The Role of Local Government in Training, Recruiting and Retaining Teachers - Cambridgeshire
Why is the local authority involved in training, recruiting and retaining teachers?

The LA has a duty to ensure that the children in the county have access to high quality education. It’s in all our interests to work together to achieve this. Therefore.....

In 2015 a group of Cambridgeshire cross-phase Head Teachers came together with the LA, to consider solutions to alleviate the recruitment challenges facing Cambridgeshire schools.
Challenges faced within schools:
• Having to use agencies – expensive for a short term solution
• Shortage of good quality NQTs
• No central website which allows for flexibility for schools to self-promote
• Growing leadership shortages
• Affects staff development – harder to challenge under-performing teachers
• English, Maths & Science shortages at secondary
• Hard to recruit anyone who isn’t an NQT – staffing ends up unbalanced.

Conclusion: We need to work together as a group of schools across county:
• We can spread our message wider
• We have greater bargaining power if we work collectively
• We can share in the Cambridgeshire brand.
First steps.....

We created a website with the following aims:

✓ For Cambridgeshire schools to advertise their vacancies
✓ To provide information on how to apply for ITT, what routes are available locally and with which providers
✓ To provide staff in Cambs schools with details of the CPD on offer from the county’s teaching schools and the LA itself
✓ To provide teachers and teaching assistants with information on career progression.
Our Website

www.teachincambs.org.uk
Train to Teach Event, 23rd May 2019.
Register here

School Teaching Jobs in Cambridgeshire

Teach in Cambs is a cross phase group of Headteachers and LA advisers who aim to recruit and develop high quality teachers. We are not an agency.

This website provides you with a comprehensive list of current vacancies for teaching jobs in and around the county; plus key information about CPD and getting into teaching.
Our activities to date.....

Recruitment fairs attended by Headteachers/NQTs on behalf of all Cambs schools
2015-2018: 770 trainees registered an interest in teaching in a Cambs school

Our own ‘get into teaching’ events held in November and February and attended by all local ITT providers
Average attendance at events over the last three years: 120

Primary NQT Pool – candidates shortlisted and interviewed by pairs of Headteachers.
2016: 35 candidates recommended out of 49 applicants
2017: 18 candidates recommended out of 22 applicants
2018: 9 candidates recommended out of 22 applicants
Annual recruitment events for Secondary and Primary Schools where attendees can talk to Headteachers and attend mock interviews and workshops on how to apply for jobs/how to decide what school to work in.

All schools which have participated have recruited directly from the event, in 2016-2018.
Innovative ITT solutions

✓ Make sure all routes into teaching are offered locally
✓ Make sure all schools and potential candidates are aware of the routes
✓ Provide advice in the form of ‘career surgeries’ at recruitment events
Cambridgeshire Teacher Internship Programme

Two year course:
Year one gaining experience in a school working as a TA and receiving training, from participating schools, to prepare you for.....
Year two as an apprentice teacher.

<table>
<thead>
<tr>
<th>Year</th>
<th>Details</th>
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<tr>
<td>2016-2018</td>
<td>9 primary interns started the programme; 8 are now qualified teachers.</td>
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<tr>
<td>2017-2019</td>
<td>9 primary and 2 secondary (Maths and Computer Science) started the programme; 8 primary and 1 secondary are now apprentice teachers.</td>
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<td>2018=2020</td>
<td>9 primary and 2 secondary (Maths &amp; MFL) are currently in year one and applying for the apprenticeship programme.</td>
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Working with partners

- Fenland and East Cambs Opportunity Area
- Cambs schools piloting the National Teacher Vacancy Service
- LA senior Adviser chairs the regional network group for ITT providers, facilitated by the DfE.
Working with Partners

Commissioned research into the vacancy rate among STEM teachers in the county and the possible reasons behind it.
http://www.cambridgeahead.co.uk/research-publications

Obtained a meeting with Minister Nick Gibb to put the case for:

• School funding changes
• Keyworker housing for NQTs
• Devolving ITT bursaries to regions to take into account local needs
• Designing an undergraduate teacher apprenticeship programme

http://www.cambridgeahead.co.uk/
Working with Partners

As a result of our meeting with Minister Nick Gibb:

Keyworker housing for NQTs
Now a project being considered by Cambridgeshire County Council and several MATs

Designing an undergraduate teacher apprenticeship programme
Representatives from Teachincambs, Cambridge Meridian Academies Trust and Anglia Ruskin University designed a proposal for a four year undergraduate programme which is currently being considered by the Secretary of State.

http://www.cambridgeahead.co.uk/
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