

Teacher Recruitment and Retention

Project update

Education Advisory Panel

9 December 2015

Key Data

Third annual survey undertaken in July 2015,
reviewing recruitment in 2014-2015 year

Responses

- Response rate of 38%
- Balance of responses from
 - Schools of different governance models
 - Phases of schools
 - Ofsted categories
 - Geographical location

Turnover

- Average turnover reported as follows:
 - Infant - 2.26 teachers
 - Junior - 3.9 teachers
 - Primary - 3.1 teachers
 - Secondary - 9.48 teachers
 - Special - 1.64 teachers

Most common reasons for leaving:

- 1st Retiring early
- 2nd Age retirement
- 3rd Moving to a promotional post within Hampshire
- 4th Taking a break due to caring responsibilities
- 5th Taking a break from teaching for other reasons

Key areas of difficulty reported by schools

Primary

- Key stage 2 posts
- TLR posts
- SENCO
- Deputy Headteachers

Secondary

- Maths
- English
- Science
- Computing
- MFL

Leadership recruitment

- Average of 75-95 headteachers recruited per year
- Increasing number of re-advertisements

Primary challenges continue to be:

- Size of school
- School improvement challenges
- Faith ethos
- Area of deprivation

Leadership recruitment cont'd

Secondary school challenges continue to be:

- Size of school
- School improvement challenges

Special schools:

- Smaller pool of candidates

Action Plan Update

Action Plan in place for period 2014-2017

Actions completed - update

- Introduction of annual surveys
- Inaugural teacher recruitment fair
- Development of social media presence for use in recruitment
- Review of attendance at fairs run by ITT providers
- Creation of resilience working group
- Development of subject course conversion offer

Actions currently in progress

- Provision of two recruitment fairs in Spring term 2016
- Full review of information contained on Education Jobs microsite
- Further proactive activity associated with increasing social media following
- Development of a significant online resilience resource
- Digital engagement with ITT providers

Current actions (cont'd)

- Development of guidance on sharing staff
- Work with Open University to signpost access to HE to enable eligibility for ITT
- Assessing viability of return to teaching offering within Hampshire
- Analysis of job search behaviours of leaders within Hampshire

Future planned actions

- Pay benchmarking for leadership roles
- Overseas recruitment activity and guidance
- Mystery shopping
- Targeted work on resilience

Broader strategic actions

- Review of viability of developing a strategic approach to housing across public sector in Hampshire
- Work with careers advisers across Hampshire to encourage young people to aspire to careers in public service, including teaching
- Review of awareness and communication of wider benefits of working for Hampshire