

SUPPORTING TEACHER RECRUITMENT

Guidance for schools to help address recruitment challenges in the current world of pandemic closures

[Research](#) compiled by SchoolDash and TeacherTapp shows a significant decline in teacher job mobility during the coronavirus pandemic, with a 38% drop in teacher recruitment advertisements on school websites between mid-May and the end of April compared to the same period in 2019. 12.5% of teachers who were previously planning to move jobs have decided not to – potentially due to the current uncertainty around when schools will fully reopen and the economy.

School leaders since surveyed through TeacherTapp have also cited that they had found difficulties conducting their usual recruitment, application and selection processes during the lockdown, when school visits, in-person interviews and classroom assessments are impossible.

Teacher Development Trust and the Gatsby Foundation have partnered to help schools address these challenges, including through gathering education experts and school leaders to share ideas and strategies for tackling the issue in a special #CPDConnectUp: Recruitment Special which took place on 15th May 2020. While you can [watch the full webinar here](#), the following guidance summarises and builds on the expert advice shared in that meeting.

Key concerns:

- Recruiting new teachers in subjects where there are already shortages (such as science or maths) could become more challenging as a result of lower job mobility.
- With staff turnover reduced across the board, there will be knock-on effects for Newly Qualified Teachers (NQTs) or those seeking to re-enter the profession. NQTs who aren't able to be placed now may become lost to the profession altogether.
- Schools may see a delayed staff shortage e.g. in January 2021, if teachers later act on previously shelved intentions to leave.

Recommendations for school leaders:

1. As a matter of priority, **continue recruiting where possible**, and look at over-recruiting teachers in shortage subjects if you can.
2. **Don't assume that recruitment processes need to be compromised** due to distancing. As well as conducting virtual interviews or accepting video submissions, Zoom breakout rooms can be used for group tasks or you might involve student council members to form a pupil panel.
3. Consider **gaps in skills or experiences for incoming NQTs** who may have had placements cut short and how you might need to adapt your school's induction or mentoring programme.*
4. Use this time to **talk and listen to your staff**. It is more important than ever to check-in on colleagues' wellbeing, gain clarity about their career development plans/motivations and feed this into ongoing succession planning.
5. Reflect on your school's internal processes/structures (e.g. CPD, teacher goal-setting and appraisal) and how you might refine these to promote **a sustained school culture in which teachers want to stay and develop**.

*TDT and Gatsby will be releasing more guidance specifically related to NQT recruitment in the next few weeks, alongside policy recommendations to the Department for Education for increased financial and professional support for NQTs and their employers.

Resources to help school leaders to plan and carry out recruitment during this time:

- Four school leaders and MAT Executives explain the approaches they are taking in the [webinar](#) 'Recruitment in a Time of Crisis: Sharing insights and resources from education leaders'
- Adam Boxer has shared a helpful list of sample questions to ask about a particular Lesson Plan via virtual interview [here](#), based on what worked in his school.
- Some more general principles of effective teacher recruitment and interview design from David Didau [here](#).
- The Key has established a 'Covid-19 resource hub' which is freely available to all schools. [This article](#) focusses on how to manage recruitment remotely

Resources available to support schools with vacancies to fill now:

- The DfE is asking publicly funded schools to use the [Teaching Vacancies service](#). This is a free, national service for searching and listing teaching roles. Listing vacancies here will help save schools money and enable the department to gather information on the impact of school closures on teacher recruitment.
- Guardian Jobs is offering [free job listings](#) for all school roles as a result of the pandemic.
- Schools Week and Education Week Jobs are offering free advertising for urgent cover roles at education organisations that are remaining open to support key workers (using [this form](#)), and waived re-run fees for all recruitment advertisers until the end of the summer term. Contact bridget.stockdale@feweeek.co.uk for more information.

Resources to support NQTs with securing a teaching post:

- The Chartered College of Teaching hosted a webinar with headteachers describing the changes made to their recruitment processes in line with Covid-19, and how NQTs might be best prepared for this. You can view the video [here](#), along with a helpful list of follow-up resources.
- Kat Howard's [blog](#) features advice for writing a succinct job application and the interview process.
- Tom Rogers is offering his [online course](#) 'Secure Your Dream Teaching Job' for free.
- Tes has created a '[Career Clinic Series](#)' made up of two-minute video tutorials featuring tips for job hunting.

Further reading on school workforce, recruitment and retention:

The Gatsby Foundation: [Vacancies and Viruses: Teacher Recruitment in the Time of a Pandemic](#)

The Gatsby Foundation: [Teacher Recruitment, Retention and Development](#) (Physics/STEM)

SchoolDash: [The Impact of Covid-19 on Teacher Recruitment](#)

SchoolDash: [Hiring goes lower: An update on teacher recruitment](#)

NFER: [Teacher autonomy: how does it relate to job satisfaction and retention?](#)

Teacher Development Trust [Guidance on Teacher Goal-Setting: Balancing autonomy and coherence](#)

Department for Education guidance:

[Induction for newly qualified teachers during the coronavirus outbreak](#)

[Information for providers about managing ITT courses impacted by Covid-19](#)

Union guidance:

ASCL, LGA, NAHT, NASUWT, NEU and NGA released [this joint statement](#) on teachers' notice periods and procedures for recruitment.

Join in the conversation: Register now for a [#CPDConnectUp Recruitment Special: Focus on NQTs](#) on Thursday 28th May, 16.00-17.00 to hear from experts including Sam Twiselton OBE, James de Winter, Adrian Rogers (CEO of Chiltern Learning Trust) and Helena Marsh (Principal of Linton Village College).