

**WRITTEN QUESTIONS TO THE PRESIDENT OF THE EDUCATION, SPORT AND CULTURE
COMMITTEE BY DEPUTY G.P. SOUTHERN OF ST. HELIER**

ANSWER TO BE TABLED ON TUESDAY 24th MAY 2005

Question 1

Would the President inform members whether the standard of applicants attracted to apply for teaching posts in Jersey has been maintained over the past decade, and whether his department keeps data to monitor any change in the standard of applicants, such as class of degree held, and number of posts appointed to those without a formal teaching qualification for the age group concerned?

Answer

The Department does not keep data to monitor the standard of applicants. However, the data below suggests that the academic standard of teachers in the U.K., who have successfully completed training, has improved continuously since 1993.

School Workforce Analysis in England 2004 – Percentage of Cohort

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Postgraduate											
Class of first degree											
1st honours	3.7	3.8	4.3	4.4	5.0	5.0	5.3	5.6	5.4	5.7	6.2
2nd honours	81.6	83.1	83.2	83.2	85.4	85.3	85.8	86.1	84.4	85.9	85.1
other and unclassified honours	7.4	7.0	7.0	6.0	5.2	4.6	3.9	4.1	4.4	3.5	3.2
ordinary/pass	7.3	6.1	5.5	6.4	4.4	5.1	4.9	4.2	5.9	4.9	5.4
Total	100	100	100	100	100	100	100	100	100	100	100
Undergraduate											
Class of first degree											
1st honours	4.2	3.8	3.9	4.0	4.5	4.8	5.3	6.0	6.3	6.9	6.7
2nd honours	80.5	80.5	84.1	85.7	89.9	88.1	87.8	89.8	90.4	89.5	90.8
other and unclassified honours	3.2	3.4	3.1	3.0	4.1	2.8	3.5	3.1	2.7	2.7	2.3
ordinary/pass	12.1	12.4	8.9	7.3	1.5	4.3	3.4	1.0	0.7	0.8	0.2
Total	100	100	100	100	100	100	100	100	100	100	100

Applicants for teaching posts are expected to have a first degree and a Postgraduate Certificate in Education or a dedicated degree in Education. Normally prospective candidates are also required to demonstrate sound professional practice in the classroom as part of the selection procedure.

There are currently five teachers who hold a degree and have not yet completed a Postgraduate Certificate in Education. However, four of these do hold a qualification to teach post 16 years. All teachers in Jersey are required to demonstrate that they meet national teaching standards during the first year of their employment. Those who are successful are awarded Jersey Qualified Teacher status which is monitored and evaluated by the Institute of Education, London University.

Question 2

Would the President inform members whether the Committee will be reviewing its teacher recruitment and selection policies in the light of possible reductions in applicants resulting from –

- (a) the adoption of “20 per cent means 20 per cent” taxation? and,
- (b) the continuing improvement to teachers’ working conditions in the U.K. resulting from reduced administrative and other non-teaching duties which are still required in Jersey?

Answer

- (a) The Committee has recently been reviewing its teacher recruitment and selection policies in light of the States of Jersey HR Transformation Project. It will continue to monitor appointment trends especially in respect of shortage subjects.
- (b) As part of the 2004-2006 pay agreement between the Education, Sport and Culture Committee and the Teachers Associations, provision has been made for the establishment of a review body to consider the impact of work force reforms in UK and to review local conditions of service.

Question 3

Will the President inform members what data, if any, is retained to monitor recruitment and retention rates for teaching staff, and, in particular, can he give, for example, comparative figures for 2004 and 1994 of –

- (a) the number of applicants per post?
- (b) the number of occasions where no appointment was made?, and
- (c) the number of occasions when the successful candidate has refused the offer of employment?,

for both primary and secondary sectors.

Would the President also provide comparative figures for a similar period for those leaving the teaching profession in Jersey in under two years, and, in particular, inform members whether the Committee has comparative data on the number of teachers who fail their probationary period in Jersey as compared to a comparable U.K. Authority?”

Answer

Data has been collated by academic year dating back to September 2001.

- (a) *Number of advertised teaching posts:*

2001 – 2002	Secondary	167
Primary	103	
2002 – 2003	Secondary	71
Primary	49	
2003 – 2004	Secondary	62
Primary	40	
2004 – current	Secondary	51
Primary	13	

(b) *Number of occasions where no appointment was made:*

2001 – 2002	Secondary	11
Primary	15	
2002 – 2003	Secondary	17
Primary	7	
2003 – 2004	Secondary	5
Primary	2	
2004 – current	Secondary	0
Primary	0	

Re-advertised posts are included in the numbers for Question 3 (a). Since 2001, no class has been without a teacher at the beginning of an academic year. However, it is possible that some may have been employed from the supply list or on a short-term contract.

(c) *Teachers leaving the employ of the Education, Sport and Culture Committee with less than 2 years service:*

2001 – 2002	20
2002 – 2003	22
2003 – 2004	21
2004 – current	12

Some of these teachers may have moved into the private sector. The Department is not aware of any teachers refusing the offer of employment since 2001. In the last two years four teachers have failed their probationary period; two of these were newly qualified teachers. Data for comparison with the U.K. has been requested from the DfES.