Reduce the impact on performance - re-thinking recruitment and retention

Session Presenters:

Amanda Webb, Strategic Relationship Director - Affinity Workforce Solutions
John Wilson, Commercial Agreement Lead – Crown Commercial Service
Clive Hammond, Head of Procurement – Academies Enterprise Trust (AET)
Today we’re going to…..

Amanda Webb
Strategic Relationship Director
Affinity Workforce Solutions

5 key priorities for Schools and Multi-Academy Trusts to improve their recruitment and retention

John Wilson
Commercial Agreement Lead
Crown Commercial Service

New Crown Commercial Service (CCS) Supply Teacher Framework – practical tips on how it works and the benefits it brings to education

Clive Hammond
Head of Procurement
Academies Enterprise Trust

How to use the CCS framework as a vehicle to help rationalise supply spend across your Trust
The Education sector is facing unprecedented challenges

- 20% increase in supply spend in 4 years
- 10% of MAT staff leave each year
- 1/3 of teachers quit within 5 years
- 8/10 leaders failed to recruit last year
- 5 years since government hit recruitment target
- £2.7bn budget cuts in real terms since 2015

We need solutions, and we need them now.
“Deal with recruitment and deal with retention – there is no point in tackling things around the edges, we have to be fundamental and strategic.”

Neil Carmichael MP, the chair of the education committee, 2017
Research methodology

Affinity Workforce undertook comprehensive quantitative and qualitative research to inform this report. This comprised of:

Interviews with:

101

recruitment decision-makers within schools, academies and Multi-Academy Trusts within England. This was made up of Head Teachers, HR/resourcing professionals and senior leaders, of primary and secondary schools with more than 250 pupils. All schools were either currently part of a MAT or planning to be part of a MAT within the next two years.

Interviews with:

500

primary and secondary school teachers in England, working across all school types and both permanent and supply teachers.

In-depth qualitative interviews with:

4

senior executives within MATs in England.
Our findings

Our research identified five key priorities for schools and MATs to improve their recruitment and retention of high quality teaching staff:

- Real time data and insight
- Long-term vision and strategic workforce planning
- Employer Brand’ and internal and external communications
- New models of recruitment
- Collaboration
69% of employers lack the workforce data they need to drive change in how they recruit and manage teaching staff.

72% of school and MAT leaders say that they can plan no further than 9 months ahead...

41% say they are unable to plan beyond 6 months ahead...

67% of schools and MATs believe that technology should be enabling faster and easier recruitment of teachers than it currently is.

Collaboration is key...

55% of teachers say it can result in better education outcomes for pupils...

62% believe it offers teachers more career development opportunities...

95% of employers view developing their employer brand to attract quality teachers as a critical or important recruitment objective over the next 18 months.

79% of school and MAT leaders and 83% of teachers think the skills shortage in teaching will become more severe over the next three years.
John Wilson, Commercial Agreement Lead, Crown Commercial Service

New Crown Commercial Service (CCS) Supply Teacher Framework – practical tips on how it works and the benefits it brings to education
Background to the Supply Teacher deal

• DfE reviewed increasing expenditure on Supply Teachers
• No existing commercial agreement specifically aimed at Supply Teachers
• Increasing reliance on recruitment agencies
• No Management Information at a granular level
• Compliance with best practice EU procurement legislation
• Agreement supported at a strategic level by a range of influential stakeholders
## What was requested

### Framework Objectives:

- Provide a consistent approach to safeguarding and compliance across the sector
- Transparency of costs to support control of supply teacher spend
- Removal of barriers for converting placements to permanent roles

## What we delivered

### The CCS Supply Teachers deal:

- Compliance with specification and requirement for industry standard accreditation
- Agency selection tool illustrating breakdown of worker/supplier charges
- Free temp to perm provision after 12 working weeks (giving 4 weeks notice)
Lot Structure

Lot 1: Preferred Supplier List

- Awarded to 136 suppliers
- Over 90% successful suppliers are an SME (125)
- Currently 115* suppliers accredited
- Ability to use the agency selection tool to shortlist the number of available suppliers

Lots 2 and 3: Managed Service

- Lot 2: Master Vendor
  - Awarded to 5 suppliers
- Lot 3: Neutral Vendor
  - Awarded to 1 supplier
- Contact the Supply Teacher team for further information
How to use the Supply Teacher deal

• Use the agency selection tool to establish which agencies have a branch near your school

• CCS’ Supply Teachers here to help page contains link to access the digital solution

  https://ccsheretohelp.uk/products-services/people/supply-teachers/

Lot 1: Direct Award

• Contact framework supplier(s) to establish availability of worker

• Complete the Short Order form for each supplier utilised

  https://ccs-agreements.cabinetoffice.gov.uk/contracts/rm3826
Supply Teachers Mailbox:
supplyteachers@crowncommercial.gov.uk

info@crowncommercial.gov.uk
0345 410 2222
www.crowncommercial.gov.uk

@gov Procurement
Crown Commercial Service
How to use the CCS framework as a vehicle to help rationalise supply spend across your Trust
Academies Enterprise Trust

- 62 academies
- Primary, Secondary and Special
- 33,000 pupils
- 6,000 staff
Temporary Supply Staff

- Supply spend in 2017/8 £ 4.6m
- 6th highest spend area
- 95 agencies serving our academies
- Mostly local arrangements on supplier terms
- Not compliant with UK Public Contract Regulations
Key Considerations

● Our 3 key considerations from the outset of this project
  ○ Quality of staff
  ○ Safeguarding
  ○ Cost
Our Approach

- Using CCS Framework Lot 1 - why?
  - Meets requirements of UK Public Contracts Reg
  - Gives us the opportunity to negotiate with current suppliers and introduce new suppliers
  - Attractive temp to perm arrangements
  - Wanted to bring our academies with us on the journey with suppliers that they were comfortable with but secure better pricing.
Our Approach

- Stage 1 - Approached top 16 companies by spend (£2.2m) to negotiate new terms
- Stage 2 - Approached other suppliers on the framework that are currently being used
- Stage 3 - Approached those suppliers that were offering the lowest mark up percentage of the framework
New AET Preferred Supplier List launched 31 January 2019
30 suppliers currently on the list (with more in negotiations at present)
Savings against 17/18 costs from current suppliers of £101,670 (6.55%)
More savings to come as schools move away from agencies charging high margins to use suppliers with lower margins.
What’s Next and Was the Effort Worth It

- Consolidate spend within PSL to increase saving
- Work with academies to reduce supply spend
- Working closer with other MATs to pool resources

Savings - 349,000 A4 exercise books so far
Find Your Remarkable

https://www.youtube.com/watch?v=1ACX9dKluLo&feature=youtu.be
Be Bold. Be Brave.
It’s time to embrace change

Come and talk to us on Stand 344 and hear about our new whitepaper - The Teacher Trap.