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Mr Nick Gibb MP
Minister of State for School Standards
Sanctuary Buildings
20 Great Smith Street
London
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Dear Mr Gibb,

Thank you for your letter of 15 February 2019 responding to our letter dated 30 January 2019. We are writing again to address our ongoing and continued concerns regarding the discrimination by the DfE towards art and design trainee teachers.

In our last letter we asked: Why is an ITE bursary offered for music but not for art and design when music has typically recruited more successfully against the TSM? In particular we invited a more substantial justification from you including a call for comparative data to explain this inequity. Your response, however, does not adequately address our request.

In your recent reply you claim that when deciding on which subject receives a bursary the DfE has to 'focus on subjects where it is most difficult to attract applicants'. There are discrepancies to this argument. For example, we have outlined below a table tracking relationships between subject bursaries and recruitment relative to the TSM targets. From this it is immediately discernible that the DfE provides bursaries for subjects that recruit well against the TSM. Of particular note is history, where despite recruiting 101 percent of the 2018-19 TSM target, received an increase in bursary fees from between £4,000-9,000 in 18-19 to £12,000 for 2019-20. For some history trainees this represents a three-fold increase in bursaries.

	Bursary, 2018-19/ 2019-20	Recruitment relative to TSM target 2018-19
Biology	£26,000	153 per cent
English	£15,000	110 per cent
History	£4,000 - £9,000 (2018-19) £12,000 (2019-20)	101 per cent

Furthermore, you argue that a justification for providing music bursaries but not art and design bursaries relates to the fact that, in comparison to art and design, music has seen a decline in recruitment numbers over the last two years. But this argument is immaterial. As the DfE is in charge of setting recruitment figures, you are in a position to increase the TSM targets should you need to recruit more music teachers. And surely you set TSM targets with the aim to achieve 100 per cent recruitment in *all* subjects? Considering this, and with 27-28 percent year-on-year shortfall in our subject reaching its TSM, why would you reduce opportunity to achieve this target by failing to provide bursaries for art and design trainee teachers?

We understand that difficult decisions must be made, and that the DfE will always provide an argument to justify their decisions, but we have amply demonstrated how discrimination results from your decision regarding the allocation of ITE bursaries. In a 2017 speech to the Music and Drama expo you argued: *It is important that all pupils are taught about and have the opportunity to participate in the arts.* With respect, if you want to achieve this in relation to art and design it is time to treat our subject equally by investing in art and design recruitment, teachers and our subject.

Considering this we ask: can you confirm that art and design ITE bursaries are going to be reviewed by the DfE? And if so, when?

Yours faithfully



Dr Rachel Payne, President NSEAD
Dr Peter Gregory, Immediate Past President
On behalf of the NSEAD Special Interest Group for ITE

18 April 2019