



meeting	EDUCATION & LIFELONG LEARNING SELECT COMMITTEE		
date	7 September 2004	agenda item number	6

REPORT OF CHAIR OF THE EDUCATION & LIFELONG LEARNING SELECT COMMITTEE RECRUITMENT & RETENTION STUDY GROUP

Review of Recruitment and Retention: Progress Report

Purpose of Report

1. To provide information regarding the progress made with the recommendations of the Recruitment and Retention Study Group.

Information and Advice

Background

2. The Recruitment and Retention Study Group was created to consider the issues affecting Recruitment and Retention in Nottinghamshire schools and to examine the range of initiatives being applied to support this. The Group reported its main findings to the Education and Lifelong Learning Standing Select Committee on 10 February 2004. At this meeting, a six month progress report was requested on the recommendations contained within the report. Progress on each of the recommendations is as follows:

Recommendation 1:

The group acknowledged that although the range of recruitment strategies was good, the Recruitment Strategy Manager should consider ways of increasing the range of retention strategies.

3. Much of this work involves advising teachers on a one to one basis. An increasing number of teachers wish to change phase; most want to move from secondary to primary, but there are a significant number who are considering secondary work as opposed to further education. Depending on qualifications and experience, the Authority is able to offer support and retraining to retain these teachers in the profession.

4. A group of supply teachers has worked with the Recruitment Strategy Manager to produce a 10 minute “quick read” booklet to support supply teachers when they are employed in new schools. An electronic, generic version which can be easily adapted to individual school requirements will be made available in the Autumn term.
5. By the very nature of their work, supply teachers often miss out on professional development which is funded within schools and start to feel undervalued and isolated. Negotiations are underway to support supply teachers by offering some courses on IT, special needs and behaviour management.
6. A termly newsletter goes to head teachers with the latest information and advice about secondments, bursaries and teacher support networks etc. This information is designed to help senior managers to offer positive support to teachers in their schools.
7. Recommendations 3, 4 and part of 5 also relate to the retention of existing teachers.

Recommendation 2:

Given that 36% of Nottinghamshire teachers in all sectors are in the 50+ age range, the Recruitment Strategy Manager should undertake detailed work on succession planning to provide accurate information regarding the future teaching workforce.

8. The following information relating to Nottinghamshire teachers over the age of 45 is now available:
 - number of teachers by age and gender
 - numbers of teachers and area of responsibility
 - numbers of teachers by age and school phase
 - number of teachers in each phase and borough
 - number of teachers in each borough and responsibility
 - number of teachers in each borough by age and responsibility
9. A further piece of work is planned within secondary schools to determine the subjects which are being taught by teachers aged over 45 in order that the Authority can plan for possible future shortage subjects and inform the Teacher Training Agency of these trends.
10. This information will be disseminated to head teachers during the Autumn term

Recommendation 3:

The LEA should ensure that all teachers are aware of their entitlements with regard to flexible working arrangements.

11. The Policy and Development Team within Education Support Services has drafted a document which outlines a range of flexible working arrangements including job share, the stepping down scheme,

secondments and career breaks. Currently, this draft is being circulated for comment and will be presented to JCNP in October.

Recommendation 4:

The NQT survey should be conducted annually. The issue of support for young teachers needs to be the subject of ongoing discussions

12. The 2003 report of the findings from the NQT survey created widespread discussion. A number of governing bodies asked for terms of reference and a session for governors exploring the ways in which they can support NQTs will be run in the Autumn term by the School Improvement Service.
13. Induction tutors have discussed the report with members of the School Improvement Service and refinements have been made to the NQT induction programme.
14. School Improvement Service staff have been asked to specifically introduce themselves to NQTs on school visits.
15. The Continuing Professional Development Team has used the report and the results of the questionnaire sent to teachers in their second year of teaching to inform future CPD strategy.
16. The Professional Associations welcomed the report and the NUT is using the research in its representation on these issues.
17. The survey was sent out in July 2004 to the 2003/2004 cohort of NQTs and, to date, there has been a 33% return. The 2004 report of the findings will be available in September and will be compared with the 2003 data.

Recommendation 5:

The LEA should provide support and advice to teachers on challenging pupil behaviour e.g. drop in centres.

18. Three Behaviour Review consultation meetings took place in the Summer term about the future shape of the Behaviour Support Service. The idea of drop-in centres was not widely supported by head teachers at these meetings. The report following this consultation should be available in October.
19. A meeting is planned for 6 September 2004 to discuss support for NQTs in 2004-05 with particular reference to Behaviour Management.
20. As before, there will be initial input days on 19 October (Primary) and 20 & 21 October 2004 (Secondary) with DfES behaviour management consultants, who currently provide ongoing telephone support for NQTs

throughout the year, together with a follow-up session in the Summer term to review issues and practice.

21. Another initial training event 'Building a Positive Learning Environment' run by the School Improvement Service encourages NQTs to look at relationships within the classroom as a way of establishing positive pupil behaviour.
22. Using the Primary National Strategy materials 'Behaviour in the classroom: a course for newly qualified teachers', the School Improvement Service is hoping to put together some additional layers of support in the Spring term and possibly the beginning of the Summer term if required. The materials can be used flexibly and the meeting on 6 September will determine the format. The proposed plan is that the Behaviour Support Service and Continuing Professional Development teams will provide training sessions for NQTs based on these materials and also provide an ongoing support network through behaviour support forums.

The LEA should conduct exit interviews for all teachers leaving the authority.

23. An exit survey has been created with an accompanying database. 341 surveys were sent out at the end of July to teachers who were not returning in September. A report will be ready in October. This survey will be run three times a year to correspond with the end of term and resignation dates.

The Education and Lifelong Learning Select Committee considers setting up a group to look at pupil behaviour in relation to retention.

24. This recommendation is dealt with in paragraph 23 of this report.

Statutory and Policy Implications

25. This report has been compiled after consideration of implications in respect of finance, equal opportunities, personnel, Crime and Disorder and those using the service. Where such implications are material, they have been described in the text of the report.

RECOMMENDATION

26. That:
 - (1) the progress report be noted
 - (2) the Education & Lifelong Learning Select Committee considers setting up a group to look at pupil behaviour in relation to retention

COUNCILLOR EDWARD LLEWELLYN-JONES

Chair of the Education & Lifelong Learning Select Committee Recruitment & Retention Study Group

Background Papers Available for Inspection

Nil.

M19C1170