

East Sussex Teacher Recruitment and Retention Strategy 2018-20

Rationale: The aim of this strategy is to secure and sustain high quality educational provision for the benefit of children, young people, their families and the wider community by recruiting and retaining high quality teachers and school leaders. In order to meet this aspiration, all providers of education across East Sussex will work in partnership to attract trainees into local initial teacher training provision, encourage teachers new to their careers to teach in the area, draw experienced teachers and leaders into the area, and retain the good teachers and leaders that we have in East Sussex.

This strategy has been drawn together by the Local Authority to encompass the contributions of the East Sussex Teaching School Alliance, East Sussex Teacher Training Partnership, East Sussex Education Improvement Partnerships, Orbis: the East Sussex HR and Employee Services Team, and East Sussex Governor Services and Governor Forum.

| | Objective and intended impact on Recruitment and Retention | Who? | How? | When? |
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| 1. | <p>East Sussex is recognised as a diverse, vibrant and ambitious place for teachers and school leaders to live and work</p> <p>So that</p> <ul style="list-style-type: none"> - The East Sussex initial teacher training (ITT) offer is the offer of choice for teachers new to the profession - East Sussex attracts sufficient qualified and high quality teachers to meet growing demand - Sufficient numbers of teachers take up the challenge of working in rural and more deprived areas - Local teachers and middle leaders are attracted to leadership roles within the County | <p>Local Authority marketing team</p> <p>Orbis- East Sussex HR and Employee Services Team</p> <p>Orbis- East Sussex Schools' Workforce Recruitment and Retention Service</p> <p>Local Authority marketing team and Teaching School Alliance</p> | <p>Continue to market teaching in East Sussex through the 'Find your Spark' campaign featuring case studies and promoting the East Sussex Teacher Training Partnership</p> <p>Support and provide advice to schools on all aspects of recruiting high-quality teachers and support staff via the Webshop on C-Zone</p> <p>Provide unlimited advertising on the East Sussex County Council website</p> <p>Promote school leadership, system leadership and executive leadership as exciting, challenging and rewarding roles within East Sussex. Celebrate local case studies and encourage dynamic leaders to promote working in East Sussex</p> | <p>July 2018- March 2019</p> <p>July 2018- March 2019</p> <p>Ongoing</p> <p>July 2018- March 2019</p> |

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| <p>- Existing school leaders have career advancement opportunities into executive headship</p> | <p>Orbis- East Sussex HR and Employee Services Team</p> | <p>Support the recruitment and selection process for leadership posts e.g. Executive Headteacher, Headteacher, Deputy Headteacher, Assistant Headteacher, Head of School and School Business Manager</p> | <p>September 2018</p> |
| | <p>Local Authority Marketing Team and ES Teaching School Alliance</p> | <p>Continue to steer potential applicants to housing support for keyworkers eg https://www.homebuyerservic.co.uk/eligibility/key-worker-eligibility.html. Make available marketing literature for recruitment fairs.</p> | <p>April 2018 onward</p> |
| | <p>East Sussex Teacher Training Partnership and Teaching school Alliance</p> | <p>Keep websites under review to ensure they provide clear information about routes into teaching and signpost the training available locally. Provide schools with link to upload onto their websites.</p> | <p>May 2018 onward</p> |
| | <p>Hastings Opportunity Area Team</p> | <p>Continue to work with the Hastings Opportunity Area to promote teacher recruitment and retention in Hastings as area of social deprivation as an opportunity for professional development and fulfilment of moral purpose</p> | <p>Ongoing</p> |
| | <p>East Sussex Teacher Training Partnership and Local Authority</p> | <p>Engage in the Confederation for the Education of South East Teachers (CESET)* marketing and recruitment working group which is promoting teaching in the local area.</p> | <p>September 2018</p> |
| | <p>East Sussex Teacher Training Partnership</p> | <p>Continue county-wide recruitment events fairs involving all ITT partners.</p> | <p>Ongoing</p> |

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| | | East Sussex Teaching School Alliance and Training Partnership | Continue annual events to attract people into careers in education eg as a teaching assistant or volunteer. | November 2018 and February 2019 |
| | | East Sussex Teacher Training Partnership | Explore a graduate teaching assistant route into ITT, and apprenticeship routes that build on BTEC or A level qualifications. | From September 2018 |
| | | East Sussex Teacher Training Partnership | Continue to learn about successful recruitment strategies from successful networks and providers in other areas | Ongoing |
| 2 | <p>Teachers new to the profession have access to local, high quality, responsive early career training which enables them to become effective and committed teachers.</p> <p>So that</p> <ul style="list-style-type: none"> - Potential trainees are attracted by routes into teaching that are relevant to them. - ITT provision equips them for the requirements and challenges of their role - Teachers new to the profession feel supported and are inspired to succeed | <p>East Sussex Teaching School Alliances and Partnerships with other providers beyond East Sussex</p> <p>Local Authority and East Sussex Teaching School Alliance</p> <p>East Sussex Teacher Training Partnership</p> <p>East Sussex Teacher Training Partnership</p> <p>East Sussex Teacher Training Partnership and the DfE</p> | <p>Provide a range of accessible, locally based, teacher training routes accredited through School Direct and Universities of Brighton and Sussex</p> <p>Support transition of the SCITT to the East Sussex Teacher Training Partnership and establish the role of the Partnership Panel to quality assure consistent, high quality ITT provision across all partners</p> <p>Continue to monitor uptake of various routes into teaching and devise innovative routes that are responsive to demand.</p> <p>Provide a range of accessible, locally based, teacher training routes including flexible programmes.</p> <p>Keep up to date with DfE initiatives through RDD representation at East Sussex Teacher Training Partnership meetings and monthly</p> | <p>From September 2018</p> <p>From April 2018</p> <p>Termly and ongoing</p> <p>Ongoing</p> <p>From April 2018</p> |

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| | | East Sussex Teacher Teaching School Alliance and Local Authority | teacher recruitment bulletin: teacher.recruitmentbulletin@education.gov.uk | |
| | | East Sussex Teaching School Alliance | Support transition of newly qualified teacher (NQT) provision to the East Sussex Teaching School Alliances. Establish the role of a partnership panel to quality assure consistent, high quality NQT provision across all partners. | From April 2018 |
| | | East Sussex Teaching School Alliance | Increase NQT induction period from one to two years to two (following National policy decision) | Pending- awaiting DfE announcement |
| | | East Sussex Teaching School Alliance | Strengthen the role of teacher educators and encourage high quality mentoring and coaching for new teachers. Consider accreditation eg at masters level | From September 2018 |
| | | East Sussex Teaching School Alliances and Local Authority | Engage with The Confederation for the Education of South East Teachers (CESET). Support and learn from the collaboration | From May 2018 |
| 3 | <p>All school staff have access to high quality CPD and career development opportunities</p> <p>So that</p> <ul style="list-style-type: none"> - All children and young people have access to highly qualified, effective and motivated teachers and leaders. - Teachers new to their career feel supported and are motivated to remain and progress in their chosen career | East Sussex Teaching School Alliance and Local Authority | Liaise to ensure a broad coverage of CPD and CPLD, reduce duplication and address areas of identified need. Continue to map teaching school provision across East Sussex to provide a vibrant, accessible and relevant offer. | From September 2018 |
| | | East Sussex Teaching School Alliance and Local Authority | Publicise the suite of leadership training and qualifications provided locally and nationally including 'Women in Leadership' tailored to those with family or other care commitments. | From September 2018 |
| | | East Sussex Teaching | Keep websites under review to ensure they | Termly |

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| | <ul style="list-style-type: none"> - Leaders at all levels feel challenged, supported and recognised - Leadership pathways support and encourage good practitioners to stay in the system as expert practitioners or as system leaders | <p>School Alliance, EIPs and Local Authority</p> <p>St Marks Teaching School Alliance</p> <p>Local Authority</p> <p>Local Authority in consultation with East Sussex Teaching School Alliance</p> <p>East Sussex Teaching School Alliances in partnership with the Local Authority</p> <p>Local Authority and Teaching School Alliances</p> <p>EIP Executive</p> <p>East Sussex Governor Services</p> | <p>clearly signpost training on offer.</p> <p>Promote teachers engagement with class based research through the Chartered College Network</p> <p>Keep under review the demand for the Head of School programme</p> <p>Update and promote East Sussex Leadership CPD framework to make teachers aware of local and national leadership pathways available at all levels and in all phases.</p> <p>Continue to work together to recruit and train a growing number of SLEs who are deployed by Teaching Schools and the LA in delivering school to school support</p> <p>Continue to promote the role of system leaders and application for SLE, LLE, NLE for teachers who wish to stay in the classroom and leaders wishing to stay in their school</p> <p>Promote the role of EIP Lead Teachers as a route towards becoming an SLE. Plan the deployment of lead teachers in providing school to school support</p> <p>Provide ongoing training for governors so that they recognise the value of system leadership as a means of motivating, challenging and retaining high quality staff</p> | <p>July 2018</p> <p>September 2018 and April 2019</p> <p>October 2018</p> <p>Ongoing</p> <p>April 2018 and ongoing</p> <p>May 2018 and ongoing</p> <p>Ongoing</p> |
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| | | East Sussex Governor Services | Promote partnership working as a positive model for school leadership. Continue to offer bespoke training for governors when making decisions about school leadership appointments | Ongoing |
| | | EIP Executive | Prioritise leadership development in Education Improvement Partnership (EIP) action plans and work together to identify opportunities for internships | July 2018 |
| | | EIP Executive | Ensure flexible approaches to succession planning and talent management are identified within schools and Education Improvement Partnerships. | July 2018 |
| 4 | <p>School teachers, leaders and governors understand the importance of good mental health and emotional wellbeing (MHEW) and a healthy work-life balance for all.</p> <p>So that</p> <ul style="list-style-type: none"> - Teaching and school leadership is a healthy and rewarding career which attracts and retains high quality professionals - Leaders have the skills and support that they need to fulfil their role to a high standard while maintaining a sense of wellbeing - Governors understand the issues affecting recruitment and retention and are proactive in balancing appropriately high | Local Authority | Appoint a MHEW adviser to raise awareness, lead whole school development through CPD and support a range of partners in developing good MHEW practices and interventions | March 2018 |
| | | Local Authority MHEW adviser | Involve all school in the development of a Wellbeing Framework. Encourage school to agree a named MHEW champion to support good practice and keep MHEW on the agenda for the whole school community | From September 2018 |
| | | EIP Executive | Continue to encourage EIPs representation on the County MHEW Board (reporting to the Local Transformation Board) and the Schools' Mental Health Working Group to promote collaboration around mental health, build confidence in recognising and addressing mental health and disseminate good practice. | From May 2018 |

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| expectations with concern for the MHWB of pupils and of staff | EIP Executive, Local Authority and Department for Education (DfE) | Promote a good work-life balance by raising awareness of workload pressures. Share widely the work undertaken by the Hasting Opportunity Area in partnership with the DfE. | From September 2018 |
| | East Sussex Governor Services, St Marks TSA (lead school for DfE training) and ISEND | Provide governor and school leadership training in 'leading a mentally healthy school', supporting school leadership to embed an whole school approach to MHEW and Workload Reform to develop better understanding of the issues around good MHEW and its impact in teacher recruitment, retention and motivation | From November 2018 |
| | East Sussex Governor Services | Encourage governing bodies to appoint a named MHEW governor to support schools' leadership teams in achieving a whole school approach | From July 2018 |

***CESET: The Confederation for the Education of South East Teachers**

Canterbury Christchurch University Partnership: Teaching and Learning Innovation Fund- Teacher Recruitment and Retention Project (2018)

The East Sussex Teaching Training Partnership and Local Authority are working in partnership with Canterbury Christchurch University as part of the Confederation for the Education of Teachers in East Sussex, Kent and Medway. The project brings together key ITT providers and lead schools for Schools Direct with local authorities, diocesan boards and other schools to transform the ways in which ITT provision supports teacher recruitment to strengthen initial teacher training (ITT), teacher recruitment and retention in the region. The project includes market research to pinpoint the subjects and geographic areas that face a challenge in recruiting, and undertake collaborative campaigns to promote teaching in the region. The project aims to improve the training, qualification and retention of staff in target schools from the early stages of their career through to the role of teacher educator, and ultimately improve outcomes for pupils. This is a powerful partnership which brings the benefits of drawing on wider resources and expertise.