

**Report to:** Children's Services Scrutiny Committee

**Date of meeting:** 2 March 2018

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

**Title:** Scrutiny Review of Educational Attainment KS4 – Progress on the action plan.

**Purpose:** To update the Committee on the action plan to address recruitment and retention of teachers in East Sussex schools.

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***RECOMMENDATION:***

**Scrutiny Committee is asked to note and comment on the update on the action plan to address recruitment and retention of teachers in East Sussex schools.**

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## **1. Background**

1.1. On the 20 March 2017 the Children's Services Scrutiny Committee received a report from the Scrutiny Review Board on its review of Educational Attainment at Key Stage 4, attached as Appendix 1. The review investigated the issues and challenges that secondary schools and academies face in relation to the recruitment and retention of teachers and the potential impact this has on educational attainment.

1.2. Children's Services welcomed the Scrutiny Review and in particular the recognition that it gave to the importance of the recruitment and retention of teaching staff and senior leaders. An Action Plan, attached as Appendix 2 was produced setting out the response to the recommendations made by the Scrutiny Committee. The report of the Review Board and the Action Plan was submitted to Cabinet for comment in June 2017 and to Full Council for approval in July 2017.

## **2. Supporting information**

2.1. The Scrutiny Review provided a useful insight into the issues relating to the retention and recruitment of teaching staff and leadership posts in East Sussex schools and academies. The report made six recommendations which covered the recruitment and retention of staff, and specifically recommended a greater emphasis on the retention of staff in the Council's strategy.

2.2. The Action Plan attached as Appendix 2 shows the progress and outcomes of the actions in response to the six recommendations. Some of the actions have been amended in order to reflect changes to national policy and the increased role of the teaching schools in the training and development of teachers and leaders in our schools and academies.

2.3. The timescale for updating the Council's Recruitment and Retention Strategy has been amended to take account of changes to teacher recruitment and training, as well as the shift in responsibility from the Council to the teaching schools.

2.4. There is a national issue with regards to the recruitment and retention of teachers across all sectors. There is a growing and increasingly serious problem of headteacher recruitment and retention nationally which is also reflected in local trends. The recruitment of Primary School Headteachers in particular has been a significant challenge. This is acknowledged by all teaching unions, professional bodies and schools.

2.5. The report acknowledged that there are a wide range of issues which contribute to teacher recruitment and retention in the county including: secondary school population increase; workload pressure and accountability; shortages within specific subject areas, especially within the secondary sector in STEM subjects (Science, Technology, Engineering and Maths) as well as languages and humanities; and the location of secondary schools in rural and coastal areas.

2.6. The challenges identified in the report are exacerbated by lower recruitment to initial teacher training (ITT) courses. Issues relating to the recruitment of new entrants to the teaching profession have

been well publicised in the national press recently and UCAS data shows a decrease in applications to ITT courses of 34% nationally and 33% in the south east.

2.7. East Sussex currently recruits teachers onto ITT courses through a range of providers: HEI (Higher Education Institutions) such as University of Sussex, University of Brighton and Canterbury Christ Church University as well as, increasingly, through school led training. The majority of trainees that come through the school led model go on to work within East Sussex. Further changes to ITT are planned from September 2019 with the introduction of the apprenticeship training route, and ITT providers are waiting for further details on this.

2.8. The Council currently runs a successful school centred ITT programme (SCITT) in partnership with local primary schools. There are now seven teaching schools in the county and these are becoming established centres for teacher and school leadership training and development. The Council believes that the increase in teaching school capacity makes this the right time to transition the SCITT programme to school-led provision. This change would provide an opportunity to build a strong model of partnership delivery across East Sussex, putting schools in the driving seat at a time when the recruitment and retention of teachers is more challenging than ever before. It would also coincide with the changes planned for ITT. The development of strong school-led partnerships will provide the infrastructure and expertise in East Sussex schools to develop high quality, joined-up provision for the recruitment of teachers and their professional development in the early stages of their careers.

### **3. Conclusion and reasons for recommendations**

3.1. The Committee is requested to note the update on the action plan to address recruitment and retention of teachers in East Sussex schools.

3.2. The Committee is advised that an updated Recruitment and Retention Strategy will be circulated to them in September 2018.

#### **Appendices:**

Appendix 1 – Scrutiny Review of Educational Attainment at Key Stage 4 – Report by the Review Board. March 2017

Appendix 2 – Children’s Services Scrutiny Review of Educational Attainment at Key Stage 4 – Action Plan to address leadership and teacher shortages. February 2018

**STUART GALLIMORE**  
**Director of Children’s services**

Contact Officer: Elizabeth Funge  
Tel. No. 01273 336879. Email: [elizabeth.funge@eastsussex.gov.uk](mailto:elizabeth.funge@eastsussex.gov.uk)

LOCAL MEMBERS: All.

BACKGROUND DOCUMENTS: None