

**REPORT OF THE SERVICE DIRECTOR, EDUCATION, LEARNING AND  
SKILLS****TEACHER RECRUITMENT CAMPAIGN****Purpose of the Report**

1. To request the approval of Committee to support a coordinated and collaborative teacher recruitment campaign in partnership with Nottinghamshire's Teaching School Alliances (TSAs), all publicly funded schools and teacher training providers including universities and colleges, to promote Nottinghamshire as a good place to train and teach in local schools post qualification. This campaign has provisionally been entitled 'Teach Notts'.
2. To request sight of the teacher recruitment communication strategy following initial meetings with partners.
3. To seek approval to receive appropriate progress reports once the teacher recruitment campaign strategy is implemented with partners.

**Information and Advice**

4. The House of Commons Education Committee Report, "Recruitment and retention of teachers", published February 2017, opens with a clear statement that the "quality of education in England depends on the quality of teachers in our schools". This report states that despite the significant investment by government on teacher training, recruitment and retention, there continue to be major challenges regarding the supply of teachers. In addition, it should be noted that whilst government targets for the recruitment of primary teachers have been met, overall, government targets for the recruitment of trainee teachers have been missed for the last five years, particularly in secondary and specialist areas such as mathematics, physics and computing.
5. Of particular concern is regional variation with some areas of the country experiencing little shortage in any subject areas with training providers in these areas meeting their recruitment targets. In other regions, this is not the case. Of particular concern is that in the East Midlands, the percentage to target recruited in Nottinghamshire was the lowest of all local authority areas.
6. There are currently 27 different training routes now available for those wishing to qualify as teachers. Applicants can choose from two distinct pathways to secure qualified teacher status: university led routes or school-led routes. Whilst this has the potential to provide trainee teachers with a choice of training routes, it also creates a degree of

complexity and confusion particularly as there is no national application route for school led training places.

7. As the number of pupils entering the secondary sector increases from 2019 onwards, it is likely that the demand for high quality teachers will continue. In other East Midlands regions, Teaching Schools have worked in partnership with a number of key stakeholders including their county councils to develop a coordinated campaign to support recruitment to both teacher training opportunities and teaching positions. Nottinghamshire County Council has been invited to work in partnership with the County's Teaching School Alliances and other stakeholders, including Nottingham University, Nottingham Trent University and the School Development Support Agency (to develop a 'Teach Notts' campaign with the specific purpose of promoting Nottinghamshire as a good place to train and teach).
8. Following initial meetings with partners a teacher recruitment communication strategy will be developed.

#### **Other Options Considered:**

9. No other options have been considered.

#### **Reason/s for Recommendation/s**

10. Further graduated improvement to the achievement of pupils in Nottinghamshire is dependent on access to highly qualified teachers.

#### **Statutory and Policy Implications**

11. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **RECOMMENDATION/S**

That Committee:

- 1) approves the involvement of the relevant education teams to work in collaboration with local Teaching School Alliances, Multi-Academy Trusts, Universities and other key stakeholders to develop a coordinated recruitment campaign to attract high quality trainee teachers to Nottinghamshire higher education institutes or teacher led training routes.
- 2) requests sight of the teacher recruitment communication strategy following initial meetings with partners.
- 3) receives appropriate progress reports once the teacher recruitment campaign strategy is implemented with partners.

**Marion Clay**

## **Service Director, Education, Learning and Skills**

### **For any enquiries about this report please contact:**

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### **Constitutional Comments (KK 05/09/17)**

12. The proposals in this report are within the remit of the Children and Young People's Committee.

### **Financial Comments (SAS 01/09/17)**

13. There are no financial implications arising directly from this report.

### **Background Papers and Published Documents**

House of Commons Education Committee Recruitment and Retention of Teachers (5<sup>th</sup> report of session 2016-2017), published 21 February 2017

National Audit Office Training New Teachers 2015-2016, published 10 February 2016

### **Electoral Division(s) and Member(s) Affected**

All

C1017