

## FREQUENTLY ASKED QUESTIONS - OVERSEAS TEACHERS



Experience tells us you'll have lots of questions when you start this journey. Most people are curious about the visa application process, the financial implications of relocating to the UK and of course, the level of support you can expect from Hourglass.

We hope these FAQs will help, but please feel free to contact me if you'd like any other information.



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## ABOUT HOURGLASS

### WHY CHOOSE US?

We know that many agencies recruit international teachers to work in UK schools, but very few have experience like ours – gained over the last 20 years – or the tried and tested methodologies that we have developed to deal with the intricacies of the relocation process. This includes an in-depth knowledge of the UK immigration system, as well as a full support and acclimatisation package.

We don't believe that 'one size fits all'. Our first priority is to get to know you and your needs and preferences. This is the only way we can help you to find the perfect position in a school that suits you. Similarly, the support we offer as you plan to relocate will be tailored to your own requirements – we know that this is the best way to ensure you experience a seamless relocation.

### WHO WILL I BE DEALING WITH?

We are a close-knit, values-led team. Each one of us is committed to the quality of the service we offer to our candidates and schools.

#### The team

Recruiting the best teaching talent from around the world is a real passion for Hourglass director, Rachel Hand and international coordinator, Claire Murphy. They are the driving force of international recruitment at Hourglass and will be your first point of call.

#### Our consultants

Headed up by James Letven, our consultants work tirelessly to support the education of young people in England. They have a unique understanding of their schools and the candidates they promote to them. They will discuss the opportunities open to you in detail.

Put a face to the name! Meet the team.

<https://www.hourglasseducation.com/about-us/meet-the-team/>



Rachel Hand

## WHAT DO OTHER TEACHERS SAY?

We love getting feedback from our teachers. Whether they give us full marks, or are less positive, it's always useful. Apart from anything else, their views tell us what we're doing well, and what we need to work on.

<https://ratemyteachingagency.com/agency/hourglass-education/>

<https://www.hourglasseducation.com/overseas-teachers/testimonials/>

“ The friendliness of the consultants and the relocation booklet helped me manage the stress of taking up my new job in a different country.

## WILL I BE CHARGED FOR THE HOURGLASS SERVICE?

There is no cost to you for our service. Our aim is simple, we want to establish an on-going positive and professional relationship with you.

We have assisted many teachers find their first teaching position, and to settle comfortably into life in the UK. More importantly, we keep in touch, and when you're ready to consider moving on, whether to experience another school, or to progress your career, we'll be here to advise and to help make it happen.

## VISAS & RIGHT TO WORK

Any teacher who is not a British National wishing to work in England will require a visa. To gain entry for work in the UK, the majority of our candidates qualify for one of these three main visa categories:

1. Tier 5 - The Youth Mobility System
2. UK Ancestry visa
3. Skilled Worker visa

If you're married to a British citizen, but not a British passport holder yourself, you may be eligible for a visa that is not listed above. We will be happy to help you explore alternative routes.



*"This wasn't a strange place. It was a new one."*

## I'M BASED OVERSEAS AND REQUIRE TIER 2 SPONSORSHIP. WHAT'S THE PROCESS?

Hourglass has good relationships with many of the schools who are licenced to sponsor international teachers. If you require Tier 2 sponsorship, you will need to gain an offer of employment from one of these schools. When you have accepted your offer, the school will apply for and then assign a Certificate of Sponsorship. The sponsored teacher can then apply for their visa on the basis of this sponsorship.

“ I decided I just had to hit the ground running and take on anything that came my way.



## DO I QUALIFY AS A TEACHER OF A SHORTAGE SUBJECT?

In teaching, the shortage occupations are secondary education teachers in the subjects of maths, physics, science (where an element of physics will be taught), computer science and Mandarin.

The shortage occupation list specifies the occupations where employers face a shortage of suitable labour. The occupations on the list are given special dispensation within the immigration rules. These are designed to make it easier for employers to access migrant labour to fill vacancies in those areas of identified shortage.

The shortage occupation list may be relevant for international teachers applying for a Tier 2 visa.

## MY PARTNER IS ALSO REGISTERED WITH HOURGLASS. DO WE BOTH NEED TIER 2 SPONSORSHIP?

Not necessarily, but this is up to you.

Your partner may qualify as your dependant. We can help you find out if this is the case.

If your partner is deemed your dependant, there is no need for you both to seek sponsorship.

### dependant

[dɪˈpɛnd(ə)nt]  
NOUN

a person who relies on another, especially a family member, for financial support.

## I HAVE A PARTNER BUT WE ARE NOT MARRIED. CAN THEY ACCOMPANY ME TO THE UK AS A DEPENDANT?

In the immigration rules, the term 'partner' also includes fiancé/proposed civil partner or a person living with the applicant in a relationship akin to marriage.

A partner as defined above can be a dependant on your visa if you can provide sufficient evidence in line with UKVI criteria.

Dependants are not permitted on Tier 5 visas so this does not apply to the Youth Mobility Scheme.

## WHAT ARE VISA MAINTENANCE FUNDS?

Maintenance funds are a requirement of certain visa applications and proof that entrants to the UK have enough money to support themselves and any dependants upon arrival.

Maintenance funds are met by evidencing that a certain amount of money has been held in an account for a minimum of 90 days. UKVI specify how maintenance funds must be evidenced.

For a Youth Mobility visa application, the maintenance fund requirement is £1,890.

For a Certificate of Sponsorship visa application, the maintenance fund requirement is:

For the sponsored worker = £945  
For dependants = £630 per person

## FINANCES

### HOW MUCH WILL A VISA COST?

There is a charge for each visa – including any dependant visas. You may also be required to pay fees associated with the visa.

Visa costs:

1. Tier 5 – The Youth Mobility System - £244 per person
2. UK Ancestry Visa - £516 per person
3. Tier 2 General – Sponsorship of Skilled Workers
  - Shortage occupation - £464 per person
  - Non-shortage occupation - £610 per person

Check the cost of visas in any currency: <https://www.gov.uk/visa-fees>

### WHAT IS THE IMMIGRATION HEALTHCARE SURCHARGE?

You and your dependants are also required to pay an Immigration Healthcare Surcharge (IHS) which is a contribution to the costs of the National Health Service. This is a mandatory up-front cost which is paid as part of the visa application.

Tier 5 – The Youth Mobility System - £470 per year from Autumn 2020

Tier 2 General – Sponsorship of Skilled Workers - £624 per year from Autumn 2020

### HOW MUCH WILL MY RELOCATION COST?

The cost of the visa, the Immigration Healthcare Surcharge and the maintenance funds are not the only costs to consider.

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We quote a guide cost of £600-£700 for a one way flight ticket but the cost of flights can vary according to availability, time of year, airline and route.

You will also need enough money to pay for your UK living expenses until you receive your first month's salary. These will include accommodation costs, groceries, travel, etc. To secure a rental property you will need to pay one to two month's rent plus the same amount again as a deposit up front. Your salary will be paid to you one month in arrears.

We strongly advise that you have a minimum of £3,500 to fund your first month in England. If you are relocating with dependants, your living costs are likely to be higher, and you should plan to have more money available.

### HOW WILL I FIND LIVING ACCOMMODATION?

Some teachers ask us to find them a role close to UK family or friends, and we're always happy to help.

If you're moving independently, we will support you and provide you with the information and contacts you need to make suitable arrangements. Unfortunately, we are unable to secure accommodation on your behalf. Everyone is different, and choosing accommodation is a very personal decision.

If you like, we will introduce you to other Hourglass teachers relocating to the same area. This has worked well in the past, and teachers have got to know each other – some have even shared accommodation.



## QUALIFIED TEACHER STATUS

### WHAT IS QUALIFIED TEACHER STATUS (QTS)?

QTS is the professional accreditation for teachers in England and Wales. QTS is awarded by the Teaching and Regulation Agency.

At registration stage we will assess your eligibility for QTS. Some candidates can apply for QTS if they are eligible via the EU Directive or the Mutual Recognition route. Alternatively, QTS can be obtained once you are teaching in the UK via an Assessment Only programme.

## CAN I WORK IN THE UK IF I DON'T QUALIFY FOR QTS?

Overseas degrees and teaching qualifications are respected and acknowledged by schools in England, as are the skills and expertise of the teachers. Only a small handful of schools still have a QTS-only recruitment policy. Many of our client schools embrace overseas teachers and will support the Assessment Only route to QTS.

## IS THERE ANYTHING I CAN DO TO PREPARE FOR QTS PRIOR TO RELOCATING TO THE UK?

To enrol on an Assessment Only programme, you must ensure you can meet the entry criteria. This may involve applying to the National Recognition Information Centre for the United Kingdom (UK NARIC) for a certificate of equivalency.

When you have your NARIC certificates, you will know if you are eligible to apply for an Assessment Only programme. If you do not meet the entry criteria, you will be told how you can 'top up' your qualifications.

Please note: The Assessment Only route to QTS cannot be started until you are teaching in the UK, in a school that is willing to support you. You have four years from your first day teaching in England to obtain QTS and we advise that you do not start immediately. Your Assessment Only programme will include classroom observations, so it is important that you are settled in the UK, are familiar with the UK curriculum and have established positive relationships with your students.



*"The world is a book, and those who do not travel read only one page."*