

# Teacher Recruitment and Retention Strategy



# Background

- In March 2018, the Secretary of State announced that the Department would develop a Teacher Recruitment and Retention Strategy.
- In doing this, we worked in collaboration with teachers, headteachers, ITT providers and representative bodies. We also held monthly meetings with a Teacher Union Advisory Group and an Expert Advisory Group, made up of leading experts.
- The Strategy was published on 28<sup>th</sup> January 2019 and sets out the Government's priorities for making sure a career in teaching continues to be attractive, sustainable and rewarding.



# The challenge

- We have **close to the highest number of serving teachers on record**.
- Last year, we recruited more trainee teachers into the profession than in the previous 5 years – over 2,000 more than the year before.
- But the growing number of pupils of secondary age means that we need **even more teachers** at a time when we have the **most competitive labour market on record**.



# The strategy is based around four key barriers and four corresponding priorities

## Key barriers

1

The wider context in which headteachers operate can create pressure that leads to excessive workload that distracts teachers from teaching

2

Not enough early career teachers have the high quality support they need to build the foundation for a successful career

3

A career in teaching does not always adapt to the expertise and lives of teachers

4

The process to become a teacher is too complicated and burdensome



## Priorities

1

Help to create the right climate for leaders to establish supportive school cultures



2

Transform support for early career teachers



3

Support a career offer that remains attractive to teachers as their careers and lives develop



4

Make it easier for great people to become teachers



1

## Strategy priority: Help to create the right climate for leaders to establish supportive school cultures

- Create a clear and transparent accountability system, which supports headteachers
- Work with Ofsted to drive down workload by tackling the 'audit culture'
- Maintain a period of greater stability in curriculum, qualifications and assessments
- Provide additional support to tackle challenging pupil behaviour
- Provide additional support to help headteachers to meet key challenges – including the launch of the Teaching Vacancies service



2

## Strategy priority: Transform support for early career teachers

- Fully fund a transformation in the support given to teachers at the start of their career through a new Early Career Framework
- Provide financial incentives to stay in teaching, not just to train
- Ensure early career teachers can access high quality curriculum plans and materials

The ECF will underpin an entitlement to a fully-funded, 2-year package of structured support for early career teachers linked to the best available research evidence – alongside funded time off timetable in the second year of teaching and support for mentors



3

## **Strategy priority: Support a career offer that remains attractive to teachers as their careers and lives develop**

- **Introduce specialist NPQs to support teachers to develop and progress their career without needing to pursue a traditional leadership route**
- **Invest in creating the strongest development and progression opportunities for teachers working in the schools and areas that need them most; and**
- **Support schools to implement flexible working, with case studies and practical guidance, a new job-share matching service and an ed tech challenge to develop new timetabling tools**



4

## Strategy priority: Make it easier for great people to become teachers

- Encourage and enable more potential teachers to discover teaching
- Design new digital systems to make it simple and easy to become a teacher – including a new one-stop application system to simplify the process; and
- Simplify and protect the vibrant ITT market and ensure it supports more schools in challenging areas





# We will all need to work together to make the vision of the strategy a reality

“If we are successful in meeting the ambitions set out in this strategy, we will do more than attract and keep more great teachers. This strategy can create the conditions in which a world class workforce can flourish, by:

- Getting the balance right between holding schools to account and helping them to improve;
- Making the job manageable again, eradicating unnecessary workload and developing arrangements that support flexible working; and
- Investing in and embedding school cultures that create a sense of value through ongoing professional development.”

