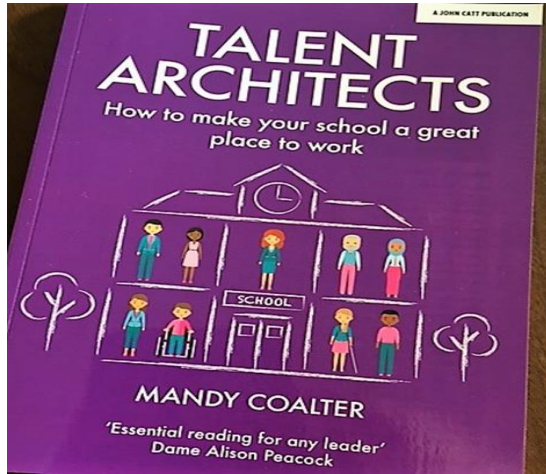




**TALENT
ARCHITECTS**



Mandy Coalter Founder of Talent Architects Co-Founder Trust Inclusion

mandy@talentarchitects.org.uk

www.talentarchitects.org.uk

www.trustinclusion.org.uk

 @MandyCoalter

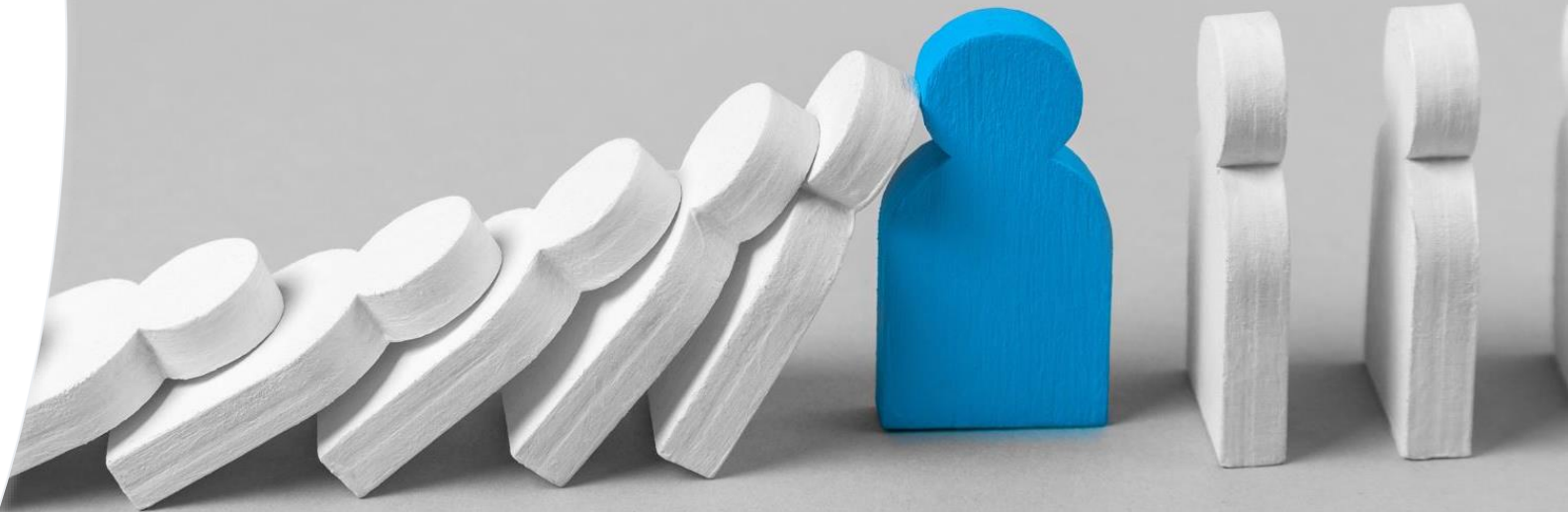
TALENT ARCHITECTS



TRUST INCLUSION
DEVELOPING INCLUSIVE LEADERS IN SCHOOL TRUSTS



Innovating in recruitment – *what can you offer?*





Your recruitment worries?

The post pandemic world in schools...

- Attitudes to work changed following the pandemic
- Major shift in employee expectations e.g. flexible working
- Lowest unemployment for decades and very tight labour market
- Uncertainty about the economy, cost of living still an issue
- New Government and new political priorities including recruitment, proposed SSSNB and employment legislation
- Significant challenges in school sector with staffing, health and well-being, catch up, attendance, RAAC etc
- Growing influence of AI and digitalisation
- Teacher supply a huge challenge and now impacting those in support roles and leadership



tes magazine

Subscribe £3 for 3 months

Secondary school teacher vacancies at a five-year high

Exclusive: New data shows highest level of classroom teacher vacancies in secondary schools in recent years

6th April 2022, 1:03pm

Matilda Martin

📄 🐦 📘 🗨️ ⋮



SCHOOLS WEEK

Our commitment to covering the solutions

Revealed: Council cuts dwarf new attendance reform support

THE MISGUIDED RECRUITMENT SCRAMBLE FOR YOUTH

Page 24

WHY OAKS GROWTH COULD BE STUNTED IN THE COURTS

Page 25

HOW TO AVOID AN ASSEMBLY WIPE-OUT LIKE MINE

Page 27

SCHOOLS CAN'T KEEP THEIR HEADS

- 1 in 10 schools have new headteacher as turnover rises by a third
- Secondary head vacancies also up 50 per cent amid burnout warning
- 'Unless these trends begin to reverse, we'll need to accept new normal'

www.schoolsweek.co.uk



THE BIG ISSUE

SUBSCRIBE

Help Big Issue vendors SUPPORT >

The UK could be 2.6 million workers short by 2030

Labour shortages hitting the UK economy across transport, the NHS, hospitality and education will only increase, a study has predicted.

EVIE BREESE | 14 Jan 2022



< Back

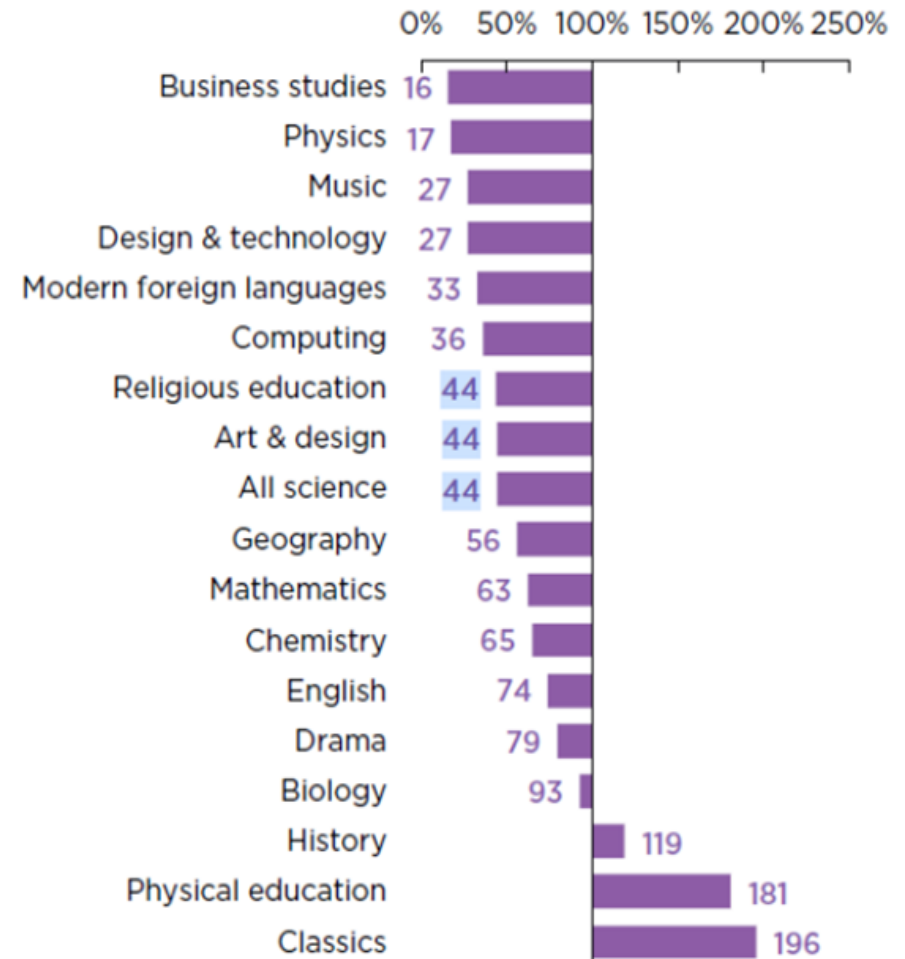
Ministers 'need clear strategy for teacher mental health'

The teacher wellbeing charity Education Support identified a record number of callers to its helpline as being at risk of suicide in the past quarter

Recruitment challenges

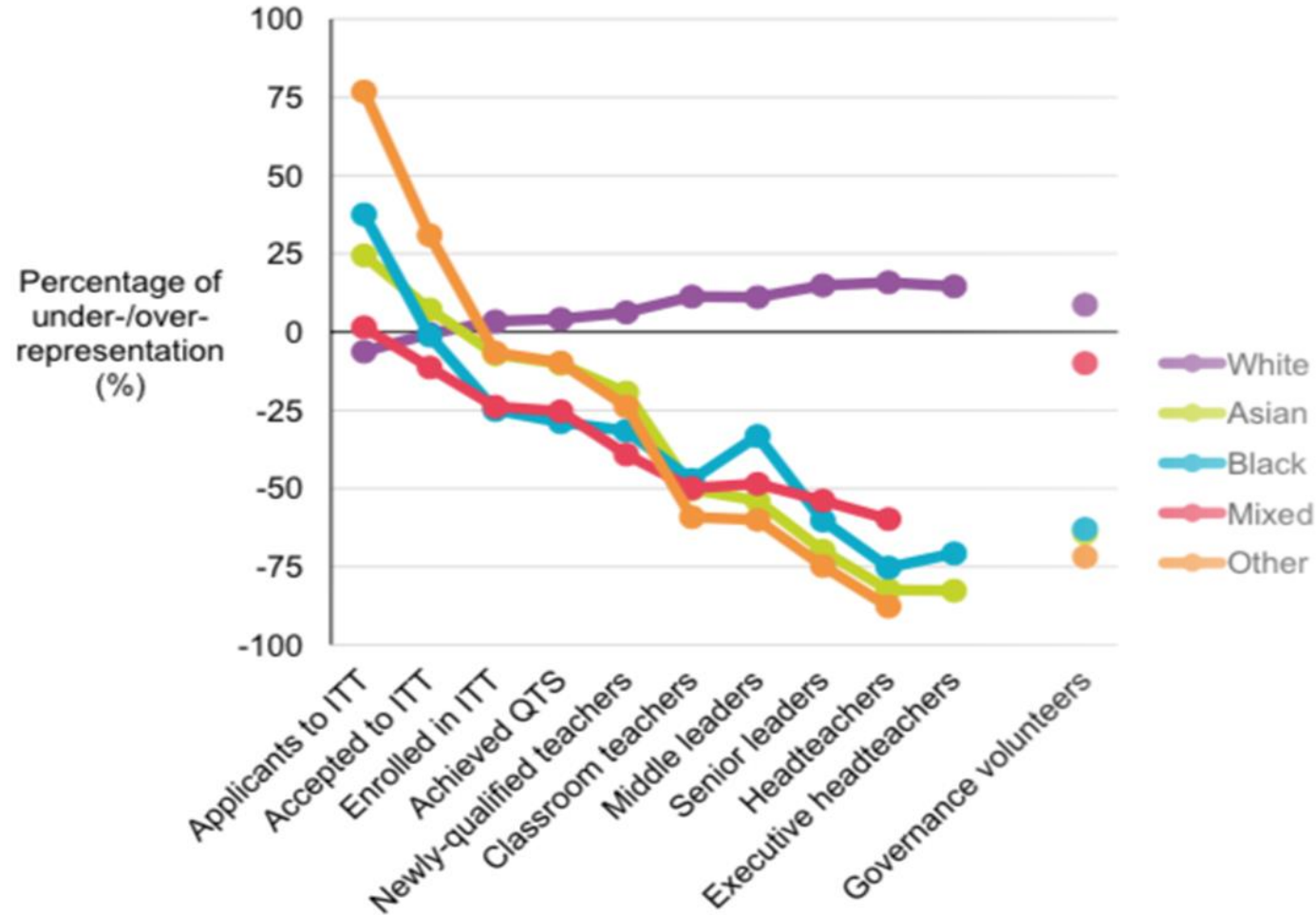
- Teaching training targets missed for many years now
- Acute shortages
- Competitive labour market
- Poor processes
- Significant spend circa £75 million
- Lack of flexible working/hiring
- Lack of diversity

2023/24 postgraduate ITT recruitment vs target, by subject



Inclusion and diversity matter

Figure 1: Representation of ethnic groups in the teacher profession in 2020/21



- Minority ethnic colleagues are less likely to receive and accept an offer for Initial Teacher Training (ITT) compared with their white peers, but the reasons behind this disparity are not clear.
- Teacher retention is lower for teachers for minority ethnic teachers than for their white counterparts. Beyond high workload, key reasons for leaving include (1) overt and covert racial discrimination; (2) disillusionment with their ability to make a difference for pupils from ethnic minority backgrounds; and (3) lack of progression opportunities.
- Action should focus on ensuring a positive working environment for teachers and leaders from diverse ethnic backgrounds.



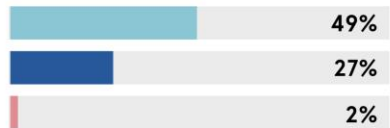
Flexible working - changing forever

[Tomorrows teachers Teach First report.pdf \(teachfirst.org.uk\)](https://teachfirst.org.uk/tomorrows-teachers-report)

UK Gen Z most important considerations when choosing an employer

- 1st choice
- 2nd choice
- 3rd choice

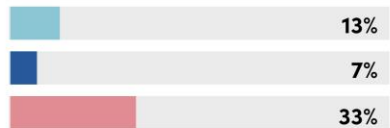
Flexibility (including remote, hybrid, hours worked)



Salary



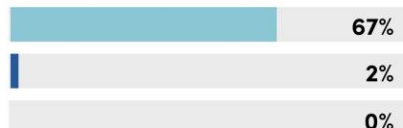
Personal satisfaction/meaningful work



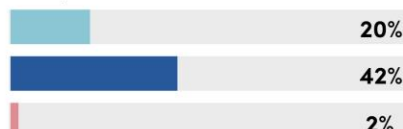
UK Gen Y most important considerations when choosing an employer

- 1st choice
- 2nd choice
- 3rd choice

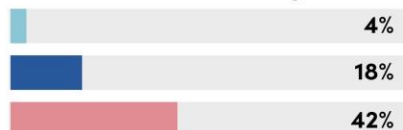
Flexibility (including remote, hybrid, hours worked)



Salary



Personal satisfaction/meaningful work



The most important aspect of the job search that we polled was a job with a good work-life balance (56%). 80% of Gen Z want some degree of hybrid work in their jobs, which means that addressing stress and flexibility in the profession is key.

Teaching is still very attractive...but maybe not for life

- Offering flexibility and work life balance is fundamental
- Offering professional development and career development are important
- Pay is an issue

Flexible hiring in schools is rare

9.7 % Primary and 6.6% Secondary jobs advertised as part time according to TES

Estimate applications could increase by circa 20%





**Avoiding
resignation panic!**

It's all about
planning...don't leave
great people to chance!

Employer 'brand' what is yours?

“ All organisations have, consciously or otherwise, an employer brand. It's the way in which organisations differentiate themselves in the labour market....a strong employer brand helps businesses compete for the best talent” CIPD

Short and medium-term approaches

- Medium term planning of workforce needs and building pipelines
- Keeping and developing talent
- Enhancing your individual school recruitment approach



The background of the image is a blurred, high-speed shot of a road, likely a highway, with a yellow light visible at the top center. The text "Planning ahead" is centered in the middle of the image.

Planning ahead

Workforce planning – what is it?

Workforce planning is the process of balancing labour supply (skills) against demand (numbers needed). It includes analysing the current workforce, determining future workforce needs, identifying the gap between the present and the future, and implementing solutions so that the organisation can achieve its mission, goals and strategic plan.

Chartered Institute of Personnel and Development
2020

Workforce planning in a Trust and schools

- Future growth of the Trust and local economic trends
- Future demand predictions arising from school data such as pupil numbers, school improvement, expansion plans
- Future demand predictions arising from staff data such as predicted turnover, retirements, maternity leave, etc
- Internal supply through succession planning, career aspirations, retention strategies
- External supply such as trainees and NQTs, apprenticeships



**Develop a 3 year
workforce plan
for your school so
you can
proactively
manage your
staffing needs**



What is talent management?

Attraction,
deployment,
retention of skilled
employees

Everyone has talents
not exclusive yet
recognises skills
shortages

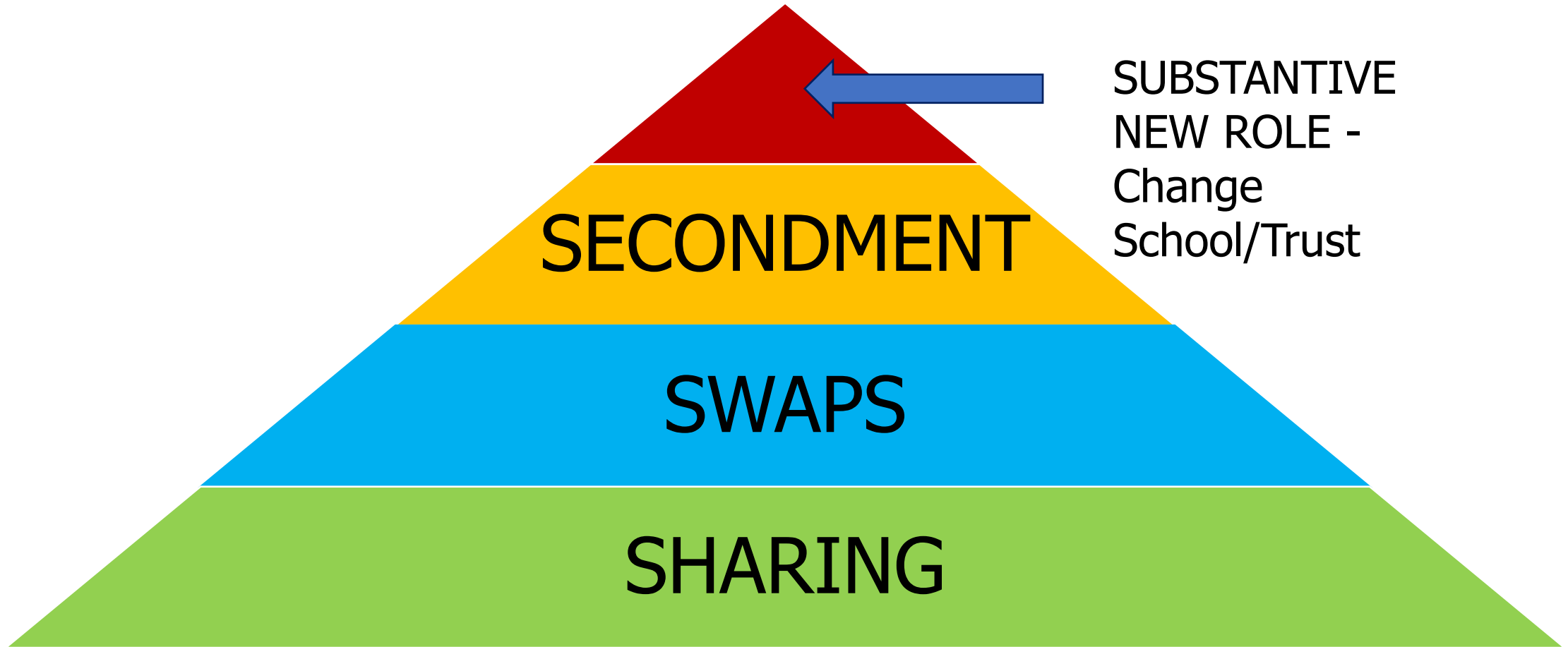
Combines internal
development with
external recruitment

Some will have
leadership potential

Developing pipelines
such as trainee or
apprenticeship
recruitment

Effective retention
strategies such as
flexible working and
benefits

Sir David Carter - The Ideas Exchange Pyramid - enabling teacher influence to spread



Collaboration across schools

- Shared talent and succession plans to open up development opportunities
- Trust wide career pathways and development
- Secondments, work shadowing, cross school projects
- Building a network of coaches and mentors

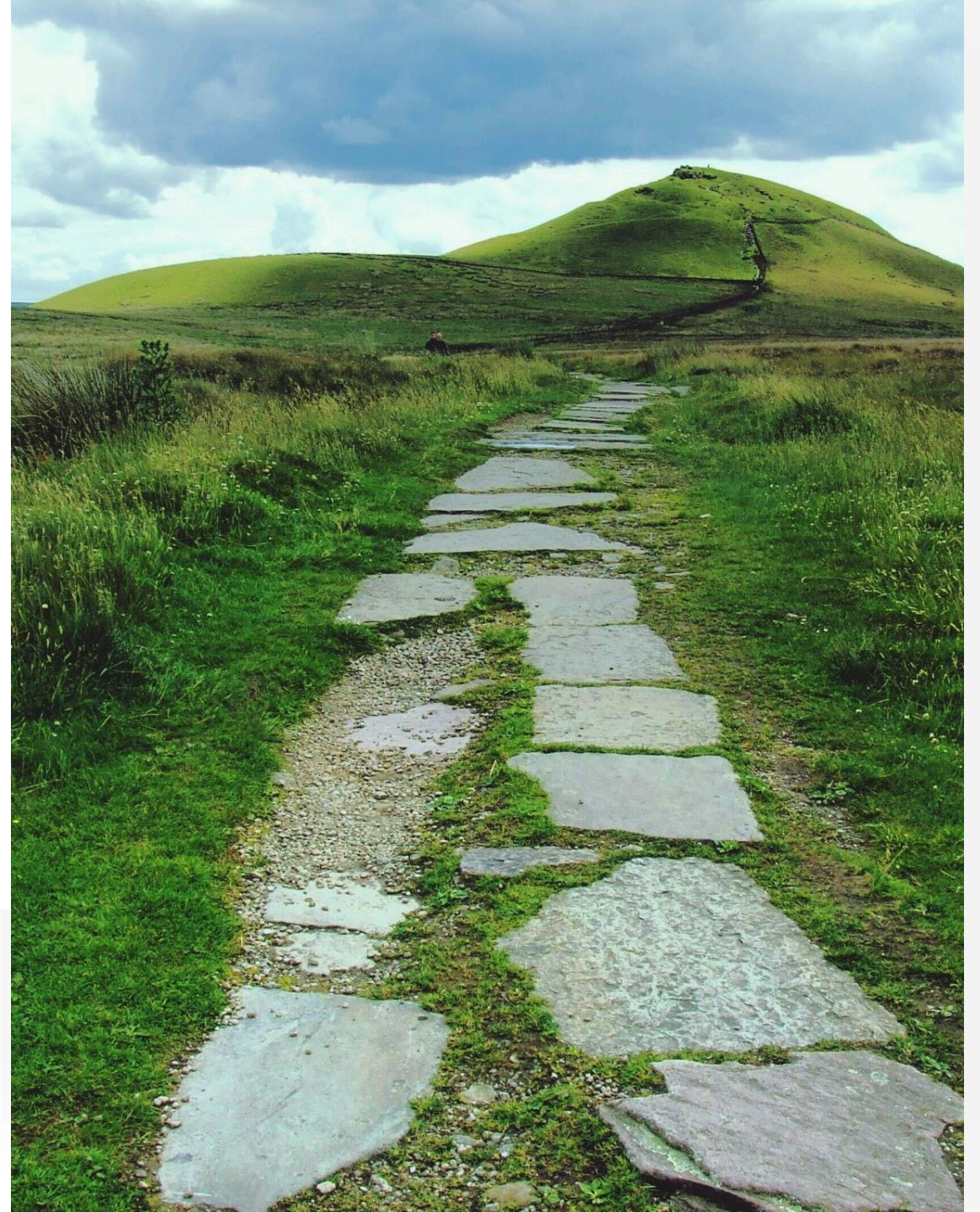


A pair of black-rimmed glasses is resting on an open notebook. The notebook has a red ribbon bookmark. The background is blurred, showing a desk and some papers.

Discussion groups

- What do you know about why people leave your Trust/schools?
- How can you find out more?
- What steps can you take to plan longer term?
- What action can you take to retain people?

Attraction approaches



Resourcing strategy

Building a pipeline such as trainees and apprenticeships

Partnerships with other schools e.g. joint appointments, secondments

Community engagement and referral schemes

Building talent pools of potential candidates

Diversity and inclusion approaches

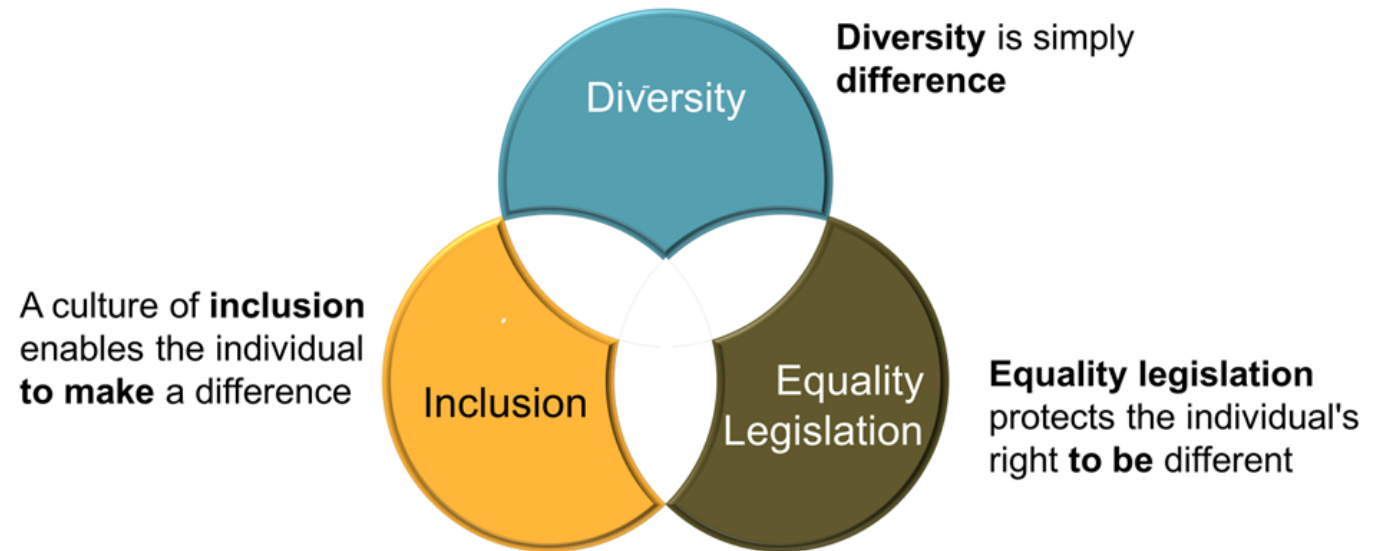


Diversity and Inclusion

- Not 'a thing' – distinct and different
- *Inclusion* is core to your vision and values
- How *inclusive* is your recruitment practice?
 - Language, images
 - Proactive messages such as flexible working
 - How and where you seek applicants
 - Selection methods, panels etc

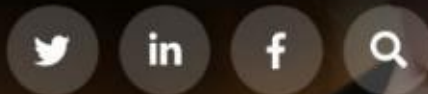
www.newsteadwood.co.uk/about-us/work-with-us/working-at-newstead

Distinguishing The Terms



Trust careers websites

- [Welcome to Dixons Academies Careers \(joindixonsat.com\)](http://joindixonsat.com)
- [United Learning Careers - Teaching and Support Vacancies](#)
- [People Strategy \(tedwraggtrust.co.uk\)](http://tedwraggtrust.co.uk)



In This Section

Welcoming Great People

Retaining Great People

Developing Great People

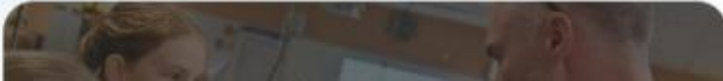
Vacancies

HOME → WORK WITH US → OUR PEOPLE STRATEGY

Our People Strategy

Our aim is to be the greatest place to work in the South West.

To achieve this, we are working hard to ensure that we are welcoming great people, retaining great people and developing great people.





HOME || CAREERS

Build your career at United Learning

With almost a hundred schools, two central offices providing excellent professional and support services, and numerous specialist field-working opportunities, we can offer an exciting career path in locations across the country. If you're just starting out in your career, explore our [teacher training](#) or [apprenticeship programmes](#). If you're looking for an opportunity to progress, [browse our vacancies here](#).



Select Language ▾



Since 1884, United Learning has been committed to providing the best education and opportunities for the children and young people in our schools. Just as we seek to nourish their lives, we want the best for our colleagues too.

When you join us as a teacher or member of support staff, you can be confident that you will receive the opportunities, guidance and materials you need to excel in your role.

As a long-established group of schools, stretching from the North West to the South Coast, one of the many benefits of joining us is the breadth and depth of resources and support available. With a shared curriculum, expert subject and business support advisors, a national pool of peers, coaching, mentoring and individual CPD plans, your career will develop and grow as much as you want it to.

The strength of our Group is determined by our people, which is why we seek to recruit the very best in their field, with the skills and enthusiasm to inspire our young people and support their educational journey.

We believe that diversity drives innovation and are determined to build a culture where difference is valued and celebrated. In creating a workforce that reflects the communities we serve, we are committed to continuing to improve the diversity of staff within each of our schools and central teams.

Rewards and benefits >

Read more about what we do >

Diversity and inclusion >

Why join Dixons?

At Dixons, we put people first; we unleash talent

We are a high performing trust. We've achieved success by putting talent first.

[FIND OUT MORE](#)

 Search site




Join Team Dixons

We believe that every child, regardless of background, should have access to an exceptional education. That's why our mission is to challenge educational and social disadvantage in the North through our high performing academies which maximise attainment, value diversity, develop character, and build cultural capital. We know that to achieve this mission, we need the right people on our team. Join our community of incredible talent today!

[SEARCH FOR JOBS](#)

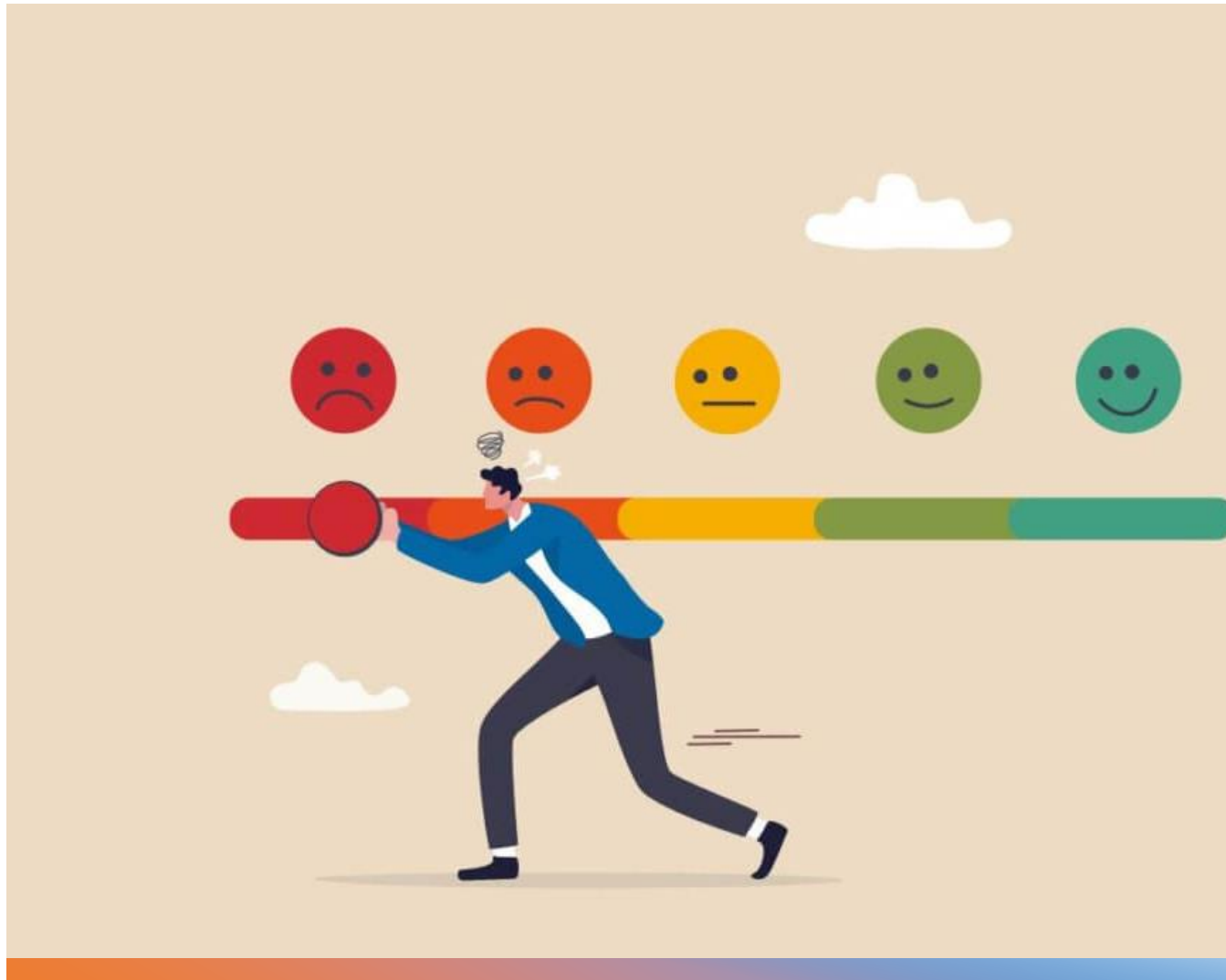
[JOIN OUR TALENT COMMUNITY](#)



Marketing your Trust and schools



How do you currently seek applicants?



Employer 'brand' - what is yours?

How do you tell
candidates?

"All organisations have, consciously or otherwise, an employer brand. It's the way in which organisations differentiate themselves in the labour market...a strong employer brand helps businesses compete for the best talent" CIPD

Maximising response for every vacancy

Social media and on-going marketing of your Trust/schools

Refer a friend schemes

Websites that speaks to potential candidates

The 'customer' journey – open, feedback, efficient

Getting into communities

Use of technology

Teacher Vacancy Service

Reflection

What further action can you take to market your Trust and schools to recruits?





In summary

- Have a long term people/workforce plan to avoid resignation panic
- Know and articulate your 'employer brand' for the Trust and each school
- Build talent pipelines internally and externally to ensure supply
- Modernise recruitment processes so they are 'customer' focused and are truly inclusive
- Be creative and utilise marketing skills
- Collaborate, collaborate, collaborate