

Overview & Scrutiny

Skills Economy & Growth Scrutiny Commission

Date of meeting: 16 September 2019

Title of report: Cost of living and public sector recruitment – response from Hackney Learning Trust (HLT)

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Authorised by: Annie Gammon, Director of Education, 3 September 2019

Brief:

This is a response from Hackney Learning Trust (HLT) re cost of living and public sector recruitment.

Questions set by the panel

8. What is the definition of a key worker and what job roles are classed as a key worker?

To the Council officers

9. In reference to question 8. Does the Council apply this definition to its housing developments? If yes, how does the Council apply this?
10. Has or is the Council experiencing challenges in relation to recruitment? If yes, what job roles or incomes bands are most affected?
11. What is the Council's recruitment strategy to mitigate any negative impacts?

HLT/education response

Point 9: The definition of a key worker in terms of housing priority is not used in Hackney for teaching or other school staff. We would welcome any support with housing that could be given by introducing this definition and related benefits.

Point 10: We do not have quantitative data re recruitment issues. However, based on feedback from headteachers the difficulties in recruitment and retention are particularly acute in the following areas:

- Secondary Maths and Science teachers
- Retaining teachers when they wish to buy a home and/or when they have children and want a larger home – there is an impact with retaining teachers who are approximately five years into their profession. A number of teachers also leave to work abroad for a period, often when they are in their mid/late twenties.

Point 11: Hackney schools generally have a good reputation so they are relatively popular in terms of recruiting newly qualified teachers (NQTs). Younger teachers are often from London or welcome the chance to work in London.

There are a number of key aspects of provision which could help teacher recruitment and retention:

	School based	HLT influence/provision	Possible developments
Training schemes for new teachers	<ul style="list-style-type: none"> • Apprenticeships are used in two federations. • Teach First and Schools Direct which provide school based training are used in a number of primary and secondary schools. • Links with Initial Teacher Training Institutes support recruitment of trainee teachers. • There are good NQT support schemes available in the teaching school alliances and via HLT. 	<ul style="list-style-type: none"> • Sharing good practice re recruitment. • Providing NQT scheme. • Providing strong financial planning advice so that schools know their recruitment envelope. 	<ul style="list-style-type: none"> • Working further to develop and make attractive teacher training schemes for Hackney residents.
Teachers in early stages of career	<ul style="list-style-type: none"> • Good professional development opportunities 	<ul style="list-style-type: none"> • Good professional development offer. 	<ul style="list-style-type: none"> • Continuing to develop the professional development offer – including visits to other schools in Hackney.

			<ul style="list-style-type: none"> Any council support for key workers would be helpful.
<p>Teachers five years in to career and beyond</p>	<ul style="list-style-type: none"> Good professional development opportunities Ensuring middle and senior leaders have a manageable work load. Some schools give preference to their own teachers' children for school places. Federations offer chances of promotion across their schools. 	<ul style="list-style-type: none"> Good professional development offer. Share good practice re workload management/wellbeing. 	<ul style="list-style-type: none"> Ensuring that Hackney jobs are advertised widely in Hackney schools. We are revising the leadership training route offered by HLT so that it offers an even more attractive path to senior leadership. Any council support for key workers would be helpful.