

24 October 2019

For the attention of Andy Harris
 Scrutiny Office
 Morier House
 St Helier JE1 1DD

Dear Mr Harris

Thank you for Deputy Ward's letter dated 19 September 2019 regarding the Teacher Recruitment and Retention Review being conducted by the Education and Home Affairs Scrutiny Panel.

The Panel has asked Victoria College to submit the views and comments we have in regard to certain key areas of recruitment and retention of teachers on the Island. These were discussed at our Senior Management level and our responses are as follows:

The main successes in relation to teacher recruitment and retention in the Island
Partner also able to work. Can be a challenge if partner cannot find work but additional success if partner is teacher – bringing another teacher into the Island.
Salary banding in comparison to UK (though this must be taken into account with higher cost of living)
Lifestyle and standard of living are good
Range of different schools to work in
Safe place to live
Favourable tax position
Pensions are favourable in comparison with UK

The motivations that keep teachers working within the profession
Colleagues who are supportive and caring
Professional support in our schools
Strong vocational commitment
Opportunities for personal and professional development both on and off Island
Job satisfaction
Longer holidays
Feeling valued by colleagues and Senior Management Team
Accessible network of teachers in Jersey (as opposed to the UK)

Cont'd

Building successful futures

The main challenges for teachers that affect recruitment and retention in the Island

Poor advertising packages (comparison with Guernsey) and access to websites that can offer support

Travel, accommodation, house moving support is variable; some had good experience, others poor

No representative in place to meet with candidates to discuss what it is like to live in Jersey, details about costs, benefits, car licensing etc

Cost of living is a challenge

Availability of housing – renting is expensive

Childcare arrangements can be expensive

Poor information and communication about Jersey's systems (including housing qualifications) - this more relevant when job has been offered rather than during the recruitment process

Limited career progression opportunities

Types of school limited if you want a particular type of education

Difficult to undertake professional development (particularly further education)

Distance to UK – separation from families and support network they provide

Candidates do not feel 'looked after'; high drop out rate between invitation to interview and interview itself

Application process itself is not straightforward and the forms are often not filled in correctly

Are we selling the right package to potential candidates? 11-16 teachers might not be interested in a post at VCJ if they do not teach to A level

Advertising in JEP is limited and not always clear and helpful

Restriction of advertising on-Island only for some posts

Independent school recruitment package is attractive in comparison to Jersey; VCJ being marketed alongside UK independent schools so difference in package is clear

What support is in place to deal with these challenges?

Very little support available. Suggestion that a designated person within school could provide this support – personal contact

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What is required to better deal with these challenges?

Better support from HR

More input from marketing would be beneficial eg recruitment literature to candidates and across range of social media to advertise too; could also be visible on our own website. Jobs are advertised on gov.je but it does not have a clear focus on teaching

Suggestion that subject areas have networks of contacts across the UK in other schools. Could also use this as platform for advertising

Possibility of contacting universities to encourage newly qualified teachers to apply too – used to have this contact with University of Newcastle's teacher training college

Government has contacts for students doing teacher training via funding mechanisms – improved lines of communication; contact with universities via the milk round?

What support/training/structures could be implemented to deal with the challenges?

HR/PeopleHub need improving

Training and opportunities to allow teachers to progress

Structured succession planning within teaching profession on-Island

Grow own teachers on-Island – but also presents a challenge if recruitment limited to on-Island candidates only; need to ensure quality (ref point below)

What is the impact of poor recruitment and retention of staff on students in the Island?

SMT felt that poor recruitment and retention of staff had a direct impact students' learning in the classroom

Not always quality candidates being attracted to interview; TES advertising comes under international post – may limit interest; confusion with independent versus States situation

Do you consider you attract staff from a wide field to fill vacancies or is there generally a small pool from which to recruit staff?

Small pool – see comments in points above

I have invited all members of teaching staff here at Victoria College to attend the focus groups you have publicised in your correspondence with us and I would be very happy to take part in the further discussions that the Scrutiny Panel will be having in due course.

Please do not hesitate to contact me if you require any further information in the meantime.

Yours sincerely



Alun D Watkins
Headmaster