

London's educational success in danger unless action taken on pay & workload

ACTION NEEDED ON TEACHER RETENTION CRISIS

“London has a higher rate of teachers leaving the profession ... Between 2010 and 2015 an average of 10.5% of non-retiring teachers left teaching each year in London”

Teacher Supply, Retention and Mobility in London, NFER, May 2018

"Rent takes up over half of my pay each month. Add council tax, bills and the sharp rise in food and petrol, it's impossible to save a penny. I will be moving out of London".

Richmond-upon-Thames teacher, 30-34, London NEU's Pay Survey, June 2018

In 2017, the School Teachers' Review Body warned that failing to act on teachers' pay - and the corresponding **threats to teacher recruitment and retention** - **presents a substantial risk to the functioning of an effective education system".** If these risks are a national concern, then they are even greater in London and place our undoubted educational success in real danger.

Since then, further reports have confirmed how a dangerous combination of funding cuts, increasing workload and deteriorating real pay levels are driving teachers away from London's schools.

Too many schools are struggling with high levels of teacher turnover estimated by NEU and NEOST surveys as being as high as 1 in 4 a year on average, often higher still. **This leaves schools facing constant churn and instability** and also facing real difficulty in replacing the staff that they have lost.

This crisis will not be resolved by advertising campaigns. **Urgent action is needed to:**

- **Fund London schools to improve teachers' pay so it matches London's living costs and stops further job losses;**
- **Agree 'Workload Charters' that ensure DfE workload promises become real reductions in teachers' working hours.**

Figure 3 London's young teachers are more likely to leave teaching

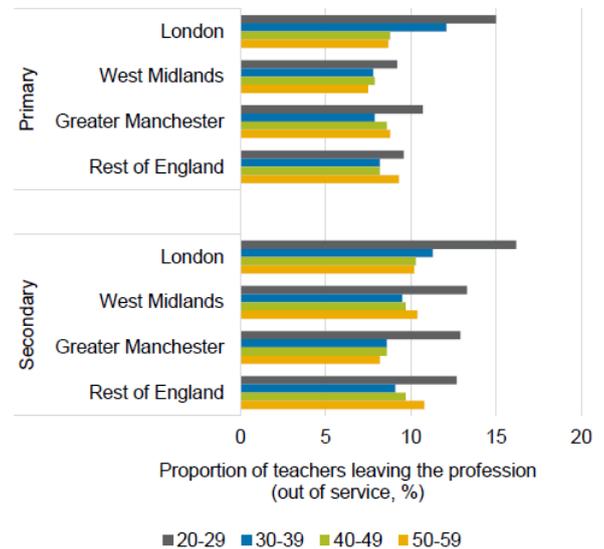


Figure 10 More London schools have vacancies and temporarily-filled posts than in other areas

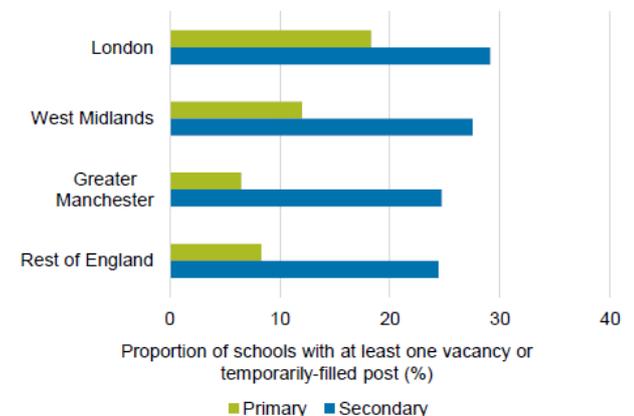
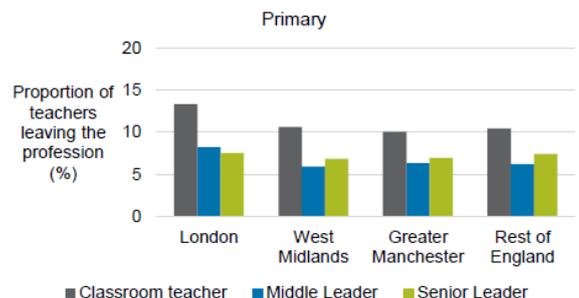


Figure 13 London's middle leaders leave the profession at a higher rate than in other areas



Charts from Teacher Supply, Retention and Mobility in London, NFER, May 2018



london@neu.org.uk



@NUTLondonOffice



0208 477 1234

London Heads' survey warns that staffing crisis is getting worse

"Whenever anybody resigns it's almost like a doom moment because whenever we advertise jobs at the moment the quality and quantity of people we have applying is getting less and less every year, especially in key subjects like science, maths, and geography".

London Headteacher, Academy.

"Increasing class sizes will inevitably have quite a knock on effect on staff workload and on their morale ... if staff feel that level of pressure they're much more likely to leave the profession ... there's a real danger that more and more staff will leave schools like ours ... so standards of teaching and learning will be affected".

London Headteacher, LA-maintained.

In London particularly, survey responses showed how the recruitment of NQTs, classroom teachers and subject leaders has become more difficult over the last 5 years.

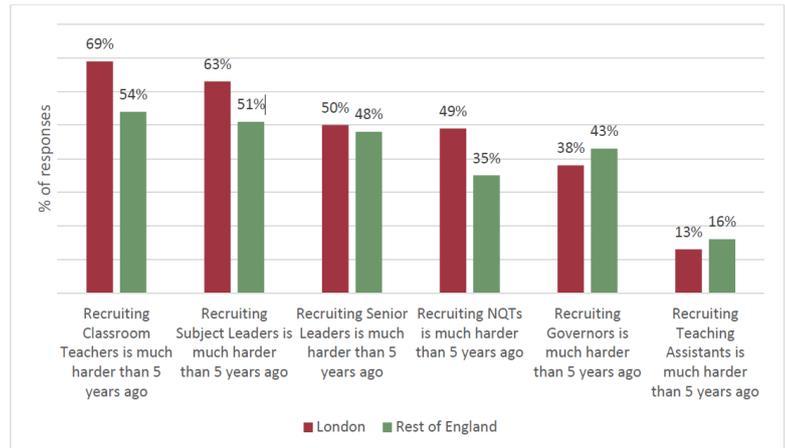


Chart and Quotes taken from 'Talking Heads', London Councils, June 2017

London teachers' survey confirms most won't be here in 5 years

"As a single person I have been completely unable to leave my family home. ... I love teaching but it has held me back in many ways for a large chunk of my 20s, purely because of where I happen to have grown up and lived".

London teacher, late-20s.

"Due to low pay and too much workload, teachers do not have any social life ... No time or money to relax or take your mind off from work as everything is expensive during school holidays. This is not good for their mental wellbeing. No wonder newly qualified teachers leave this profession during the first few years of teaching".

London teacher, late-40s.

Leaving London, leaving teaching

- ▶ **Half of the 50-plus teachers surveyed no longer expect to be teaching in five years' time.**
- ▶ **A third of London teachers in their 30s and 40s are not expecting to be teaching in five years' time**
- ▶ **Less than half of those in in their 30s and 40s intend to remain teaching in London.**
- ▶ **Just 37% of teachers under 30 are looking to stay in London.**

Where do you see yourself working in five years' time?	Under 30s	30-39	40-49	50-plus
Still teaching in the same Local Authority area	23%	24%	35%	34%
Still teaching but in a different part of London	14%	16%	13%	5%
Still teaching but in a school somewhere else in Britain	20%	14%	10%	4%
Still teaching but working abroad	16%	12%	11%	5%
Taking a career break but perhaps returning to teaching	12%	10%	3%	4%
No longer teaching at all	15%	24%	28%	48%

Chart and Quotes taken from NEU Greater London Pay Survey, June 2018

London teachers' survey suggests average 1 in 4 annual turnover

"Salaries have not increased and teachers are under pressure all the time. Too many of my friends have left the profession, mainly because they can get paid more elsewhere".

London teacher, late-40s.

"Like many of my colleagues - and particularly those younger than me - I plan to leave London in a few years time as I will be priced out of it. The housing crisis is a ticking time bomb for recruiting teachers to London schools".

London teacher, late-30s.

"I work 11 hours per day and at least 10 hours over the weekend. On an hourly basis, I'm paid lower than the living wage!"

London teacher, over-50.

Estimated Annual Teacher Turnover across London

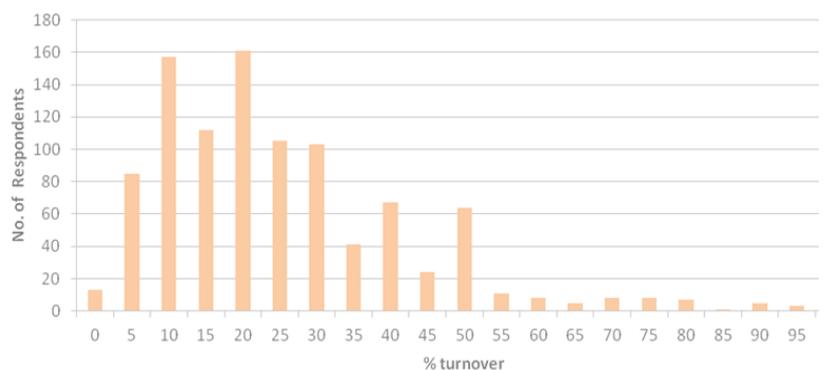


Chart and Quotes taken from NEU Greater London Pay Survey, June 2018