The context in which we are trying to recruit......

Nationally.....

1 million extra school places will be needed in the next decade in the UK - that’s 1,900 schools!

Regionally....

there are big differences across the UK with the East of England seeing a 120% rise in roles advertised year-on-year, the North East 50% and East Midlands 28%.

Locally....

Cambridgeshire will have an extra 20,000 pupils in the next 15 years and will be opening as many as 7 or 8 secondary schools, 15 primary schools and 2 special schools.
In 2015 a group of Cambridgeshire cross-phase Head Teachers, working with the local authority, came together to offer solutions and recommendations on how to stimulate and maintain the recruitment and retention of high quality teachers in Cambridgeshire schools.

**Our Mission Statement:**

This is an inclusive group which is open to all schools in Cambridgeshire: academy, maintained or free school. It operates as a collective, facilitated by the LA Senior Adviser for Curriculum, Teaching and Leadership.
At the closing date in 2016 we had received **61 applicants**, of whom **53 were shortlisted** and invited to interview. **35** were subsequently offered employment in Cambridgeshire schools.

**Having the NQT pool is an absolute godsend. I know that I am getting good quality teachers because the fantastic publicity at recruitment fairs and on the website means that NQT teachers are keen to apply to our Cambridgeshire schools. The procedure of shortlisting, interviewing and observing teachers, is thorough and carried out by experienced Head teachers, and I trust their judgement.**

Debbie Gould, Headteacher: Duxford CofE Community Primary School

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**I was very lucky to meet J as part of the NQT pool initiative last summer. It was great to know that Headteachers had already watched him teaching and completed an interview. I invited J to visit our school and following a discussion with staff I was able to offer him a position. It was great to find someone who wanted to work in Cambridgeshire and he had already been checked out before I met him!**

Carol Shaw, Headteacher at Pendragon Community Primary School
50 trainees attended the event on 20th Jan 2016. This year’s will be held on 11th Jan 2017.

How it works

Secondary ITT students are invited (via mailshots and at recruitment fairs) to attend the event, where they are given the chance to
• talk to representatives from Cambridgeshire Secondary Schools
• attend seminars on applying for jobs, self-presentation and interview techniques
• sign up for a mock interview and feedback with two headteachers,
In February and April 2016 we interviewed thirteen candidates for primary internships, eleven of whom were successful. Nine of them began placements in primary schools this September.

The Cambridgeshire Teacher Internship Programme

This is the best teacher training route I know. The internship scheme takes people with degrees and carefully gives them the skills of teaching over a more reasonable amount of time than in a PGCE. By the end of the course they will have greater qualifications than a traditional BEd. and greater experience than a PGCE and greater depth of experience of the profession due to being a colleague in one school over two years. I think it's likely to reduce the loss of colleagues early in their careers as they'll be going into teaching with open eyes.

Al Mistrano, Headteacher of Bar Hill Primary School
Keynote speeches were great—especially the female primary teacher. It was good to hear how with the right support, you can change your career trajectory.

It was great to network with other RQTs and the speakers were inspirational.

The keynote speaker reminded me why I am in this profession, which was much needed at a point in my career where doubts are appearing. Thank you.
Over 150 prospective trainees attended this event.

The event was really useful and managed to attract a range of different undergraduates and graduates.

ITT provider
In the academic year 2015-2016 we attended eight recruitment fairs and signed up over 400 primary and secondary trainees who are interested in working here. We have received applications from people as far afield as Lancashire and Wales! (As well as lots from Cambs, Beds and Herts).
Recruitment Subscription

With our recruitment subscription you will receive unlimited advertising for a year, allowing you to make the most of your recruitment budget.

You will receive:

Unlimited job advertising on www.teachincambs.org.uk

Specially negotiated discounts with TES and Eteach

Quality candidates attracted through our website, recruitment fairs and social media

Promotion of vacancies through our social media

Support and advice throughout the year from our Teach in Cambridgeshire team.

Access to our internship scheme, primary NQT Pool and annual secondary recruitment event

Discounts on NQT Induction Service Level Agreement and RQT Conference

Primaries: £1.05 per pupil.  

Secondaries: £665.

MATs/federations; A total cost for all schools in the group of (no of secondaries * £530) + (no of primaries * £200) =