

EDUCATION AND CHILDREN'S SERVICES SCUTINY COMMITTEE 25th November 2019

Staff Recruitment and Retention

Purpose: To consider the recruitment and retention of staff in schools.

To consider and comment on the following matters:

- Staff training processes
- Staff recruitment processes
- Challenges for staff in schools
- Retention of staff in schools

Reasons: In order for members to fulfill their scrutiny duties in relation to ensuring a suitable complement of staff in schools.

Need to refer to Executive Board / Council for decision: NO

Executive Board Member with Portfolio Responsibility: - Cllr. G. Davies

Directorate:
Education & Children

Designations:

Name of Head of Service:
Aneirin Thomas

**Head of Education
Services**

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EXECUTIVE SUMMARY
EDUCATION & CHILDREN SCRUTINY COMMITTEE
25th November 2019

Recruitment and Retention of schools staff.

This report aims to provide the Committee with an overview of the following –

- Staff training processes
- Staff recruitment processes
- Challenges for staff in schools
- Retention of staff in schools

Detailed Report Attached?

Yes

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: *Gareth Morgans*, Director of Education and Children's Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	YES	NONE	NONE	YES	NONE

Finance:

As a Council, we need to ensure ongoing funding for our School Improvement Service (in partnership with ERW) and all services working in support of vulnerable learners e.g. Inclusion and Education Child Psychology. Without these resources, further improvement and high quality support for all our Carmarthenshire learners will be greatly challenged.

Staffing Implications:

As a Council, we need to ensure sufficient staffing levels are achieved both within our school improvement service (including all support services for our most vulnerable learners) and across our schools. Without these key resources, the delivery and enhancement of high quality provision to support all Carmarthenshire learners achieve the greatest potential will be greatly challenged.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: *Gareth Morgans,* Director of Education and Children's Services

1. Local Member(s) – N/A
2. Community / Town Council – N/A
3. Relevant Partners – N/A
4. Staff Side Representatives and other Organisations – N/A

Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:

THERE ARE NONE