

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION
BY DEPUTY S.Y. MÉZEC OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 14TH JUNE 2016**

Question

What steps is the Minister taking to increase recruitment of newly qualified teachers in Jersey? In the light of his Assistant Minister's responses to Question 9456 on 24th May 2016 and his answers at the Education and Home Affairs panel's quarterly public hearing on 19th May 2016 on teacher recruitment, what is the evidential base for the argument that the recent pay award will have little impact on teacher recruitment? Does the Minister plan to maintain the pay and terms and conditions for teachers, in particularly newly qualified teachers, at least at current standards?

Answer

There is currently no shortage of primary school teachers in Jersey. To attract additional secondary teachers, particularly in shortage subjects, the Education Department is working directly with UK Universities that train graduates in these areas. For instance, four new science teachers have recently been sourced from Newcastle University. Alternative advertising methods, including an enhanced online presence, are also being considered to raise the profile of Jersey as a destination for UK teachers seeking work.

The Department's prediction that the current pay offer will not significantly affect teacher recruitment is based on a comparison of the pay scale for Jersey teachers and their counterparts in the UK. These are both readily available online and have been circulated to States Members previously.

Jersey teachers' pay is significantly higher in most cases than for teachers in maintained schools in England, even when the cost of living is taken into account. Other benefits of working in Jersey include lower income tax than in the UK, particularly if staff progress to higher-paid positions. There are also fewer teaching days in the Jersey academic year and school days are slightly shorter on average. The absence of free schools, academies and the Ofsted regime will also be regarded by many as an advantage. With a few exceptions, our school buildings are in excellent condition and the facilities are good, with students who are generally well behaved, particularly when compared to schools in inner city areas.

The Education Minister is not directly involved with the pay and conditions of school staff. This responsibility rests with the States Employment Board. However, any changes to the terms of employment would be the subject of full and appropriate consultation with the teaching unions, with which the Department enjoys constructive, positive relationships.