

# **H&F Teaching Commission**

## **CEPAC**

### **09/11/2020**

# Background

*‘With rising pupil numbers, shortfalls in the number of trainee teachers and an increasing proportion of teachers leaving the profession, there is an urgent need to ensure there are enough teachers in our schools’.*

*‘The government is still failing to provide enough teachers for our growing school population. The recruitment pipeline is leaking at both ends, with insufficient numbers of newly qualified teachers coming into the system and too many experienced teachers leaving prematurely’.*

*‘Recent research says that secondary school pupils in the most disadvantaged schools are being hit hardest by maths teacher shortages in England’.*

# Schools Staff in H&F

- There are currently 3,144 school staff in H&F (excl. independent schools)
- 1,403 are teachers (1,193 classroom teachers), 832 teaching assistants, 544 support staff and 365 auxiliary staff
- 29% of all teachers in H&F are male (27% in London) and 13% of teaching assistants are male (11% in London)
- 38% are from BAME (Non-White British) group (40% in London) and 60% of teaching assistants are from BAME group (50% in London)
- 12% are teachers aged 50 and over (17% in London)
- 4% of all teaching assistants in H&F have a role of Higher Level Teaching Assistant (6% in London)
- The average gross salary of a teacher in H&F is 45,301pa compared to 44.5k for London as a whole

# Schools Staff in H&F cont.

- The average number of days lost to teacher sickness absence stands at 5.6 compared to 6.3 days in London
- 55% of teachers in H&F had at least one period of sickness absence (57% in London)
- 6.6% of schools in H&F reported a vacancy in January 2019 (School Census Day) compared to 4.2% in London
- 15% of schools in H&F reported either a vacancy or a temporarily filled post (22% in London)
- In 2017-18, 128 school staff (119 Classroom Teachers and 9 Assistant / Deputy Heads) left maintained H&F schools – 21 Primary and 107 Secondary school
- Two thirds (86) of those were under the age of 40
- 34 gave a reasons for leaving: 18 (53%) moved to other LA, 6 (18%) change of contract, 4 (12%) moved to other H&F school, 4 (12%) moved to an independent school, 2 (6%) left the UK

# The Commission

- Denise Fox (Chair), HT Fulham Cross Girls'
- Michelle Copeland, HOY Phoenix Academy
- Dave Collins, HT Brackenbury Primary
- Clare Wagner, HT West London Free
- Ben Kilgannon, St Peter's Primary
- Barbara Droth, Kingsbury High (Brent)
- Lord Jim Knight, Chief Education Advisor TES
- Dr Graeme Atherton, Director NEON
- Prof Lindsey Macmillan, UCL

# Draft Terms of Reference

- Identify the scale and underlying reasons preventing Hammersmith & Fulham's schools and colleges recruiting and retaining teaching staff, using all available data and intelligence.
- Conduct a review of the available literature and good practice on teacher recruitment and retention, drawing on studies and commissions from elsewhere in London and the UK, and, where directly relevant, internationally.
- Call for written evidence from leading experts, policy makers and practitioners and explore this through a series of thematic oral hearings.
- Call for evidence from local schools and wider education sector, directly engaging a broad range of stakeholders, including teachers, governors, unions, parents / carers and students.
- Make recommendations to the Council and stakeholders in the education sector on how best to recruit and retain the best teachers and school staff in the borough.
- Propose interventions and potential service redesigns for implementation locally, or more widely, that will help realise the vision.

# Draft Terms of Reference cont.

- The commission will run from November 2020 for approximately 12 months.
- The commission will report on progress to the Children & Education Policy and Accountability Committee and deliver its final report with recommendations for action to Cabinet.