



Support Staffing Recruitment

■
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Agenda

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Issues in the current climate

Teaching Assistant deployment

Impact of the Support Staff pay award

How to ease the recruitment burden

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Questions & thoughts



Meet the presenter

Claire is the Business Manager of Foxwood Academy, a special needs school located in Bramcote, Nottingham. A podcast on site management led me here with Laura Williams (next door). I have discussed school site management at the National Network of Special School (NNoSS – free to join). My background is commercial management in the private sector. I am you ...just stood up.

Stats...

Of a survey of 533 TAs

30% have a second job

28% are the main breadwinner - nearly all female

91% felt that the day job had changed with more responsibility.

43% do not get time with teachers to feedback & plan

40% received training

40% received no training but leading classes anyway

47% of workers report living payslip to payslip



91% regularly work beyond their contracted hours

87% of this is unpaid

Induction is mixed between none (43%) to reading policies and shadowing others.

17% are planning to resign in the next year

Nearly 50% want to move to another school

84% of TAs and 97% of SBLs felt that their school relies on the goodwill of teaching assistants & 67% said that this has increased over the last 3 years

SBLs:

NAHT SLT Report 2022 – a fifth wanted to leave the profession within a year with workload being the main reason.



Issue questions

1

Are you finding it hard to recruit?

2

What are the current issues you face?

3

What has worked well for you?

Share with answers/thoughts with each other




“Support staff are expected to be teachers, carers, nurses and cleaners whilst getting paid an insulting wage. Some work to the clock and are quite rigid because they do not work for free.”

Twitter survey



Issues in the current climate

- Employment landscape has changed since C19
- Rising demands not being matched by pay
- The dialogue being focused on teacher workload when all staff are impacted

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- Constant guidance change
 - Lack of recognition
 - Leaving the profession for higher paid work
 - Lack of training
 - Lack of progression
 - Increased cost of living so cannot afford to stay in role
 - Endemic low pay
 - Role is way beyond learning
 - A stressed- and burnt-out workforce cannot deliver high quality education

Teaching Assistant Deployment

The main findings from school leaders (via NNoSS) were:

94% said recruitment was worse now than 3 years ago

61% had no previous problems

43% reported times where no applications are received

In some cases, the quality of applicants is so low that they are unable to shortlist

59% said that there is a marked reduction in quality now compared to 3 years ago

73% worry they will not have the correct number of TAs for the coming years

52% worry this will have an impact on outcomes

28% acknowledge this impact on teacher workload and well-being

74% of those with recruitment challenges also have retention outcomes

Supply agencies offer no planning, competitive wages, set hours and no relationship to the school so more appealing



Impact of the support staff pay award



90% of schools in England will run out of money next year, heads warn

Exclusive: Heads say they will be in deficit next academic year, even without cuts Jeremy Hunt is planning



Headteachers say they are floundering as energy costs and pay bills mount. Photograph: SolStock/Getty Images

Nine out of 10 schools in England will have run out of money by the next

- A pay decision based on April 2022 confirmed last week - £1925 on every support scale point/additional holiday from April 2023
- No Government funding support
- Schools will have to cut costs to fund the rise in energy costs and pay for the pay rise
- Uncertainty is stopping schools planning
- Any historical surpluses are becoming deficits very quickly
- Announcement comes after budgets are approved and fixed
- The cost for schools to cover the pay award is anything between £50k - £150k.
- There is dialogue in the media on strike action

Issue questions

1

What support do you need to recruit outstanding TAs?

2

How can schools raise the full potential of their TAs?

3

How much is your pay award impacting on your school finances?

Easing the recruitment burden



Make the application process easier

Revise your application form

Try open days or volunteer sessions

Recruit Apprentice TAs



Probe more at interview

Use free adverts: Government Vacancy site, local SBL networks, Facebook community pages, LinkedIn, tell staff about your current vacancies, PTA groups

Showcase your staff benefits



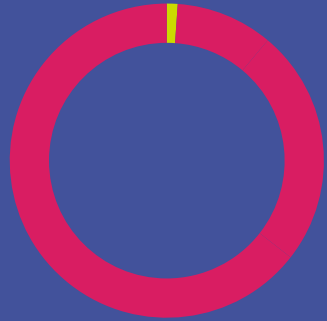
Focus and advertise the benefits of working in your school

Exit interviews

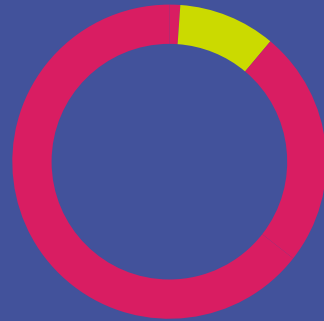
Poll your staff – get to know what your current like/want

Critique your induction

Keeping support staff in role



Solid Induction



Handbook



Mentor



Lunch on inset days

Health Scheme

Costs less than a recruitment package

Days off

Birthday with a 0 off

Accept delivery of personal parcels

Lend out bikes, minibus, Rug Dr

Promote insurance perks such as counselling & physio

Cadbury Corporate

Training & Support available

NCFE

CACHE diplomas

Learn Direct

The Open University

Skills for Schools – HLTA

Skills for Schools – Admin & Finance

<https://www.sbmpartnership.org.uk/school-administration-foundation-certificate/>

Skills for Schools – Level 2/3 Cert in Property, Caretaking & Facilities Services

Caretakers – The Caretakers Website – forum

www.thecaretakers.net

Openstudycollege.com – CACHE Level 3 in supporting individuals with learning disabilities

Derby.ac.uk – short free courses on understanding Autistic Spectrum Conditions

Objective Setting

How you can improve not “prove”

Admin SEF – where is your most need for change?

Look beyond standard objectives

Site Mgr: Contract planner, H & S training, task planner, actions from Fire RA, recycling, reducing energy bills, LED light replacement, quotes for works, add servicing appointments to calendar, inventory on tools/equipment

Admin: Going paperless, being more sustainable, shadow another in role, succession planning, improve collection of monies, revise staff handbook, set up a business continuity plan, electronic calendar, files to cloud, debt mgt, model behaviours

IT: Paperless, training on 365 applications to staff, procurement, ticket logging system, asset register

Thank you

