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SUPPORTING RECRUITMENT IN HERTFORDSHIRE SCHOOLS

Report of the Director of Children's Services

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1. Purpose

- 1.1 To update the Forum on the outcome of the Consultation on the de delegation of funding in 2015-16 to support recruitment in Hertfordshire schools.
- 1.2 To ask representatives of the primary and secondary maintained sectors to agree to the de delegation as set out in section 5 of this paper.

2. Background

- 2.1 At the November meeting of the Forum, Herts for Learning (HfL) presented a proposal to implement a number of strategies to support the recruitment of teachers and school leaders in Hertfordshire. Schools across the County have raised this as an area of increasing difficulty. In the November paper, HfL made proposals to support this programme with £70K from its own resources but required contributions from schools in the form of a de-delegation from maintained schools and to charge academies on an individual basis.
- 2.2 Forum requested that a consultation of schools on this issue should be undertaken before an informed decision could be made.
- 2.3 The consultation ran from 10 December 2014 and concluded on Wednesday, 31 December 2014. There were 67 responses to the consultation. These are analysed in appendix A.
- 2.4 The Consultation asked schools to indicate whether they supported the de-delegation of funding from maintained primary and secondary schools and to charge academies.

3. Recommendations

- 3.1 The Forum is asked to note the outcome of the consultation outlined in section 4 of this paper.
- 3.2 Forum is asked to agree the de-delegation of £0.65 per primary aged pupil and £1.41 per pupil in maintained secondary and middle schools (excluding sixth form).
- 3.3 Forum is asked to agree that academies will be charged at the same rate per child as their maintained equivalent, and that special schools and ESCs will be charged at the same rate as secondary schools.

4. Responses to the Consultation

- 4.1 There were 68 responses to the consultation. These are analysed in Appendix A.

Of the schools that responded, 50 were in favour of the proposal. 13 schools were not in favour of the proposal. A small number of schools commented that they were unable to give a response without further details on the proposals. HfL will be working with a small group of head teachers to inform the planning and implementation of these proposals. A number of schools who supported the proposals highlighted the need to improve the Teach in Herts website and maintain it as a recruitment resource.

- 4.2 Respondents from primary schools maintained by the Authority were strongly supportive of the proposals. Several respondents commented that this was a welcome initiative in an area of considerable difficulty. The importance of attracting teachers back to the classroom was also commented upon. This feedback will be reflected upon by HfL in the planning of this work, should the proposals be accepted.
- 4.3 Secondary maintained schools were positive with 3 respondents supportive and 1 against the proposals. There were a number of concerns raised by secondary maintained schools and secondary academy schools about the level of confidence that the plans could deliver significant improvements.
- 4.4 Nursery schools raised concerns that they would be excluded from the support offered in these proposals. It was confirmed that whilst funding could not be de-delegated from nursery schools, HfL would work to support nursery schools via other appropriate charging mechanisms.
- 4.5 A respondent from a special school raised concerns that their charges should be in line with the relevant phase of the pupils of they support and not at the higher rate indicated in the consultation.
- 4.6 A significant number of schools that responded suggested that the recruitment strategy should be over a one year period only in order to

determine the impact the strategy would have on maintained schools. It is confirmed that the proposals are for one year only at this point.

- 4.7 The majority of respondents from academies objected to the proposal indicating that they wished to “opt out” of the arrangements. Academies were asked to indicate if they did not wish to join these arrangements and therefore would not be charged. Academies who do not agree to make a contribution at the equivalent rate of their relevant maintained phase of schools will not access the services proposed.
- 4.8 Several academies who wanted to opt out cited that their own recruitment strategies would not be improved by joining this arrangement. Specific issues such as location in the County and type of staff required would not be better served.

5. Conclusion and matters for decision

- 5.1 Within the maintained primary sector, respondents indicated strong support for the proposal to de-delegate funding from primary school budgets.
- 5.2 The response from secondary maintained schools did not provide significant clarity. The working group which will look at the detailed planning of this initiative will include secondary representation and therefore facilitate input on addressing specific issues in the area of recruitment.
- 5.3 Forum is asked to confirm its support for charging academies at the same rate as their equivalent phase, following confirmation from each academy that they wish to participate.
- 5.4 Representatives of primary maintained schools are asked to agree to a de-delegation of 65p per pupil (reception to Key stage 2) in financial year 15-16.
- 5.5 Representatives of secondary maintained schools are asked to agree to a de-delegation of £1.41 per pupil (excluding sixth form) in financial year 15-16.

Appendix A

Summary of results by sector at close of 31 December 2014

Responses	Primary		Secondary		Nursery		Special		Academies		ESC		Totals	
	No:	% of Resp	No:	% of Resp	No:	% of Resp	No:	% of Resp	No:	% of Resp	No:	% of Resp	No:	% of Resp
	42		4		1		2		18		0		67	
Question	The de delegation of funding in respect of maintained primary and secondary schools and charging of academies.													
Agree	39	93%	3	75%	1	100%	1	50%	6	34%	0	0%	50	75%
Disagree	1	2%	1	25%	0	0%	1	50%	10	55%	0	0%	13	19%
No View	2	5%	0	0%	0	0%	0	0%	2	11%	0	0%	4	6%
	42	100%	4	100%	1	100%	2	100%	18	100%	0	0%	67	100%