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Deputy Rob Ward
Chairman, Education and Home Affairs Scrutiny Panel
Scrutiny Office
States Greffe
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St Helier
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30 August 2019

Dear Deputy Ward,

Teacher Recruitment and Retention Review

Thank you for your letters received 9th July and 29th August 2019 requesting information about teacher vacancies. Please accept my apologies for the delay in response which is due to difficulties we have experienced collating the relevant data.

At your last quarterly hearing the Group Director of Education advised that 154 teachers had handed in their notice as of 31 May 2019. Further analysis, however, has shown that this was unfortunately incorrect. The original data provided mistakenly included Teaching Assistants and staff leaving lunch time cover roles. This error is very much regretted. The correct figure at 31 May 2019 was 69, broken down as below. Please note that 13 contracts have since been extended so the figure today is 56.

- 35 fixed term contracts ending
(13 of these have since had their contracts extended between May 2019 and August 2019)
- 12 moving to other schools within the Government of Jersey
- 18 Resignations
(11 no reason provided, 4 leaving Jersey, 3 other employment in the Island)
- 4 Retirements

1. How many are retiring?

Year	Teachers Retiring
2015	18
2016	25
2017	23
2018	6
2019	4

2. How many are moving to another non fee paying provided school?

Year	Teachers
2015	13
2016	27
2017	26
2018	26
2019	10

3. How many are moving to a fee paying provided school?

Year	Teachers
2015	6
2016	6
2017	4
2018	9
2019	2

4. How many are moving to a non provided school?

We do not hold this data as the reason for leaving would be recorded as 'other employment in Jersey', which does not identify if the teacher is moving to another school.

5. How many are leaving the profession entirely?

We do not hold this data as the reasons for leaving which are recorded do not identify if the teacher is leaving the profession, with the exception, of course, of those retiring.

6. Have any of the vacancies been filled, if so, how many?

In order to confirm the accuracy of the data we have collated, we require confirmation from all head teachers which unfortunately has not been possible this week. I am confident that we can provide accurate figures for this question by 5pm Friday 6th September.

7. Where and how are vacancies advertised?

All primary School teaching roles are advertised locally on gov.je and in the JEP. All secondary roles are advertised on gov.je, in the JEP and online on the TES website (Times Educational Supplement).

8. When is it anticipated that interviews will be held and the successful candidates will take up position?

All interviews are held within the individual schools and take place within a timeframe that allows newly recruited teachers to commence at the start of a new academic year.

9. 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?

Individual schools will make their own arrangements for cover through issuing fixed term contracts or using teaching staff from the supply list.

10. 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?

All staff are offered an exit Interview. The staff have the choice of whether to undertake this. The exit interviews can be undertaken by either the Line Manager or a member of the HR Team. There is a template form that is completed and is held by the CYPES HR team. All staff are asked if feedback can be shared and if agreed, this will be acted upon. Trends are also identified and reported on.

11. How is the exit interview offered to the resigning Teacher/Lecturer?

The Head or Deputy Head Teacher will offer the member of staff an exit interview by e-mail or face to face.

12. Is there a questionnaire or form the resigning Teacher/Lecturer is asked to complete and, if so, could we be provided with a copy?

Yes, copy attached.

13. Have those Teachers/Lecturers who have resigned as at 31 May 2019 been offered exit interviews?

Yes.

14. Given that the end of the current school term is 19 July 2019, when will the exit interviews take place?

This will be dependent on the schools and teachers mutual agreement but some have already taken place.

If you require any further information please do not hesitate to contact me again.

Yours sincerely,



Senator Tracey Vallois
Minister for Education

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