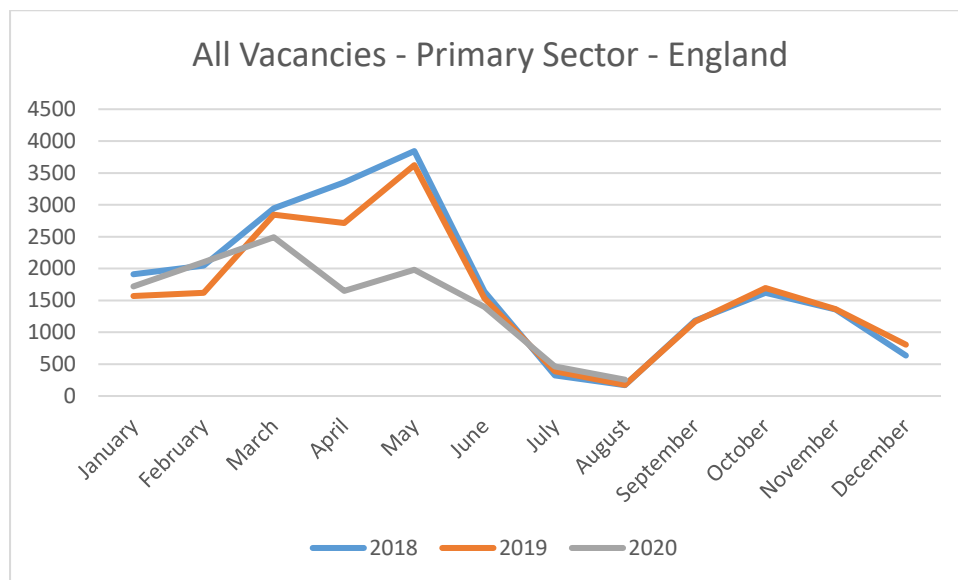


## APPG for the Teaching Profession

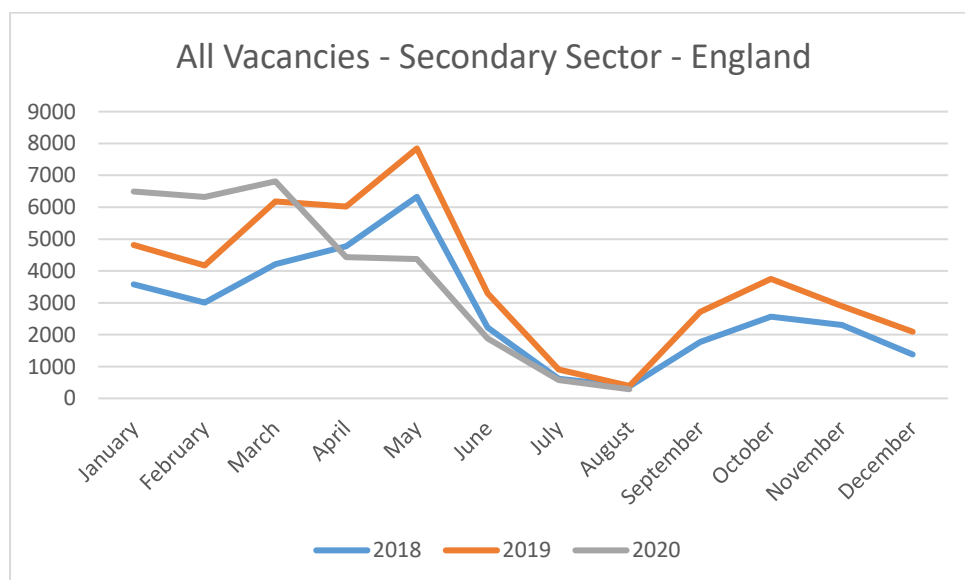
Meeting: 21<sup>st</sup> September 2020

Teacher Recruitment and Retention paper prepared by Prof. John Howson, Chair, TeachVac

Vacancy levels since the start of the pandemic remain subdued for classroom teachers. The following two graphs are for the primary and secondary sectors up to the end of August 2020.



Source: TeachVac



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July and August are traditionally quiet months for recruitment. In September, up to last Friday, the 18<sup>th</sup>, recorded vacancies were down by some 11% on the same period in September 2019. However, the overall figure masked a range of different outcomes. Leadership vacancies were ahead of the number recorded in September 2019, by 30%. Much of the increase in leadership vacancies was for primary head teacher posts. The primary sector as a whole also recorded vacancies some 20% higher

than in September 2019. According to the DfE vacancy site, some of these vacancies are as a result of a teacher intending to take maternity leave.

In the secondary sector, vacancies remained lower than last year for teachers of the core subjects of English (-42%); Science (-40%); Mathematics (-39%) and IT (-52%). On the plus side, vacancies for teachers of Religious Education were the same as last September and there was an increase of 100% in demand for teachers of history compared with September 2019. However, the actual numbers were an increase from 18 last year to 36 vacancies in September 2020.

Regional data are available on request.

As in previous periods of economic uncertainty, it seems likely that classroom teacher vacancies will be relatively easy to fill for many schools. However, middle and senior leadership vacancies will largely need to be filled from the existing stock of teachers.

At present, there has been little obvious effect in terms of teacher recruitment from the private school sector of the market. However, should their pupil numbers come under pressure, the situation might change. Nevertheless, unless there is a further trend towards home schooling, pupils resident in England will mostly still need educating.

Teacher retention usually improves during an economic crisis. It is too early to tell what might happen in the present economic climate. Interestingly, the DfE have a project, (bids close today), for a longitudinal study of teachers that will find the evidence to underpin their recruitment and retention strategy.

*Expressions of interest (EOIs) are sought from a contractor (or consortia with a lead contractor) for the implementation of a longitudinal study of teachers. This is a large-scale research study and it will involve, at a minimum, recruiting for and delivering an annual survey to teachers and leaders across schools in England, to collect and analyse evidence on a range of subject matter relating to the teaching workforce. The study will serve as the Department's flagship workforce research vehicle, providing key support to work underpinning the Teacher Recruitment and Retention (R&R) Strategy.*

*The first wave will be treated as a pilot and, if deemed successful, we expect the study to run for a minimum of five years, subject to annual review.*

Hopefully, it will be more successful than the DfE's Vacancy site that seemingly still carries less than 50% of vacancies for teachers. Between 10-15% of posted vacancies are also not for teaching posts. Some could be either, and I am still trying to work out what the job currently advertised as: **WSPManSep20** refers to? Maybe it is designed for an internal candidate? If not, then perhaps it is a novel form of advertising by intriguing possible candidates to look at the job description to find out more about the post.

Data on the 2020 recruitment round into teacher preparation courses will be available shortly, with the ITT census appearing before Christmas. 2020 should be the best year for recruitment onto teacher preparation courses since 2013, but not all subjects will meet their targets.

However, 2021 may we be the first year in almost a decade when all targets for ITT resulting from the DfE's Teacher Supply Model are met. Will the record of nearly 70,000 applicants reached during the banking crisis be matched by September 2021? Quite possibly.