

EDUCATION EMPLOYMENT COMMITTEE
11 OCTOBER 2005

RECRUITMENT AND RETENTION IN SCHOOLS
(Director of Education, Children's Services and Libraries)

1 INTRODUCTION

- 1.1 The Education Employment Sub Committee is requested to consider the initiatives underway and plans for the future to aid the recruitment and retention of teachers in the Borough.

2 RECOMMENDATIONS

- 2.1 **The Committee is invited to note the actions being taken to assist with the recruitment and retention of teaching and other school staff in the Borough.**

3 REASONS FOR RECOMMENDATIONS

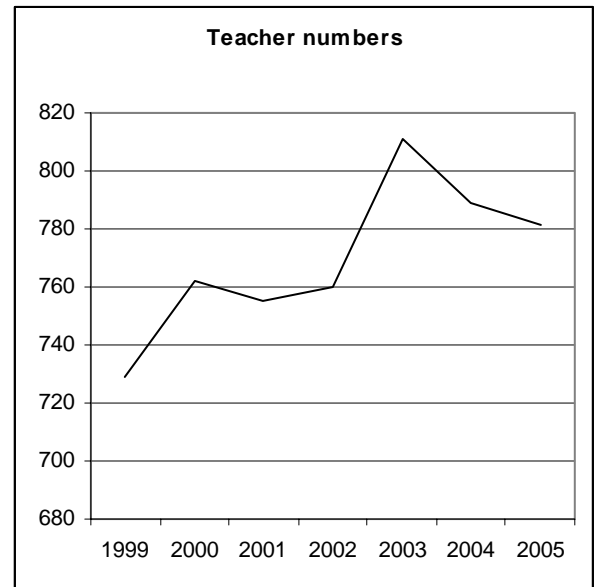
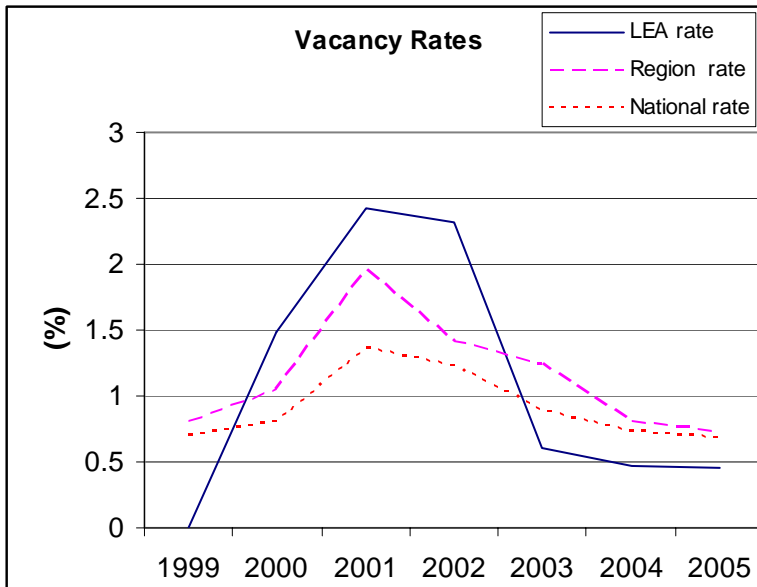
The committee needs to be aware of the work undertaken to support this priority area in BFBC.

4 SUPPORTING INFORMATION

Vacancy Levels and Staff Turnover

- 4.1 The academic year commenced in September 2005 with no known teaching vacancies in schools.
- 4.2 91 teachers left Bracknell Forest schools at the end of the summer term, approximately half of which were teaching in secondary schools.
- 4.3 99 teachers were appointed to Bracknell Forest schools this autumn. 65 of these teachers were Newly Qualified Teachers.
- 4.4 Data collected by the DfES via the 618G annual return of data relating to teaching vacancies shows the trend in vacancies in Bracknell Forest in recent years. Vacancies are measured as a snapshot in January each year.

	1999	2000	2001	2002	2003	2004	2005
Total full-time equivalent¹	729	762	755	760	811	789	782
Total FT vacancies²	0	10	16	15	4	3	3
Vacancy Rate³	0.0	1.5	2.4	2.3	0.6	0.5	0.5



- 4.5 Although the figures do not show the number of vacancies successfully filled, it does show the number of unfilled vacancies has decreased considerably, with the position in Bracknell Forest being better than other authorities in the region as well as better than the national average.

Returning to Teaching

- 4.6 Bracknell Forest LEA ran a Return to Teaching course in the Spring of 2005, designed for primary trained teachers wishing to update their skills and knowledge and return to teaching after a break. The course was funded by the Teacher Training Agency.
- 4.7 18 teachers attended the course. Feedback from the teachers at the end of the course was very positive. Many have gone on to find teaching positions in Bracknell Forest or neighbouring authorities, although some are still seeking suitable positions.
- 4.8 The course was inspected by University College Winchester on behalf of the TTA, who fund the course. Their feedback stated that "This is a well organised and balanced course. Through the evidence of the interviews and organisation of the documentation it is clear that the co-ordinator has a strong personal commitment to this course specifically and to the strategies required generically to enable teachers to return to the classroom successfully."
- 4.9 Commenting on the location of the course at the Education Centre, Easthampstead Park and access to Bracknell Forest's INSET programme, they commented "The provision and access to the Local Authority professional development is also a positive feature of this course and ensures that individual needs are addressed as widely as possible. The availability of a well stocked resource provision ensures that the participants have access to an impressive range of materials on loan, free of charge. A facility appreciated by the interviewees."
- 4.10 The Training and Development Agency for schools (formerly known as the Teacher Training Agency) will be seeking providers for additional courses from April 2006. There will be a new set of specifications for the courses, and prospective providers

will have to submit bids. Bracknell Forest will review the new criteria and priorities for the courses, before submitting a bid, if appropriate.

Housing help for teachers

- 4.11 The Keyworker Living Scheme, which offers equity loans of £35,000 for key workers including qualified teachers in Bracknell Forest was launched in April 2004. This is a government funded scheme which is administered locally by Thames Valley Housing Association.
- 4.12 22 teachers in Bracknell Forest have applied for the equity loans since the scheme commenced, of these seven teachers have successfully purchased properties.
- 4.13 The scheme is useful as a retention tool, as it encourages teachers to settle in this area. The loans have to be repaid if you move away or leave teaching. It is also helpful when recruiting Newly Qualified Teachers.
- 4.14 It has recently been brought to our attention that Thames Valley Housing have used all their central government funding for the scheme for 2005, and therefore equity loans are no longer available to teachers in Bracknell Forest. Thames Valley Housing Association is bidding for more funds, but it is not clear when or whether they will be successful.
- 4.15 The Bracknell Forest keyworker housing scheme, which offers low rent properties to newly appointed teachers moving into Bracknell Forest continues to be popular, but has limitations.

Internet Job Advertising

- 4.16 The use of JobsGoPublic to advertise school vacancies on the Bracknell Forest website has been very successful, since the pilot was launched in January 2005.
- 4.17 It offers a number of benefits to schools and jobseekers and is already proving successful. It includes a facility for job information packs to be downloaded, and applicants can now apply online and register for email updates of suitable vacancies.
- 4.18 Since the trial started on 1st January 2005, 225 jobs have been advertised, and 449 online applications have been received for jobs in schools.
- 4.19 The Recruitment Strategy Team has until now, placed all advertisements on the website and received all online applications. The Borough's 6 secondary schools, which account for a significant proportion of the vacancies advertised, will shortly be able to place their own advertisements and deal with their own online applications. The Recruitment Strategy Team will continue to oversee the process, to ensure that teaching jobs in Bracknell Forest are advertised effectively.

5 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 5.1 Any innovative recruitment and retention measures adopted needs to be in accordance with the Borough's legal powers.

Borough Finance Officer

5.2 The financial implications of the report are set out in the supporting information.

Access Implications

5.3 There are no access implications.

Borough Personnel Manager

5.4 Comments incorporated in the supporting information.

Background Papers

Previous meeting agenda and minutes

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