



RECEIVED 25 JAN 2010

**Rt Hon Ed Balls MP**  
Secretary of State

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Sanctuary Buildings Great Smith Street Westminster London SW1P 3BT  
tel: 0870 0012345 dcsf.ministers@dcsf.gsi.gov.uk

**Rt Hon Tessa Jowell MP**  
House of Commons  
LONDON  
SW1A 0AA

Dear

January 2010

Thank you for your letter of 16 November, together with the sample correspondence from your constituent, about my proposals to introduce a 'licence to practice'

I know that the vast majority of teachers want to keep learning, improving and developing their skills - they have nothing to fear from the licence to practise. My aim in introducing a licence to practise is to support teachers' learning and development, to improve teaching quality and thus raise standards and improve outcomes for pupils. We will build on the current performance management arrangements to ensure there is no additional bureaucracy for teachers.

Children must leave school equipped with the skills they need to respond positively to the challenges that our changing world imposes on them in the 21st Century. Research has continually shown that teaching quality is the main driver of higher standards and better results for children and young people.

I believe that a licence to practise, together with a contractual entitlement to continuing professional development (CPD) for teachers which will be introduced alongside this, will further encourage and enable teachers to engage in high quality CPD and continuously improve their practice. I want the licence to practise to create a new learning culture in every school's teaching staff which puts professional development at the forefront.

It should mean the onus will not just be on teachers to take responsibility for their own CPD but for employers to actively invest in their staff. I want the licence to act as a lever on any employer reluctant to give teachers the ongoing support they need to keep building their skills. This does not mean just going on courses but investing time for valuable collaborative in-school CPD which has proven to be the most effective form of CPD.



department for  
**children, schools and families**

Funding for CPD of teachers is included within school's delegated budgets for the whole workforce. It is for schools to determine how to spend this based on individual teacher needs, identified and agreed through the performance management process, and the school's own development/ improvement priorities. As part of our commitment to teachers' CPD I am introducing the Masters in Teaching and Learning, with £30 million available for the initial rollout.

I know that the licence to practise represents a major change for the teaching profession and I am working with the profession through our social partnership on the details of the proposals. I will consult on these proposals widely with the many stakeholders with interests here. I would encourage Mr Pearson's to feed into that process.

Provisions to establish a licence to practise were included in the Children, Schools and Families Bill which was announced in the Queen's Speech on 18 November and which is now progressing through Parliament. Information about the Bill can be found here:

<http://www.dcsf.gov.uk/childrenschoolsandfamiliesbill/>

Information about consultation plans will appear on the DCSF website at: <http://www.dcsf.gov.uk/> in the early spring.

Yours sincerely

A handwritten signature in black ink, appearing to be 'ED BALLS', written in a cursive style.

ED BALLS MP