

CHILDREN AND LIFELONG LEARNING SCRUTINY PANEL	Agenda Item No. 8
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Report of the Director of Strategic Resources

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FEEDBACK AND UPDATE REPORT

1. PURPOSE

- 1.1 This report provides feedback on items considered or questions asked at previous meetings of the Children and Lifelong Learning Scrutiny Panel. It also provides an update on matters which are of interest to the Panel or where the Panel have asked to be kept informed of progress.

2. BACKGROUND

2.1 Recruitment and Retention in Schools

During the Panel's consideration of the Unvalidated Exam Data at its meeting on 22 October 2008, Members requested further information on what action was being taken with regard to recruitment and retention in schools.

Officers have now provided the following update with regard to the Recruitment and Retention Project "All Together Now".

This project came out of several discussions with secondary Headteachers during the last academic year and a discussion with the Interim Director of Children's Services during 2007/8. The demise of the Graduate Teacher programme (GTP) in 2007/8, meant that it was much more difficult for Peterborough to "grow its own" teachers.

Attracting suitably qualified and excellent teachers will make a significant impact on improving educational standards. Headteachers identified a number of issues:

- Very few applicants for key jobs
- Poor quality applicants for key jobs – especially in core subjects; English, maths and science
- Good teachers being poached by other schools in Peterborough
- Poor teachers being recycled around the system
- Core departments being under-staffed and non-specialists having to teach core subjects
- Middle management posts often internal and schools not being able to attract external applicants

It was decided to set up "All Together Now", a Recruitment and Retention Project, initially focussing on attracting good quality Newly Qualified Teachers (NQTs) to secondary schools in Peterborough. This project is supported by Children's Services Workforce Development Team, the Learning and Skills division and secondary school headteachers.

Current membership:

Mel Collins – Chair

Mike Sandeman – Head of Arthur Mellows Village College

Sue Simmons – HR Manager Thomas Deacon Academy

Eric Winstone – Head of Bushfield – Associate member
Roy Duncan – Head of Jack Hunt – Associate member
Rosemary Woodland/James Beale – Housing
Aisla Nicholls – Children’s Services HR Business Partner
Jenny Sergeant/David Anderson – Children’s Services Workforce Development Team

It was agreed that to do this work properly the group needed to appoint a Project Manager to support the project for one day per week. The School Forum have recently agreed to fund this project leader post. The group also agreed to place an advert in the prestigious TES NQT publication at a cost of £4000.

What we need to do now:

- Appoint a senior manager to lead this project – this person would be seconded from a school
- Produce a detailed project mandate for this work
- Establish the terms of reference and revised membership of the project board
- Agree the branding of the ‘Peterborough Package’, working with the PCC communications team
- Prepare material to go out in any recruitment pack
- Arrange an event/conference/fair for potential NQT applicants with headteachers of all secondary schools

What we need to decide:

- How will the project develop so that Headteachers can buy into the project – how much will they pay – we did talk about £1k initially?
- How do we monitor the impact and benefits of the project?

Further information on this project can be provided by Mel Collins, Assistant Director, Learning & Skills.

2.2 Children’s Trust – Overview of performance

During the Panel’s consideration of the Children’s Trust – Overview of performance at its meeting on 3 December 2009, it was agreed to invite all Members of the panel to an informal meeting to discuss which priorities to focus on within the Children’s Trust over the next municipal year. It was originally thought that this meeting should take place before the end of this municipal year. However the Chair has now decided that it would be better to wait until the outcomes of this year’s performance has been assessed before assessing which areas to focus on as priority next year. The meeting will therefore take place at the beginning of the next municipal year, details of which will be forwarded to the panel nearer the time.

3. EXPECTED OUTCOMES

- 3.1 That the Panel notes the feedback from previous meetings.

4. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

None

5. APPENDICES

None