

Future Proof Your Workforce

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Why do we need to change anything?

- Our education workforce has the biggest impact on pupil outcomes
- Typically, a MAT will spend 80% of their budget on their people
- Morale, physical and mental health, motivation, engagement, job satisfaction, value, recognition – costs money
- We are changing and globally, all professions are adapting
- Standing still is not an option, so where do you start?

Modern
workforce is
different

Graduates are
increasingly less
sticky

Attitudes to
higher education
have changed

It isn't all about
salary or silver
bullets

Human leadership
and leadership
disconnection

Expectations of our
employers and
workplace have
changed

We have more
flexibility than we
believe

Careers are
squigglier and will
leave and join, but
the WHY matters

Narrative is more
in our control
than we think

Wellbeing & Skills to Thrive

Tom Preston





Consilium
Academies

Recruitment & Retention

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EXCELLENCE AND EQUITY WITH INTEGRITY

- 8 Academies (North East / North West / Yorkshire)
- 5500 students
- 41% PP / 22% SEND / 17% in year admissions
- Most schools in areas of high deprivation
- 620 amazing staff

R&R Issues...

- Half of our recruitment catchment is in the North Sea...
- “tough gig”
- Reputation of schools and trust



What have we tried...

- Improved induction – sense of belonging
- Flexible working / sabbaticals etc.
- Renewed culture – belonging
- Pathways and opportunity
- Professional Development hub



We intend to try...

- Timetabling – PPA at end of day / week
- Consilium alumni – stay in touch
- Improved technology
- Formalised pathways
- Behaviour and attendance policy



Considerations

- Other Professions are focusing heavily on the modern workforce and doing nothing is the BIGGEST threat
- Embrace flexibility
- Does your People Strategy support you becoming future fit?
- Invest time in people connection
- What's your narrative – internally with each other, pupils & externally
- Leadership and classroom skills is crucial to managing burnout, workload, retention and ultimately pupil outcomes