



Teacher Recruitment and Retention Strategy

Every day, teachers get the chance to inspire children and young people, shaping thousands of lives. But the growing number of pupils means we need to attract even more people into the profession, and then make sure they are supported to not just stay, but to thrive.

Our first ever 'Teacher Recruitment and Retention Strategy' sets out our vision to make sure careers in teaching are attractive, rewarding and sustainable. Our approach is focused around four priorities, identified through our in-depth and wide-ranging conversations with the teaching profession.

Our priorities

1. More supportive school cultures and reduced workload



! CHALLENGE: The current system of school accountability can be confusing for school leaders, which sometimes leaves teachers unsure about what they need to do, and in turn creates extra pressure and unnecessary workload.

✓ We are working with Ofsted to simplify the accountability system and reduce any unnecessary pressure it places on teachers. This includes clarifying when a school will receive an offer of support and consulting on removing the floor and coasting standards. In addition, the new Ofsted framework will have an active focus on reducing teacher workload.

2. Transforming support for early career teachers



! CHALLENGE: Teachers at the start of their careers don't always get the support they need to build a successful career, and at the moment, too many end up leaving.

✓ We will transform the support for early career teachers, introducing the most significant reform to teaching since it became a graduate-only profession. The Early Career Framework will underpin an entitlement to a funded 2-year support package for all new teachers, providing them with the support enjoyed by other top professions. These reforms sit at the heart of our strategy and will include a dedicated mentor and a reduced timetable for early career teachers, giving them the time and support needed to focus on their professional development.

3. Making sure teaching remains an attractive career as lifestyles and aspirations change



! CHALLENGE: As their life circumstances change, many teachers would like more flexible working patterns and career journeys, but these opportunities can be hard to find within teaching.

✓ To help expand flexible working we will launch a new job-share service to help those interested find opportunities, and we will work with the sector to make sure that quality tools exist to support workforce flexibility. We are also creating new specialist qualifications for those who want to develop their career and progress without going down the usual leadership route.

4. Making it easier for great people to become teachers



! CHALLENGE: Lots of people have a desire to become a teacher, but not enough have the chance to try it out, and many are put off by the long and complicated application process.

✓ We are simplifying the application process by introducing a new 'one-stop' system for initial teacher training (a pilot focused on a handful of subjects is live now). We are also launching new 'Discover Teaching' initiatives later this year so more people get the opportunity to try out teaching before they apply.

This strategy has been developed in collaboration with many teachers, as well as unions, leading experts and training providers. Not just because they know the challenges teachers face, but because we cannot deliver this alone. We all have to play a part if we are to address the issues of recruitment and retention.

To learn more about the strategy and what it means for your school, MAT or local authority, you can attend one of our regional roadshows. Contact recruitretain.events@education.gov.uk for more information.