

ITT information summary 4: Supporting recruitment

Recruitment overview:

- Over the last few years, national recruitment has not been enough to fill the advertised teacher vacancies, particularly in secondary subjects such as maths and sciences.
- There was a short-lived uptake in applications during Covid.
- For the first time, this shortage has hit primary numbers.
- It is anticipated that there will not be enough primary trainees to fill vacancies this year.
- The problem is particularly pertinent in some cities and rural areas.

How can schools help?

- Advertising local ITT provision to your parents and local community – hosting drop-in sessions, sending flyers, having banners on school railings and links on your website to ITT providers.
- Encouraging those who may be interested in teaching to come to your school – offer opportunities to come and see/experience the role of the teacher.
- Encourage positive perception of teaching.
- Share success stories.

Grow your own pipeline of teachers

- Identify members of the school community who might be ready to train and then become teachers at your school or in the district.
- Let people in your community know they can train to teach locally.
- Consider salaried options – might you be able to support an existing member of staff?
- Advertise TA positions to graduates as an opportunity to gain experience prior to applying to ITT.

Further information:

[Exceed Teaching School Hub | ITT plus Teacher and Leader training and development Bradford for Teaching | Home \(bradfordteaching.org\)](#)

DfE ITT update: [Offer a trainee teacher placement - GOV.UK \(www.gov.uk\)](#)

DfE Funding guidance: [Initial Teacher Training ITT Reform Funding Guidance.pdf](#)