



States Greffe: Scrutiny Office

Senator T.A. Vallois
Minister for Education
Education Department
PO Box 142
Highlands Campus
St. Saviour
JE4 8QJ

9th July 2019

Dear Minister,

Teacher Recruitment and Retention Review.

You will recall at our last quarterly public hearing on Friday 21st June that questions were asked about the numbers of teachers that had handed their notices in as of 31 May 2019. The Group Director for Education revealed that 154 teachers had handed in their notices of which 83 were from primary schools and 71 from secondary schools. I would be grateful if you could provide a breakdown of these numbers, specifically, how many of these staff are retiring, moving to another school (specifically whether this move is from States funded to fee paying schools) or leaving the profession entirely. I would also like to request that the same data from the previous 5 years is made available to assist our review.

By way of follow up and to assist with its review, the Panel would like to have some detailed information about the steps that have and are being taken to actively fill the resulting vacancies that will be occurring this year. Specifically, could you please advise:-

1. Have any of the vacancies been filled and, if so, how many?
2. Where and how are the vacancies being advertised?
3. When is it anticipated that interviews will be held and the successful candidates will take up position?
4. In the event that the appointees are unable to take up their positions in September 2019, what sort of delay is envisaged in them doing so and how will the affected Schools effectively cover the vacancies, particularly in the specialist subjects in Secondary Schools.

Further to this information, the Panel will be looking to gather evidence about the reasons behind teachers resigning their positions and as a precursor to that I would like to request the following information:-

1. What is the Department for CYPES' exit interview process and policy and how is any feedback received processed and acted upon by the department, schools and college?
2. How is the exit interview offered to the resigning Teacher/Lecturer;
3. Is there a questionnaire or form the resigning Teacher/Lecturer is asked to complete and, if so, could we be provided with a copy;
4. Have those Teachers/Lecturers who have resigned as at 31 May 2019 been offered exit interviews?
5. Given that the end of the current school term is 19 July 2019, when will the exit interviews take place?

As this information is being requested to help inform the Panel's review, it is our intention to publish your response on the States Assembly website.

I am grateful for your further assistance on these points and look forward to hearing from you. I would kindly ask for a response by **Friday 26th July**. If you would like to meet with the Panel in order to discuss any of these matters further please liaise with our Scrutiny Officer who can make the necessary arrangements.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'R. Ward', with a long horizontal stroke extending to the right.

Deputy R. Ward
Chairman, Education and Home Affairs Scrutiny Panel