

MAYOR OF LONDON

Teach London

Helping schools and teacher training providers recruit and retain teachers in London

www.london.gov.uk/teach-london



The Mayor's Teach London website is for people who want to become a teacher or advance their teaching career in London.

This publication is for schools, other teacher training providers, boroughs and Multi-Academy Trusts (MATs) to introduce the resources available on Teach London. It also suggests how you might use them to help you recruit and retain staff.

Teach London is for:

- people wanting to find out more about teaching in London
- teachers looking for help with next steps or other support
- schools, training providers, boroughs and MATs wanting to add pan-London information or support to their local recruitment and retention offers

GLA-NFER 2018 research shows:

The vibrancy of London and the pace of its education system attracts younger teachers.

London has more new teachers in its workforce each year than the rest of England.

Teachers in London also leave the profession at a higher rate than the national average. There are not enough new teachers to replace those leaving teaching in London each year.

The high cost of housing is the most important factor in teachers leaving London.

Student numbers are rising faster than the majority of England. Demand for secondary places will rise steeply in the first half of the next decade.

"I want all young Londoners to get the best possible start in life and achieve their full potential. I'm incredibly proud of our world-class education system which makes our capital the best place in the UK to learn and teach. However with pupil numbers rising, it's absolutely vital that we attract and retain more brilliant teachers."

Sadiq Khan, Mayor of London

Teachers find London an inspiring place to work

Teach London's research identifies why teaching in London is attractive to teachers. Schools and other providers can use these findings in their recruitment messages and materials.

Teach London's research found London's teachers are almost two and-a-half times more likely to say that teaching pupils from a wide range of backgrounds makes their job much more rewarding¹. They also value being able to apply pioneering practice, learn from a talented peer group and advance more quickly in their careers. Four years into their careers 41 per cent of London's primary teachers are promoted to middle or senior leadership roles. That's 22 percentage points higher than the rest of England².

For anyone passionate about learning, London can be an amazing place. That's not just because the capital's schools are amongst the best in the country, it is also about the city itself. The Mayor's **London Curriculum**³ programme makes it easier than ever for London schools to help their pupils engage with the city's cultural, scientific and civic life, in a way that directly supports the national curriculum.

For more information on both the rewards and challenges of teaching in London, from teachers' perspectives, see the research on the **London's teachers**⁴ webpage.

¹ Small I, Trethewey A, Menzies L, Bowen-Viner K and Shaw B (2018) Teach London: Improving teacher recruitment and retention in London. LKMCo (forthcoming)

² Worth, J., Rennie, C. and Lynch, S. (2018) Teacher Supply, Retention and Mobility in London. NFER

³ www.london.gov.uk/london-curriculum

⁴ www.london.gov.uk/londons-teachers

Teach London helps prospective teachers get information and supports your recruitment and retention

We invite schools, other teacher training providers, boroughs and MATs to let prospective teachers know about the support available on the Teach London webpages. You can also promote your recruitment activities through the Teach London website.

Please get in touch educationprogramme@london.gov.uk using 'Teach London' as your subject header if you'd like us to help support your recruitment offers and work.

We can also provide some copies of a postcard style flyer (please email us) to promote teaching in London and signpost people to the Teach London website.

Recruitment and retention of Black, Asian and minority ethnic (BAME) teachers is a particular priority. They are substantially under-represented in the profession. In inner London, 26 per cent of teachers are BAME, compared to 81 per cent of pupils. In outer London 22 per cent of teachers are BAME, compared to 65 per cent of pupils. Teach London will work with education and community partners to address this underrepresentation.

"You can make a real difference. That's what inspires us and keeps us going... those challenges and successes."

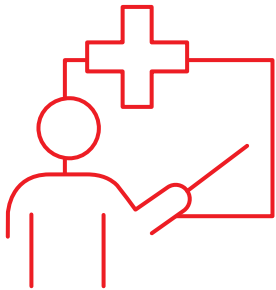
"London is at the cutting-edge. There is so much intellectual stuff going on, you feel fresh."

"I wanted to be head of department. I wouldn't get that opportunity [this early] elsewhere."

"It's the best city in the world. It's the cultural capital."

Quotations are taken from discussions with ten London-based teachers as part of the NfER research referenced on page 3.





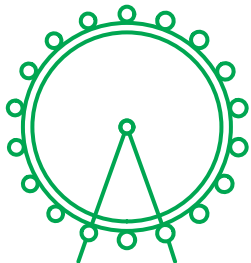
Support for newly qualified teachers

A welcome to teaching in London from the Mayor and a short guide to opportunities and resources available for newly qualified teachers from teams across City Hall.



How to take the first step

Information about events and school visits for people wanting to find out more and to learn about life as a teacher. Get in touch if you'd like us to promote your events here for free.



The benefits of teaching in London

Information on some of the exclusive opportunities open to London teachers. Why not include a link to these offers in your brochure or on your website?



Moving up in teaching in London

Details of borough, MAT and Diocesan job vacancy pages for teachers. You can advertise your vacancies here for free.

We can all help London teachers overcome some common challenges

Teach London’s research identified common challenges experienced by teachers in London, as well as rewards.

Some – particularly workload and pay – are national issues, others are more specific to the capital. The **Teach London** webpages set out how to help address these challenges, including the Mayor’s schemes and action led by schools or other partners.

www.london.gov.uk/teach-london



Help with housing

The high cost of housing is the main reason teachers leave London. The **Teach London** webpages set out the Mayor’s actions to make it easier and more affordable to teach and live in London.



Flexible working

London teachers are more likely than teachers elsewhere to say that a better work-life balance would encourage them to stay in teaching. This fits with the finding that most teachers leave London in their 30s. The **London’s teachers** webpage⁵ has ideas to extend flexible working opportunities.

⁵ www.london.gov.uk/londons-teachers



Coaching, training, support and networking

Rapid career progression was an attractive part of working in London for many teachers. However, some talked of the stress that came with extra early responsibility. The Mayor's **Getting Ahead London** scheme⁶ offers support to help teachers into more senior positions, including coaching, training and networking support.



Help with the costs of childcare

The Mayor has launched the **Childcare Deposit Loan Scheme**⁸ for GLA group employees. It involves an interest-free loan to help parents pay upfront childcare costs, such as deposit and registration fee or to meet the cost of holiday care. We encourage schools to find out more about the scheme and consider offering it to their employees.



Support for health and well-being

Support for health and wellbeing is crucial for retention. **The London Healthy Workplace Charter**⁷ provides clear and easy steps for employers, including schools, to make their workplaces healthier and happier.

⁶ www.london.gov.uk/getting-ahead-london

⁷ www.london.gov.uk/healthy-workplace-charter

⁸ www.london.gov.uk/childcare-deposit-loan

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Groups and organisations who have worked with the Teaching Schools Council and Greater London Authority since 2017/18 to develop the Teach London partnership are:

- ITT London Group
- Bromley Schools' Collegiate
- West London Teaching School Alliance
- London Diocesan Board for Schools
- Teacher Development Trust
- Department for Education
- London Councils
- Teach First
- Swiss Cottage Special School
- Department of Education, Middlesex University London

www.london.gov.uk/teach-london