Who’d be a headteacher in 2017?
3 big hurdles and how to jump them

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Inspiring Leadership Conference 2017
What is the problem?

- Budgets 50.7%
- Teacher and school leader workload 10.6%
- Teacher recruitment and retention 9.8%
- Quality of provision 5.6% providing for pupils with SEND 4.2%
- Internal Assessment 3.1%
- Academy Conversion 2.6%

What is less of a problem? Less than 2% of respondents said the following
- Undersubscription
- Oversubscription
- Keeping track of policy changes
- Safeguarding
- Keeping track of statutory obligations
- Headteacher recruitment
Context - an overview of the sector

**HEADLINES**

79% of school leaders have seen an increase in stress/anxiety/panic attacks among pupils over the past two years.

58% of schools are putting counselling in place to help support pupils' wellbeing.

79% of school leaders think that better work-life balance would do most to encourage more people to get into teaching.

51% of school leaders expect budget pressures/lack of funding to be their biggest challenge over the next academic year.

91% of school leaders think that the level of pressure on schools from school performance measures has increased in the last two years.

79% of both primary and secondary school leaders think the curriculum should include more core life skills.
Challenge 1: Budgets

Quick poll
Who thinks that:

a) Your school could be more financially efficient?
b) Some other schools could be more financially efficient?
c) All schools could be more financially efficient?
Budgets – what we learned from our survey

Percentage of school leaders in different types of schools who said they would need to make savings to balance their budgets in the 2017/18 financial year:

- Academy - single: 74%
- Academy - In a MAT: 65%
- Maintained: 62%
- Primary: 61%
- Secondary: 73%

To balance the budget in the 2017-18 financial year, my school will need to:

- 0-2% of our expected costs: 7%
- 2-5% of our expected costs: 21%
- 5-8% of our expected costs: 17%
- More than 8% of our expected costs: 19%

Five most-cited changes:

Primary:
- 69% Reduction in support staff

Secondary:
- 68% Reduction in support staff
- 50% Bigger class sizes
- 64% Reduction in teaching staff
- 57% Narrower curriculum offer
- 48% Less investment in staff CPD

Reduced investment in development and maintenance of premises

The Key | State of Education Report 2017
https://stateofed.thekysupport.com
Budgets – some solutions

Which of the following solutions are you implementing, if any, to achieve greater financial efficiency or generate income in your school?

42%
Letting buildings and facilities

32%
Collaborating with other schools in other ways

25%
Sharing contracts for services with other schools

24%
Offering staff members’ services to other schools/organisations

21%
Sharing curriculum resources with other schools

16%
Nothing at present

13%
Building partnerships with local businesses

10%
Setting up on-site nursery provision

4%
Seeking donations from alumni

23%
Other
Audience discussion

How can schools best:

a. save money?
b. generate income?
c. put their case to government to fight the cuts?
Challenge 2: Workload

a) What time did you leave school yesterday?
b) How many hours would you say you worked a week? term and holiday time
c) Have you spoken to school/ checked work emails?
d) What one thing do you wish you didn’t spend as much time doing?

More than seven in 10 (73%) feel guilty if they leave work on time

“There is no ‘on time’ for me to leave school!”

School leader
Teacher and school leader workload

• 79% of school leaders think a better work–life balance would do most to encourage more people to get into teaching
• DfE in 2016 when they surveyed teachers found that over half of teachers felt they spent too long marking, managing data and planning lessons
• In comparison with other OECD countries teachers in England work longer (average of 48.2 hours) 3rd longest but the time is not spent in class
What could or should teachers do less of?
Group discussion – pick question to answer

What changes need to be made at a system level to reduce teacher workload?

What can be done at a whole school level to reduce teacher workload?

What can be done at an individual level to reduce teacher workload?
Challenge 3: Recruitment and retention

Straw poll
- Who still doesn't have a full teaching team for September?
- What is more challenging recruitment or retention of staff?

Why in your experience is recruitment getting harder?
Recruitment and retention

- State of the economy
- Workload
- Decline in the perception of the profession
  - Portrayal in national and trade media 62%
  - Focus on league tables 54%
  - Negative comments on social media 52%
- Recruitment challenges affect some subjects more than others
- Younger more mobile workforce
- Academies and federations offer different types of roles
Recruitment and retention strategies
Why you would be a head teacher

[Images of a man and a group of children]
Thank you

For the full report go here: https://stateofed.thekeysupport.com/#home
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