



RECRUITMENT AND RETENTION

Supporting Early Career Development

Rationale

The retention of early career teachers has fallen across England in recent years¹ with the most significant problem being in London, where 11,000 of the teachers who joined the profession in 2010 have already left despite pupil numbers rising considerably².

In January 2019, the DfE published a Teacher Recruitment and Retention Strategy³. The strategy's central reform is the introduction of Early Career Framework, which will underpin an entitlement to 'a fully-funded, 2 year package of structured support for all early career teachers' including 5% funded off timetable time in the second year of teaching.

In order to support our new teachers and attenuate the numbers of our teachers leaving the profession prematurely, it is necessary to ensure that Attain schools provide early career development opportunities to all teachers so they can continue confidently in their careers. In preparation for the roll-out of the new early career framework in 2021, it is a wise time to invest in our early career teachers.

The Merton NQT+1 Programme

During planning for the Attain CPD programme for 2019-20, meetings between Merton School Improvement, Teach Wimbledon and the Merton Special Teaching Alliance revealed that there would be interest in creating a specific development route for teachers in their second year of teaching, with separate options for primary and secondary colleagues.

1. <https://www.nfer.ac.uk/news-events/nfer-blogs/latest-teacher-retention-statistics-paint-a-bleak-picture-for-teacher-supply-in-england/>
2. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748164/Teachers_Analysis_Compendium_4_.pdf
3. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/786856/DFE_Teacher_Retention_Strategy_Report.pdf

The cost of proposed programmes is shown below, following consultation with colleagues.

The Primary NQT+1 Programme (15 participants – potential to run two courses)

	<u>Details</u>	<u>Cost</u>	<u>Number of sessions</u>	<u>Total</u>
<i>Refreshments</i>	Buffet lunch and tea/coffee on arrival	£180	6	£1080
<i>Administration and room hire</i>	To be hosted at Poplar Primary School	£50	6	£300
<i>Facilitator costs</i>	Costed based on a ratio of participants to facilitators of 5:1	£300	15	£4500
			TOTAL:	£5880

Based on a total of 30 teachers attending up to two courses over the year, the maximum contribution of Attain towards this programme would be £5880 x 2 = **£11,760**.

The Secondary NQT+1 Programme (maximum 30 participants)

	<u>Details</u>	<u>Cost</u>	<u>Number of sessions</u>	<u>Total</u>
<i>Planning</i>	Teach Wimbledon to create course content for all sessions	£300	6	£1800
<i>Refreshments</i>	Tea, coffee and biscuits	£75	6	£450
<i>Administration and room hire</i>	Hosted across Teach Wimbledon secondary schools	£100	4	£400
			TOTAL:	£2650

In order to incentivise enrolment, the school of each participant should receive a funding contribution of £300 towards release time upon completion of the programme.

	<u>Details</u>	<u>Cost</u>	<u>Maximum participants</u>	<u>Total</u>
<i>Participant release time</i>	Sent directly to schools upon completion of the programme (full attendance necessary)	£300	30	£9000

Based on a total of 30 teachers attending one course over the year, the maximum contribution of Attain towards this programme would be **£11,650**.