically to assist:</p> <ul style="list-style-type: none"> <li>• staff in education with the cost of education-related training</li> <li>• former education staff to re-enter the education sector or to transition to a new career</li> </ul> <p>We are happy to consider funding for any course provided it seems likely it will have a genuine impact on the working life of someone in the education sector. From classroom management, working with challenging behavior to dealing with stress, we will look at funding many courses, please call us to find out more if you are unsure.”</p> <p>Eligibility: <a href="https://www.educationsupportpartnership.org.uk/sites/default/files/training_and_development_fund_guidelines.pdf">https://www.educationsupportpartnership.org.uk/sites/default/files/training_and_development_fund_guidelines.pdf</a></p>

	<p>More information: <a href="https://www.educationsupportpartnership.org.uk/helping-you/training-development-fund">https://www.educationsupportpartnership.org.uk/helping-you/training-development-fund</a></p>
<p>European Union <i>Erasmus+</i></p>	<p>Erasmus+ is the European Union programme for education, training, youth and sport, which runs from 2014 to 2020. Through Erasmus+, UK schools can access funding for life-changing international activities:</p> <ul style="list-style-type: none"><li>• <b>Pupils can take part in international exchanges and study experiences:</b> to develop new skills, raise their aspirations and gain vital international experience</li><li>• <b>Staff can teach, train or job shadow abroad:</b> to develop their professional practice, build relationships with international peers and gain fresh ideas</li><li>• <b>Schools can collaborate with international partners:</b> to drive innovation, share best practice, and offer new opportunities to young people.</li></ul> <p>The <a href="#">2019 Call for applications</a> is now open, with €36 million proposed for UK schools.</p> <p>More information: <a href="https://www.erasmusplus.org.uk/schools-funding">https://www.erasmusplus.org.uk/schools-funding</a></p>



## Subject, activity or topic-specific funders

Funder	Details
<p>STEM Learning <i>Enthuse Awards</i></p>	<p>Bursaries to state-funded schools and colleges in England and across the UK.</p> <p>They offer varying amounts of money to assist with the costs associated with attending high-impact CPD - in some cases including course fees, travel and the cost of cover to help you attend.</p> <p>Bursaries could include:</p> <ul style="list-style-type: none"> <li>• Covering the costs of attending CPD at the national STEM Learning Centre in York, in Science, Chemistry, Biology, Physics, being a Technician or becoming a Head of Science.</li> <li>• Covering the costs of engaging with Computing CPD through the National Centre for Computing Education.</li> <li>• Additional costs such as cover and travel.</li> </ul>
<p>The Goldsmiths Company <i>Teacher Grant</i></p>	<p>For experiences that fall outside of the normal CPD expenditure of a school, such as: comparing practice across schools around the UK or abroad, personal development, becoming a coach.</p> <p>Participants should have a minimum of 5 years' experience teaching in UK schools. A grant, of up to £3,000, covers the cost of travel, accommodation, materials, etc. In addition, the Company will pay a maximum of £2,000 supply cover to your school.</p> <p>More information: <a href="https://www.thegoldsmiths.co.uk/charity/education/grants-teachers/">https://www.thegoldsmiths.co.uk/charity/education/grants-teachers/</a></p>
<p>Fulbright Commission <i>Distinguished Awards in Teaching Programme</i></p>	<p>This programme brings British teachers and/or education professionals to the United States for a semester to pursue individual or group projects, audit courses for professional development at a host university, and observe and share their expertise with teachers and students at the university as well as local primary and/or secondary schools.</p> <p>The Distinguished Award in Teaching Program for International Teachers runs for approximately five months (January to May) and includes:</p> <ul style="list-style-type: none"> <li>• Travel costs (international and some domestic)</li> <li>• Accommodation, maintenance allowance, and meal stipend</li> <li>• Opportunity to participate an End of Program workshop in Washington DC</li> <li>• Sickness and accident coverage</li> <li>• Visa guidance</li> <li>• Pre-departure support</li> <li>• Support in the USA</li> </ul>

	<ul style="list-style-type: none"> <li>• Access to a global alumni network of collaborative engagement and cultural diplomacy, with over 300,000 academically and professionally accomplished members.</li> </ul> <p>More information: <a href="http://fulbright.org.uk/going-to-the-usa/academic-and-professional/distinguished-awards-in-teaching">http://fulbright.org.uk/going-to-the-usa/academic-and-professional/distinguished-awards-in-teaching</a></p>
<p>London Mathematical Society Awards</p>	<p>The scheme is intended to provide opportunities for mathematics teachers to attend training which is <i>specifically</i> mathematical. It is intended to facilitate mathematical professional development to allow teachers in UK schools/educational institutions to:</p> <ol style="list-style-type: none"> <li>Develop their subject knowledge</li> <li>Engage in a deeper understanding of how to develop mathematical thinking</li> <li>Appreciate the interconnectivity of mathematical topics</li> <li>Update themselves on mathematics curriculum reform</li> <li>Use technology when and where appropriate.</li> </ol> <p>Any application for a grant under this scheme must be made by a teacher of mathematics or ITE provider based in the UK. The grants are open to teachers of mathematics from primary school to A-Level or equivalent (inclusive of STEP/AEA).</p> <p>The grants are to support teacher attendance at specific one or two day conferences/events organised by professional mathematical organisations. This will include a contribution to the costs of registration for the course and a proportion of the travel and subsistence expenses of attendees. The grants are also to assist providers of professional development to run conferences and courses that allow participants to further their professional development.</p> <p>The grants can also cover the costs of external trainers in schools/educational institutions.</p> <p>The grants <b>will not</b>:</p> <ol style="list-style-type: none"> <li>cover generic training</li> <li>pay teaching supply cover</li> <li>cover attendance at exhibitions or courses/conferences organised by exam boards or commercial organisations.</li> </ol> <p>Value of award Applications will be considered for a maximum of £400.</p> <p>More information: <a href="https://www.lms.ac.uk/grants/teacher-cpd-grants">https://www.lms.ac.uk/grants/teacher-cpd-grants</a></p>



<p>Association of Teachers of Mathematics <i>ATM G Hatch Fund</i></p>	<p>The ATM G Hatch fund bursary is open to mathematics teachers and Newly Qualified Teachers (NQTs) who are members of the Association of Teachers of Mathematics. The bursary is intended to support anyone who wishes to attend the 2019 ATM conference, jointly badged with The MA, as a full residential attendee.</p> <p>Applications must be received prior to the 14 January 2019 and applicants will be informed of the outcome of their applications by the 28 January 2019.</p> <p>For further information and to apply please fill out the online <a href="#">ATM G Hatch Bursary form</a>. <a href="#">Terms and Conditions apply</a>.</p>
<p>Royal Society of Chemistry <i>Various Grants</i></p>	<p>Members of the Royal Society of Chemistry can apply for various grants to assist with running their own events and/or travel to and from conferences.</p> <p>More information: <a href="http://www.rsc.org/awards-funding/funding/">http://www.rsc.org/awards-funding/funding/</a></p>

### Free Professional Development

There are a large range of free professional development opportunities for schools and individuals. While we can't possibly list all of them, here's a sample of ways to engage in free CPD.

- Department for Education, Teaching and Leadership Innovation Fund: through this project, the DfE has funded a number of providers to give free professional development to schools in more disadvantaged areas.  
Find out more: <https://www.gov.uk/guidance/teaching-and-leadership-innovation-fund-programmes-for-teachers-and-school-leaders>
- Department for Education, Teacher Subject Specialist Training: free courses for those who are either currently teaching, or looking to teach, in shortage subjects. Subjects: secondary mathematics, physics, modern foreign languages.  
Find out more: <https://www.gov.uk/guidance/teacher-subject-specialism-training-courses>
- Education Endowment Foundation: national research projects that trial interventions, training or other approaches. The EEF often has a number of projects that are actively recruiting schools, giving the opportunity for schools to potentially get expertise into their schools at no additional costs, or at limited cost.  
Find out more: <https://educationendowmentfoundation.org.uk/projects-and-evaluation/recruiting/>



## Step 3 – Get Impact

No matter how successful you can be raising additional funds, getting value for money from your spending will always be key. Here are some key documents to help you improve the impact of your Teaching and Learning strategies and CPD plans.

- **DfE CPD Standards** – A set of clear, evidence-based guidelines about how to design and deliver CPD so that it is most likely to have impact.  
Find out more: <https://tdtrust.org/research/dfe-cpd-standard>
- **Developing Great Teaching** – An easy-to-read digest of the research on what makes teacher development effective and what makes it ineffective.  
Find out more: <https://tdtrust.org/about/dgt>
- **CPD Quality Audit** - Find out what's enabling and what's hindering the effective development of teaching and learning in your school. With self-review, staff survey and an optional visit from a trained assessor, this service gives you a diagnostic report with clear next steps.  
Find out more: <https://tdtrust.org/cpd-quality-audit>

