

## **Appendix E**

### **Newly Qualified Teacher (NQT) Recruitment – Primary Vacancies**

The annual demand for primary Newly Qualified Teachers in East Sussex continues to reduce and the demand for posts currently exceeds the number of vacancies.

At this point in the recruitment process last year (2004), 35 NQTs had been appointed to East Sussex schools through the primary pool compared with the 22 NQTs that have been appointed so far for September 2005. However, the details of 12 NQTs are currently being considered by our schools for primary pool vacancies. Should these NQTs be offered positions, the number of appointments compared with this time last year will be more closely matched.

The full extent of the reasons for the reduced primary NQT vacancies locally is yet to be confirmed. This data will be sought from schools through the end of summer term vacancy survey; however the reduction in primary vacancies does compare with the situation on primary recruitment being reported nationally. Primary vacancies with additional responsibilities continue to be difficult to fill. The Times Educational Supplement (TES) on 20 May 2005 quoted schools falling rolls and funding for the workforce agreement to be potential reasons for an increase in the supply of primary teachers in relation to the availability of teaching vacancies. Anecdotal evidence from a small number of East Sussex primary schools, who've chosen to recruit direct to their vacancies, rather than use the primary pool, indicates an excess of up to 20 applications for each primary teaching post. More conclusive data will be sought from Equal Opportunities Monitoring Forms returned by schools by the end of term.

### **NQT Recruitment – Secondary Vacancies**

Of the total intake of secondary NQTs employed in September 2004 32% were sourced by schools through the Secondary Trained Teacher Register (STTR).

The figures for September 2005 will not be known until the middle of October. The results of a recent survey sent to the students currently on the STTR, however, indicate that to date 7 NQTs have been appointed to East Sussex schools for September 2005 through the STTR.

169 secondary trainee teachers are known to be still looking for work in East Sussex. Schools were reminded, prior to the final resignation date for serving teachers of 31 May 2005, of the details of trainee teachers still seeking posts.

## Appendix F

### The Graduate Teacher Programme – Primary

During 2004 the East Sussex: LEA and the University of Sussex Consortium Designated Recommending Body (DRB) was inspected as a part the first round of Ofsted inspections of GTP provision. Following a successful inspection East Sussex DRB was placed amongst the 17 DRBs in the “green” category, those DRBs which were unconditionally recommended to the Teacher Training Agency (TTA) for Accreditation as a provider of Initial Teacher Training (ITT). Application to TTA for Accreditation was successful and accredited status becomes effective from 1 August 2005.

The formal report by Ofsted suggested a number of recommendations for further improvement and these were incorporated in an action plan which was implemented prior to the beginning of the 2004/05 programme. Recent improvements to the GTP programme include taking a lead role in the arrangement of second school placements and making audit visits to schools prior to finalising trainee placement schools. Improvements planned for the coming year include the DRB providing more guidance on Key Stage 3 placements and introducing the requirement for schools to have a whole-school ITT policy.

As a newly accredited provider the DRB will be visited by Jeff Williams, Head of Quality at the TTA. The Teacher Recruitment Team is currently preparing for this visit in June 2005.

101 applications were received for the 2005/6 primary GTP cohort commencing in September 2005, compared with 75 for the 2004/5 cohort. 48 applicants were shortlisted for interview for the 24 places available. The calibre of the applicants was extremely high which provided a strong reserve list both for interview and for offers of places. 24 high quality calibre candidates have since been offered places for the new intake. A GTP welcome session for the successful applicants will take place on 18 July 2005.

Despite the potential for reduced primary vacancies in the county this year, the primary GTP continues to provide our schools with high quality trainee teachers, often available to teach in the areas of the county less popular to the traditional graduates from the local universities e.g. Hastings, St Leonard’s and Rother areas, schools in rural areas, and Key Stage 2 vacancies which are traditionally difficult to fill vacancies. The GTP also provides opportunities for Continuous Professional Development (CPD) for experienced teachers and leaders in our schools. Two recently appointed new Headteachers within the County are currently subject tutors for our GTP.

## Appendix G

### Flexible Working

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

The LEA commenced a contract with Flexexecutive in July 2002. Flexexecutive operate a website which is linked to the East Sussex website. The Flexexecutive Education website provides:

- The opportunity for schools to recruit from a pool of teachers seeking flexible working opportunities e.g. job share or part time work.
- The opportunity for teachers to apply to schools who recognise the importance of work life balance.
- Information for schools on how to recruit and manage teachers working flexible hours.
- Information for teachers on options for flexible working and finding a job share partner.
- Case studies on successful examples of flexible working in schools.

This service has been made available to East Sussex schools to enable access to the increasing pool of teachers seeking to work flexibly. The service was successfully piloted by Norfolk and Essex LEAs and is now available to all LEAs across the country. Kent LEA also has a partnership with Flexexecutive for a job share register. The scheme enables teachers living in the south east region to participate in job share registers across a number of LEAs. So far 173 teachers have joined the job share register and email alert service for East Sussex. In addition, 106 teachers living in the surrounding counties have also joined our job share register and email alert service. All teaching posts advertised in Teaching Opportunities, the weekly teacher vacancy bulletin available via the ESCC website and through schools and libraries that indicate applications for part-time work or job sharers are welcome are forwarded by Flexexecutive to teachers on the job share register.

The Recruitment Manager will continue to promote the scheme with schools in East Sussex and through the Return to Teaching Programme.

## **Appendix H**

### **Return to Teach (RTT) Courses**

The Teacher Recruitment Team has organised 5 successful RTT courses, funded under contract by the TTA, since the Spring term 2003.

79 returning teachers have attended these courses, 55 primary and 24 secondary. Of these: 34 have registered with Hays who manage the East Sussex Teacher Supply Service (see para 10); 27 are currently working or have worked in East Sussex primary schools since completing the course (2 as Teaching Assistants); 8 are currently working in East Sussex secondary schools teaching MFL, ICT, Maths and Science and 10 have taken up posts in West Sussex, Brighton and Hove, Kent or the Independent sector in East Sussex.

A sixth course commences in October 2005 and recruitment is in progress with a target of 8 secondary and 12 primary returning teachers.

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

## Appendix I

### **Hays East Sussex Supply Teacher Service**

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.

During the spring term 2005 Hays has provided East Sussex schools with 2,411 supply days with the total number of teaching posts registered in this period of 1,286 (949 primary, 336 secondary and 1 special. The total teacher supply days for the autumn and spring terms 2005 are 4,469. At the time of analysis use of the service had increased by 15 % compared with the previous academic year. By the end of the academic year Hays anticipate use of the service to increase by 25 %.

60 % of primary schools and 93 % of secondary schools have used the service this academic year. Hays have been able to successfully fill 93 % of all school requests. Unfilled posts are mainly in the secondary sector for which it is still difficult to recruit quality supply teachers. Hays are looking to their overseas office in Auckland, Australia to supplement this shortage.

Use of the supply service across all school phases accounts for cover for sickness, planned absences, attending courses, vacancies and maternity leave.