



Department  
for Work &  
Pensions

# Working in Education

Supporting and teaching in England if you trained outside the UK

**David Hughes**

# Working in the UK – Visas

- As an overseas worker, you will need a visa to work in the UK.
- **With an offer of employment**
  - Skilled Worker Visa
    - Applies for Primary, Secondary, Further, and SEND teaching roles
    - Requires a Sponsorship Certificate from your UK employer
- **Without an offer of employment**
  - Student Visa
    - Allowed to work 20 hours per week during term-times
  - Graduate Visa – Allowed to stay for 2 further years after finishing a UK course
    - Possibility to upgrade to a Skilled Worker Visa
  - High Potential Individual Visa
    - Allowed to remain in the UK if you have been awarded a qualification from specific institutions
    - [HPI Visa - Institution List 2024](#)
- **Volunteering roles can be undertaken on any UK Visa up to 30 days.**

# Working in the UK – Safeguarding and DBS

- **Safeguarding**

- The process of protecting children and young people from harm.
- Teaching staff play a key role in helping create a safe and secure environment to ensure all students can reach their full potential.

- **Disclosure and Barring Checks (DBS)**

- Process where employers check your criminal record to help decide whether you are a suitable candidate.
- Working in schools requires an Enhanced DBS with List Check.
  - Full criminal record check with checks on children's and adult's barred lists.
- You will be required to provide a criminal record certificate for any country that you have lived in for more than 12 months in the last 10 years.
  - Application for a criminal record certificate differs across locations – Individual application processes can be found here: [Criminal records checks for overseas applicants - GOV.UK \(www.gov.uk\)](https://www.gov.uk/criminal-records-checks-for-overseas-applicants)

# Working in education

## Support Roles

- Learning Support Assistants (LSA)
- Tutors
- Wellbeing
- Careers
- Liaison & Marketing

## Teaching Roles

- Special Educational Needs (SEN)
- Primary Education
- Further Education
- Higher Education

# Supporting pupils in the classroom

# Information on support jobs

- **Support jobs are good place to start if you meet the minimum visa requirements.**
  - Experience the UK school system without the need to be a qualified teacher
- **Lower requirements for entry into support roles**
  - GCSE English and Maths (Or equivalent)
  - Qualifications in nursery, childcare, or youth work are a bonus
  - Looking for individuals who have the right attitude and skillset
  - Relevant experience
- **Look at available vacancies and contact schools to ask about their requirements**

Top Tip: In the UK, some schools are part of a multi-academy trust (MATs). This means a group of schools are part of one organisation. If you meet the visa requirements to work in the UK, speak to different MATs as they can best support you to find employment across their different schools.

# Learning Support Roles

- **Working in a classroom setting, supporting a teacher**
  - Assisting in setting up classrooms
  - Helping children who may need extra support
  - Helping complete learning activities
- **Schools may set their own requirements for the role.**
  - GCSE English and Maths
  - Attitude
  - Experience
- **Opportunity to undertake professional qualifications and training**
  - Can lead to graduate teacher training
  - Excellent place to begin your teaching career

# Experiencing UK School Culture

- **Understanding and adapting to the UK school environment/culture**
  - **Be Patient** – It takes time, and don't be critical of yourself
  - **Do some research** – Gain some understanding of where you'll be moving to and the values of your school
  - **Ask Questions** – Speak to other international teaching staff and enquire about their experiences and advice
  - **Don't be afraid to join in** – Volunteering and being a part of the community is a good way to experience local culture
  - **Don't be afraid to make mistakes.**

Top tip:

Volunteering in a school is the best way to understand the environment and culture. Each school will have its own values. Speak to other international staff members at the school for advice.



# Teaching children

# Teaching in England if trained outside the UK

- As a qualified teacher working in the UK
  - Benefit from working in a world-class education system.
  - Earn a competitive salary
  - Support in your professional development
  - Variety of job opportunities
- Consider teaching in Wales, Scotland or Northern Island
- Not qualified?
  - Train to teach in England
  - Train to achieve International Qualified Teacher Status

# What do you need?

- If you are already a qualified teacher – You will not need to retrain to teach in England.
- You will however require:
  - To apply for English Qualified Teacher Status (QTS)
  - A high standard of written and spoken English
  - Enhanced DBS checks
  - Right to Work in the UK
- If you are a qualified teacher from outside the UK – You are permitted to work as a UK teacher for 4 years with QTS

# Qualified Teacher Status (QTS)

- Qualified Teacher Status is a legal requirement to teach in many English schools
  - Desirable for teachers in the majority of schools in England
  - Required to teach in most local authority funded schools
- If qualified to teach outside of the UK – Can teach for up to 4 years in England without a QTS
- Academy Schools, and Free Schools can employ teachers without QTS.
  - Discuss with the school prior to applying
- Easier to find a teaching vacancy in the England with QTS

# Other Considerations

- Achieving QTS does not guarantee a job or a visa
  - You will require to apply for teaching jobs and visas separately
  - Some schools may sponsor a visa – Check with the schools
- Certificate of comparability
  - Shows how your qualifications compare to English ones
  - Obtained from [ENIC.org](https://www.enic.org)

# Thank you