

Committee: **Scrutiny Committee for Children's Services**

Date: **16 June 2005**

Title of Report: **Recruitment and Retention of Teachers**

By: **Director of Children's Services**

Purpose of Report: **To advise the Committee**

**RECOMMENDATIONS - to note the report and;
- that a further report is brought to scrutiny in a year's time to update
Members on any progress.**

1. Financial Appraisal

1.1 There are no financial implications arising from this report.

2. Recruitment Management (RM) Contract

2.1 The Teacher Training Agency (TTA) has funded the RM programme in 105 LEAs since 1999. For the past two years East Sussex has received a grant of £50,000 to support schools in the recruitment and retention of teachers. The remit of the TTA has now increased to include responsibility for continuing professional development of the whole school workforce and funding for recruitment managers has been agreed only for London and 20 additional LEAs which still have consistently high vacancy rates.

2.2 East Sussex LEA has been awarded funding of £40,000 per financial year up to 31 March 2007 to contribute to the employment costs of a Recruitment Manager (RM) to carry out appropriate activities that support the TTA's operational objectives to provide services which contribute to the recruitment and retention of teachers to schools and to increase the number of able and committed people returning to teaching.

3 Supporting Information

3.1 The following sections provide a summary of the progress made in recruiting and retaining quality teachers to East Sussex schools, in line with the requirements of Priority 7 of the Education Development Plan (EDP) – Developing Teachers and Teaching.

4. NQT Recruitment – Primary Pool

4.1 Continuing the work already achieved in the recruitment of Newly Qualified Teachers (NQTs), **Appendix A** provides details of NQT primary pool appointments to schools within East Sussex for the 2004/05 academic year, together with data gathered so far for the September 2005 intake. Comparative data for the 2001 and 2002 academic years is shown in **Appendix B**.

4.2 Demand for NQT primary posts continues to exceed the supply of vacancies. Please refer to **Appendix C and Appendix D** for the recruitment and selection statistics for the primary pool for 2004/5 and **Appendix E** for further information on the recruitment of primary NQTs.

5. NQT Recruitment – Secondary Trained Teacher Register (STTR)

5.1 32 % of the total intake of secondary NQTs employed in September 2004 was sourced by schools through the STTR. The figures for September 2005 will not be available until the middle of

October. Please refer to **Appendix E** for further information on the recruitment of secondary NQTs.

6. Graduate Teacher Programme (GTP) – Primary

6.1 During 2004 East Sussex LEA and the University of Sussex Consortium Designated Recommending Body (DRB) underwent successful inspection by Ofsted and was unconditionally recommended to the Teacher Training agency (TTA) for accreditation as a provider of Initial Teacher Training (ITT). Following successful application to TTA East Sussex LEA and the University of Sussex Consortium will become an accredited ITT provider with effect from 1 August 2005.

6.2 The GTP attracts a high number of quality applicants and continues to provide our schools with high quality NQTs in primary shortage areas. It also provides opportunities for Continuous Professional Development (CPD) for experienced teachers and leaders in our schools. Please refer to **Appendix F** for further information on primary GTP.

7. Graduate Teacher Programme (GTP) – Secondary

7.1 The University of Sussex is the local provider for Secondary GTP. The secondary GTP is promoted to East Sussex schools and potential trainees through the Teacher Recruitment Team. During the 2004/5 academic year, 17 East Sussex schools have taken advantage of this programme by employing GTP trainees. The outcomes of this year's programme will be known towards the end of the summer term. University of Sussex is currently recruiting for the 2005/6 programme.

8. Flexible Working

8.1 The Teacher Recruitment Team promotes flexible working as a mechanism to support teacher recruitment and retention.

8.2 The LEA commenced a contract with Flexexecutive in July 2002 and this service has been made available to East Sussex schools to enable access to the increasing pool of teachers seeking to work flexibly. To date 173 teachers have joined the job share register and email alert service for East Sussex. The Recruitment Manager will continue to promote the scheme with schools in East Sussex and through the Return to Teaching Programme (see para 9). Please refer to **Appendix G** for further information on flexible working.

9. Return to Teach (RTT) Courses

9.1 The Teacher Recruitment Team has organised 5 successful RTT courses, funded under contract by the TTA, since the Spring term 2003 and recruitment is in progress for a sixth course commencing in October 2005. **Appendix H** refers.

9.2 The contract for the provision of the RTT programme is likely to be renewed by the TTA from April 2006.

10. Hays East Sussex Supply Teacher Service

10.1 The service is operated as a partnership between East Sussex LEA and Hays to provide schools and teachers with a high quality and cost effective solution to supply needs. Hays have been able to successfully meet 93 % of all school requests. Please refer to **Appendix I**.

11. Headteacher Recruitment

11.1 Headteacher vacancies are increasing nationally and, since September 2004, 21% of East Sussex schools have experienced vacancies for Headteachers. Some very successful appointments have been made, although the recruitment process for some of these vacancies is still in progress. **Appendix J** refers.

11.2 A range of initiatives to develop the existing level of support which is provided to schools for the recruitment and retention of school leadership are being explored with colleagues in CfBT. Please refer to **Appendix K** for further information on Headteacher recruitment.

12. Remodelling the Workforce

12.1 The Recruitment Manager is a member of the Project Board for Remodelling the School Workforce and works closely with the Remodelling Adviser, and other personnel colleagues to ensure support for schools in the implementation of the National Workforce Agreement. The successful implementation of Remodelling is anticipated to have a significant impact on the recruitment and retention of teachers on both a national and local basis.

12.2 Further information and guidance on Remodelling the Workforce is available through eZone at [county information>projects and groups>remodelling the school workforce](#).

13. Support with housing for teachers

13.1 As a recruitment and retention initiative, the Teacher Recruitment Team provides support for both new and existing teachers in finding suitable accommodation through a range of housing initiatives – **Appendix L** refers.

14. NQT Recruitment Seminar

14.1 The NQT Recruitment Seminar was held on 20 November 2004 and was a great success with 95 (29 secondary and 66 primary) trainee teachers attending. The students listened to a range of presentations and participated in workshops to support them with their applications for teaching posts and to promote the benefits of working in East Sussex schools. This annual event is due to take place next on Saturday, 26 November 2005 at the T&G Centre, Eastbourne.

15. Schools Requiring Additional Support (SRAS)

15.1 The Recruitment Manager attends the SRAS meetings organised on a termly basis by CfBT and supports the recruitment and retention requirements of SRAS through the activities of the Teacher

Recruitment Team. Examples of recent successes are the design and production of bespoke recruitment brochures and recruitment advertising to promote vacancies at the following schools: Thomas Peacocke Community College, The Causeway School, Seaford Head Community College and Langney Primary School.

15.2 A Science/ICT teacher who attended the fifth Return to Teach course which ended at the beginning of May 2005 has since been appointed to a full time post at Seaford Head Community College.

15.2 The Recruitment Manager has liaised with Globeteach, an agency which provides overseas trained teachers, to secure the successful employment of a Food Technology teacher for September 2005 at Seaford Head Community College.

15.4 Colin Campbell, Headteacher at Langney Primary School has reported that they received over 70 enquiries for their teacher vacancies. 3 high quality teachers have been appointed to teach at the school from September 2005.

16. Teacher Turnover

16.1 An encouraging pattern is emerging in a reduction in the rate of teacher turnover since it peaked in March 2002 – please refer to **Appendix M**.

16.2 An exit questionnaire is sent to all teacher leavers in order to gather information that can be

used to inform future recruitment and retention strategies.

17. Conclusion and Reason for Recommendation

17.1 The Committee is asked to note the report and that no changes to the current arrangements are being proposed.

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Local Member(s): All

BACKGROUND DOCUMENTS

Progress Report published in October 2002 on the implementation of the Education Department's progress on staffing levels and deployment in East Sussex schools for the school year commencing September 2002.

Report to JAC June 2003.

Report to JAC June and October 2004