

## **MEMORANDUM OF UNDERSTANDING (“MoU”) for the period March to July 2026**

Between:

- (1) **THE SECRETARY OF STATE FOR EDUCATION** of Sanctuary Buildings, 20 Great Smith Street, London, SW1P 3BT (“**DFE**”)
- (2) **Greater London Authority**

### **1. Purpose of this Memorandum of Understanding**

- 1.1. This Memorandum of Understanding (MoU) is entered into between the Department for Education (DfE) and Greater London Authority. This MoU provides a framework for the activities Greater London Authority are expected to undertake in respect to the FE Teacher Industry Exchange (FE TIE).
- 1.2. The deadline for Greater London Authority to sign and return this MoU to DfE is Wednesday 25 February 2026.
- 1.3. The MOU is not legally binding, but both parties intend to comply with the provisions contained within the MoU.
- 1.4. This MoU should be read in conjunction with the grant determination letter issued to the Greater London Authority setting out the purpose of the grant and associated funding allocation.

### **2. Background on Construction Skills: FE Teacher Industry Exchange (FE TIE)**

- 2.1. The FE TIE programme is intended to improve both the capacity and quality of construction teaching in FE providers. This is to be achieved via the following way:
  - the facilitation of construction industry professionals delivering teaching in FE providers.
- 2.2 Key to facilitating these ‘industry exchanges’ will be building robust employer engagement and strengthening networks across FE providers. We expect all strategic authorities to establish a brokerage function to undertake this activity.

### 3. Objectives for FE Teacher Industry Exchange

- 3.1. The period covered by this MoU is a test and learn phase of the programme focusing on mobilisation and ensuring the necessary structures to facilitate relationships between construction industry and FE providers.
- 3.2. As a result, we anticipate that a significant portion of the initial funding will be directed toward mobilisation costs. These costs could include, but are not limited to:
- **Brokerage and coordination:** Establishing local facilitating bodies to bring together FE providers and construction employers.
  - **Staffing and resource setup:** Hiring or allocating staff to manage the exchange programme locally.
  - **Costs association with stakeholder engagement:** Building relationships with industry partners and regional networks.
  - **Planning and assurance:** Conducting local reviews to identify priority areas and submitting delivery plans for approval.
- 3.3. During this 'test and learn' phase, we will expect delivery against one key outcome:
- Number of teaching days delivered by industry professionals
- 3.4. Delivery of the FE Teacher Industry Exchange will come in three phases:
- Phase 1: test and learn;
  - Phase 2: build up to full programme roll-out
  - Phase 3: steady state
- 3.5. Insights gained through the 'test and learn' phase will help to inform the development of the supporting guidance. This guidance will be made available to support full delivery roll-out.
- 3.6. Table 1, below, outlines:
- The period of delivery covered by phase 1 and
  - What the targets for this period will be

Table 1:

Phase	Time period	Number of teaching days delivered by industry professionals	Number of terms target covers
Phase 1: test and learn	2025 – 2026	90	One term of delivery (following set-up and mobilisation period)

#### **4. Greater London Authority commitments**

- 4.1. Greater London Authority will use the funding provided by DfE under a Section 31 grant determination letter solely to support delivery of the objectives of the FE TIE

#### **5. Department for Education Commitments**

- 5.1. The DfE will transfer in one lump sum, £223,211.97 to Greater London Authority upon receipt of a signed memorandum of understanding and grant determination letter.
- 5.2. DfE reserves the right to offset any underspends of the implementation funding via reductions in any future profiles.

#### **6. Costs and Liabilities**

- 6.1. Except as otherwise provided in this MoU, DfE and Greater London Authority will bear their own costs and expenses incurred in complying with their commitments under this MoU.
- 6.2. DfE and Greater London Authority will remain liable for any losses or liabilities incurred due to their own or their employees' actions. Neither DfE or the Greater London Authority intends that the other will be liable for any loss it suffers as a result of this MoU.

#### **7. Confidentially**

- 7.1. Both DfE and Greater London Authority understands and acknowledges that they may receive or become aware of confidential information belonging to the other whether in the course of operating this MoU or otherwise. Each

agrees that they will treat the other's confidential information as confidential and safeguard it accordingly, and not disclose it to any other person (except for their employees, agents and professional advisers to which such a disclosure is necessary to enable successful delivery under the terms of this MoU).

- 7.2.** These commitments of confidentiality will not apply to any confidential information to the extent that such confidential information is required to be disclosed by a requirement of law placed upon either DfE or Greater London Authority making the disclosure (including any requirements for disclosure under the Freedom of Information Act 2000 and/or the Environmental Information Regulations 2004).

## **8. Data Protection**

- 8.1. Both DfE and Greater London Authority confirm that they will comply with their responsibilities under the Data Protection Act 2018 and the General Data Protection Regulation.

## **9. Reporting/Governance**

- 9.1. During the test and learn phase DfE will expect Greater London Authority to report on a quarterly basis. For Phase 1, this will be as follows:
- Quarter 1 – last working day in April 2026
  - Quarter 2 – last working day in July 2026
- 9.2. Greater London Authority will report on the following area:
- Number of teaching days delivered by construction industry professionals within FE settings.
- 9.3. In recognition of the Department's longer-term strategic objectives, Greater London Authority are encouraged — but not required — to begin collecting and sharing with the Department indicative data on the following:
- Number of construction businesses committing to FE teaching support and hosting placements for existing FE teachers;
  - Number of FE providers actively participating in exchange arrangements
  - Number of construction industry professionals involved in teaching events or activities

- Number of FE teachers placed in construction industry for professional development

9.4. Greater London Authority may choose to share this data voluntarily with the Department to inform ongoing policy development.

## **10. Financial Management**

10.1. Greater London Authority must ensure that all expenditure funded by this grant:

- Is used solely for the purposes outlined in this Memorandum of Understanding and the associated grant determination letter
- Is supported by appropriate financial records and documentation, including invoices, contracts, and payroll records where applicable.
- Is managed in accordance with the authority's own financial regulations and controls, ensuring value for money and compliance with public sector standards

10.2. Greater London Authority is required to:

- Maintain a clear and auditable trail of all transactions related to the FE Teacher Industry Exchange programme
- Segregate grant funding from other budgets to ensure transparency and ease of reporting
- Monitor expenditure against delivery plans and adjust forecasts where necessary to ensure effective use of funds

10.3. DfE reserves the right to request financial reports or evidence of expenditure at any point during the funding period. Any underspend, misallocation, or use of funds outside the scope of the programme by Greater London Authority may be subject to recovery under the clawback provisions as outlined in this MoU

## **11. Clawback and Recovery**

11.1. DfE reserves the right to recover any part of the grant that is not used in accordance with the terms of this MoU or the associated grant determination letter, or where reporting and assurance requirements are not met.

11.2. This provision applies irrespective of the non-ring-fenced nature of this grant where conditions of use or delivery are not fulfilled.

## **12. Recordkeeping**

- 12.1. Greater London Authority must maintain reliable, accessible and up to date accounting records with an adequate audit trail for all expenditure funded by grant monies under this determination.
- 12.2. Greater London Authority and any person acting on behalf of them must allow the Controller and Auditor General or appointed representatives and the Secretary of State or appointed representatives free access at all reasonable times to all documents (including computerised documents and data) and other information as are connected to the grant payable under this determination, or to the purposes for which grant was used.
- 12.3. The documents, data and information are such which the Secretary of State or the Controller and Auditor General may reasonably require for the purposes of his financial audit or any department or other public body or for carrying out examinations into the economy, efficiency and effectiveness with which any department or other public body has used its resources. The authority must provide such further explanations as are reasonably required for these purposes.

## **13. Duration of the MoU**

- 13.1. This MoU is in place until 31 July 2026 for the purposes of activity and 14 August 2026 for reporting.

## **14. Review and amendments**

- 14.1. This MoU will not be reviewed. Amendments to this MoU may only be made upon written decision of both DfE and Greater London Authority

## **15. Resolution of disputes**

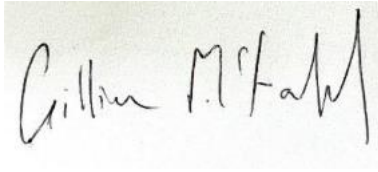
- 15.1. If a dispute should arise in connection to this MoU or matters relating to it, the named policy contacts will together endeavour to resolve the issue. If they are unable to resolve the issue within a reasonable time, it will be referred by them for negotiation by senior officers in both organisations, who will intervene and direct a resolution.

## **16. Policy contacts**

- 16.1. DfE can be contacted at [teacherindustryplacement.fe@education.gov.uk](mailto:teacherindustryplacement.fe@education.gov.uk) and an official will reply to all correspondence.

**17. Signed**

For Department for Education:

A handwritten signature in black ink that reads "Gillian McFarland". The signature is written in a cursive style with a large initial 'G'.

Gillian McFarland  
Deputy Director  
FE Workforce – Recruitment and  
Retention Division  
Department for Education

Date: 3 December 2025

For Greater London Authority

A handwritten signature in blue ink that reads "Ayo Akande". The signature is written in a cursive style with a large initial 'A'.

Ayo Akande  
Assistant Director, Skills and Employment  
– Delivery  
Communities and Skills Directorate  
Greater London Authority

Date: 25 February 2025