

Committee: Overview and Scrutiny Commission

Date: 25 January 2018

Wards: All Wards

Subject: Scrutiny review of the recruitment and retention of teachers in Merton

Lead officer: Julia Regan, Head of Democracy Services

Lead member: Councillor Peter Southgate, Chair of Overview and Scrutiny Commission

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Recommendations:

- A. That the Overview and Scrutiny Commission considers and endorses the report arising from the scrutiny review of the recruitment and retention of teachers in Merton, attached at Appendix 1; and
- B. That the Commission agrees to forward the review report to Cabinet for approval and implementation of the recommendations, by means of an action plan to be drawn up by officers working with the Cabinet Member(s) to be designated by Cabinet

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 To present the combined scrutiny review report on the recruitment and retention of teachers in Merton to the Overview and Scrutiny Commission for endorsement and to seek agreement to forward to Cabinet for its consideration

2. DETAILS

- 2.1 This issue was initially drawn to the attention of the Children and Young People Overview and Scrutiny Panel by the headteacher of the Priory School. The Panel, mindful that this was a cross-cutting issue, particularly in relation to housing supply, referred the matter to the Overview and Scrutiny Commission.
- 2.2 The Commission agreed to establish a task group with very focussed terms of reference:
 - To identify the issues that impact on the recruitment and retention of staff in Merton's schools;
 - To consider how Merton Council and its partners can assist schools with the recruitment and retention of high quality staff in Merton's schools.
- 2.3 The task group's findings and recommendations are set out in a report for the Commission's consideration, attached at Appendix 1. The Commission is requested to consider and endorse the report for submission to Cabinet.

3. ALTERNATIVE OPTIONS

- 3.1 The Overview and Scrutiny Commission can select topics for scrutiny review and for other scrutiny work as it sees fit, taking into account views and suggestions from officers, partner organisations and the public.

4. CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1 In carrying out its review, the task group questioned council officers and headteachers as well as receiving written views from newly qualified teachers in Merton.
- 4.2 Appendix 1 lists the written evidence received by the task group and Appendix 2 contains a list of witnesses at each meeting and details of visits made by the task group.

5. TIMETABLE

- 5.1 The task group was established by the Council's Overview and Scrutiny Commission and so this report will be presented to its meeting on 25 January 2018 for the Commission's approval, with a view to presenting to Cabinet at its meeting on 19 February 2018.

6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 None for the purposes of this covering report. Any specific resource implications will be identified and presented to Cabinet prior to agreeing an action plan for implementing the report's recommendations.

7. LEGAL AND STATUTORY IMPLICATIONS

- 7.1 None for the purposes of this report.

8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1 It is a fundamental aim of the scrutiny process to ensure that there is full and equal access to the democratic process through public involvement and engaging with local partners in scrutiny reviews. Furthermore, the outcomes of reviews are intended to benefit all sections of the local community.

9. CRIME AND DISORDER IMPLICATIONS

- 9.1 None for the purposes of this report.

10. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 10.1 None for the purposes of this report.

11. APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- 11.1 Appendix 1 – task group review report on the recruitment and retention of teachers in Merton

12. BACKGROUND PAPERS

- 12.1 Notes of task group meetings.