

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

01/12/2023

SCHOOL RECRUITMENT AND STAFFING UPDATE

Purpose:

Report to provide an update on the current position of recruitment in schools. Report includes-

- recruitment and retention figures.
- statistics on Welsh language medium teachers.
- statistics on the number of students applying for and completing Post Graduate Certificates and
- how many students are completing Post Graduate Certificates through the medium of Welsh.

The Scrutiny Committee Is Asked To:-

Review and assess the information contained in Report and provide any recommendations, comments, or advice to the Cabinet Member and / or Director.

Reason(s)

To enable the Committee to keep abreast of the current position on school recruitment.

Cabinet Member Portfolio Holder: -

Cllr Glynog Davies - Cabinet Member for Education and Welsh Language

Directorate:

Education and Children's Services

Name of Head of Service:

Aneirin Thomas

Report Author:

Elin Forsyth

Designations:

Head of Education and Inclusion

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EXECUTIVE SUMMARY

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

01/12/2023

RECRUITMENT AND RETENTION IN EDUCATION

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

The purpose of this report is to enable the Education, Young People and the Welsh Language Scrutiny Committee to keep abreast of the current position on school recruitment, in line with their request for information.

Educational and children's services departmental officers are working alongside a consultative group of school leaders and teachers to better understand the recruitment challenge within education and to establish potential solutions and ways ahead.

In addition, all secondary headteachers have been consulted seeking their views on the challenge of recruitment.

The work is being conducted through the Strategic Focus group for Leadership and aims to understand the challenge from a 'Carmarthenshire' perspective, within the context of the national context.

The report focusses on:

1. **Understanding the challenge**

2. **Addressing the challenge:**

- Professional development programmes
- Marketing the benefits of working in education in Carmarthenshire
- The Carmarthenshire recruitment process.

3. **Recommendations**

Overarching Recommendations for consideration:

1. **Marketing and media:** Develop a recruitment campaign promoting Carmarthenshire as an attractive place to live and to work within education. Funding for this campaign is required.
2. **Professional development:** Develop a Carmarthenshire Leadership Academy, drawing together all aspects of national and local professional development, mentoring and coaching. Emphasis also required on the robust, wellbeing support that is routinely available for school leaders as well as on Welsh Language development.
3. **Recruitment:** Further strengthen the user experience during the recruitment processes, with a particular emphasis on maintaining engagement in the initial stages of job seeking searches through to the application submission and interview processes. Engage with Higher Education

institutions, nationally.

4. **Addressing the staffing need:** consideration needed of sharing or pooling staffing across schools / LA in order to meet demand, for example, teaching assistants, supply staff, business support staff, ALNCO, IT support staff. Consideration also required of split roles, possibly undertaking admin and TA duties. Apprenticeships to be explored as well as flexible working patterns.
5. **The Learning offer:** confirm the expectations in relation to the curriculum provision at secondary level to ensure effective and efficient staff/ pupil ratios across schools as well as equity of access to the learning offer.

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|----------------------------------|------------|
| DETAILED REPORT ATTACHED? | YES |
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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: **Aneirin Thomas**

Head of Education and Inclusion Services


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

2. Finance

Recommendation: **Marketing and media:** Develop a recruitment campaign promoting Carmarthenshire as an attractive place to live and to work within education. Funding for this campaign is required. If the scrutiny committee agrees to this recommendation, relevant funding will need to be sourced.

5. Risk Management Issues

Failing to address the recruitment and retention challenge faced by schools could result in a lack of leadership across Carmarthenshire schools, a lack of teaching staff as well as support / auxiliary staff. (*Corporate Risk Register - CRR190028 - School Leadership - Our ability to recruit and retain high quality and resilient school leaders who can respond to and deal with the transformation of education in Wales*)

| CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED- YES | Include any observations here | |
|--|--------------------------------------|---|
| Section 100D Local Government Act, 1972 – Access to Information | | |
| List of Background Papers used in the preparation of this report: THESE ARE DETAILED BELOW: | | |
| Title of Document | File Ref No. | Locations that the papers are available for public inspection |
| Education Workforce Statistics | | https://www.ewc.wales/site/index.php/en/about-us/policy-and-research/workforce-statistics#school-learning-support-workers |
| The Gatsby Report | | https://www.bing.com/ck/a?!&&p=24fefbf6782e10b4JmltdHM9MTcwMDY5NzYwMCZpZ3VpZD0xNmYzZWEzZS1INzgxLT Y3ZjgtMTZiMy1mOTMzZTZmOTY2MmEmaW5zaWQ9NTlwOA&ptn=3&ver=2&hsh=3&fclid=16f3ea3e-e781-67f8-16b3-f933e6f9662a&psq=the+gatsby+report&u=a1aHR0cHM6Ly93d3cuZ2F0c2J5Lm9yZy51ay9lZHVjYXRpb24vcmlvwb3J0cw&ntb=1 |
| Carmarthenshire Education Department School Staff Report | |  2023-09-19 Adroddiad Adran Addysg Sir Gar (Staff Ysgol) - Carmarthenshire Education Department Report (School Staff).pdf. |
| Education Workforce Council Research | | National education workforce survey (ewc.wales) About - National Leadership Wales (nael.cymru) |