

## The Education Workforce: improving pay and conditions

The teaching workforce relies on retaining existing staff and recruiting new trainees to meet the demands of the pupil population. A 'bulge' in pupil numbers has now moved from primary to secondary, posing recruitment problems in secondary, leading to more leaders reporting unfilled posts: the number of teacher vacancies has increased from 1,600 in November 2021 to 2,300 in November 2022. Temporarily filled posts have also increased from 2,200 to 3,300. Retention rates in the latest data from the School Workforce Census (SWC) show that 9.7% of teachers left teaching in 2021/22, a return to the pre-pandemic rate. For the 2024/25 intake of trainee teachers, 10 out of 17 subjects are on course to miss recruitment targets. The teacher recruitment and retention crisis pre-dates the pandemic with targets missed since 2010.

### Retention

When asked about the most important factor when last considering leaving the classroom, high workload was the most common answer - given by just under a **third** of teachers. Insufficient pay was cited as a reason for just **6%** of teachers. Poor pupil behaviour is cited as a reason by **17%** of classroom teachers, but only **5%** of headteachers.

### Flexible working

In an ideal world, and taking into account the reduction in salary, almost **half** of teachers said they would prefer to work four days a week. Around **one in five** (21%) teachers say flexible working could make them stay at their school for another year, but **70%** of leaders say that flexible working requests are "difficult to accommodate".

### Working hours and workload

The average number of hours worked in a week when we ask is **54**.

On 15th October 2023, when asked about hours for that week: **85%** of classroom teachers said between 30-60 hours, and **79%** of heads said they worked 50-70 hours.

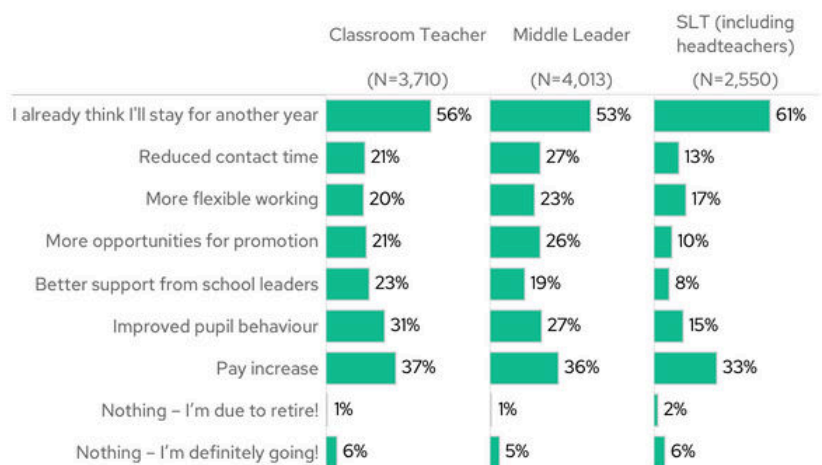
Part of the problem with the workload is that the work teachers are asked to do is not perceived as being important for their job: when asked how much marking they would do if all they had to consider was balancing student progress and workload, just **1 in 5** would carry on at their current marking level.

### TA deployment

When asked what they would spend a 10% budget increase on, **one-third** of teachers responded that they would spend it on more teaching assistants. **74%** of teachers said more teaching assistants is what is needed to better support their SEND students.

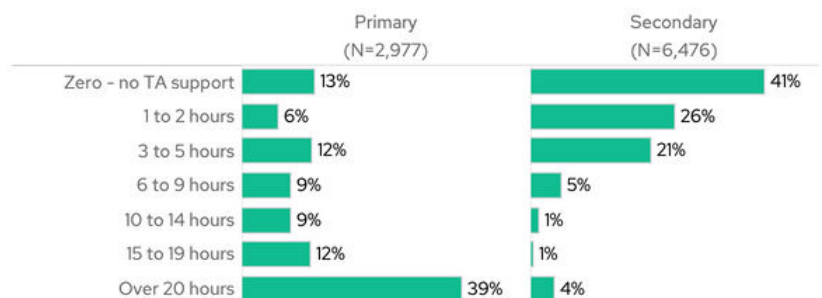
Currently, more than **one in ten** primary school teachers have no TA support at all. In secondary this is more common with **four in ten** saying they do not have a TA in the classroom.

### What changes to your work benefits or working conditions would encourage you to stay at your current school for at least one more year?



Question answered by 10,273 teachers on 01/06/2024 (results weighted to reflect national teacher and school demographics)

### How many hours a week do you have a teaching assistant in the classroom with you?



Question answered by 9,453 teachers on 27/04/2024 (results weighted to reflect national teacher and school demographics)

