



# REC Education

The Recruitment & Employment Confederation's (REC's) specialist education sector group brings together agencies working in the education sector to discuss and resolve regulatory and policy issues ranging from safeguarding to the impact of the Crown Commercial Services (CCS) procurement framework, and ongoing challenges in the sector.

## Shaping the procurement framework

Perhaps the most significant issue impacting the sector is the DfE and CCS' commercial agreement for the provision of supply teachers.

The overall aims of the framework is to provide greater transparency of costs to support control of supply teacher spend, introduce model terms and conditions, establish and provide a consistent approach to safeguarding and compliance across the sector. While the REC understands the need to spend public money wisely, we want to ensure that the framework agreement is viable for agencies of all sizes, particularly SMEs.

The REC has engaged with the CCS and DfE from the beginning of this process, hosting webinars and offering members the opportunity to engage directly with the decision makers to field member's concerns and questions, ensuring there is a level playing field for agencies of all sizes in the sector.

In light of this upcoming procurement framework, the REC produced a 'one stop shop' with all relevant information for our members, including: information on the contract notice, recordings of webinars we have hosted with the CCS, and a collection of useful guides from the CCS, jargon busting documents to help you get to grips with the technical language used in the framework, prospective timelines and a series of FAQs the CCS and DfE have provided in response to questions from REC members.

This is updated on a regular basis, to ensure our members are kept up to date with changes as and when they happen.



## Driving compliance and standards

One of the selection criteria to be awarded a place on the framework is to be signed up to an accredited external compliance product, which includes REC Audited Education.

REC Audited Education provides a sought after kitemark for recruitment agencies in the education sector. The REC managed the Quality Mark on behalf of the DfE for ten years until the scheme was terminated in 2013. In response to the demand for a robust benchmark for best practice, the REC produced REC Audited Education, led by a steering group which included a range of education trade unions including ASCL, NAHT, NUT, alongside Local Authorities and the LGA, and was chaired by leading education policy expert Professor John Howson of Oxford University. The Audit covers both teaching and non-teaching staff and goes beyond just compliance, requiring agencies to demonstrate that they operate best practice in areas such as customer service, staff development, diversity and client management.



# THE REC GUIDE : EDUCATION

## Raising awareness in schools

The REC has updated our essential guide to safeguarding and good recruitment practice in the education sector. It provides an overview of changes to safeguarding requirements, employment regulations and hiring trends that schools need to be aware of when recruiting both permanent and temporary staff. The aim of the guide is to promote the REC's commitment to working with schools, local authorities and unions to promote compliance and good hiring practices. This is to help us develop good working relationships between schools and our members.



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## Helping to address teacher shortages

Teacher shortages continue to be a major concern in the education sector, with secondary applications declining significantly, with only 9150 applying, as opposed to 15,760 at this time in 2017. Professor John Howson has rightly pointed out that there is further evidence that this trend will not improve for the early parts of the coming year.

When we compare the recruitment of teachers against the Teacher Supply Model (TSM), the data varies significantly, with recruitment for primary and history exceeding their targets, while the numbers for computing and physics, subjects one might think would be crucial for the labour market of the future, are far below where the DfE would want them, with only 68% and 66% of trainees required by the TSM being recruited respectively. There are also ongoing low numbers of new entrants in design and technology, mathematics and business studies.

Based on this evidence and anecdotes from schools, teachers and our members, there will be a continued difficulty to fill vacancies, with it being more difficult to fill vacancies in 2018 than in previous years.

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As teacher shortages are intensifying, schools are having to look beyond traditional recruitment channels and need to develop innovative approaches to boost retention. The use of flexible staffing models will become increasingly important as a means of ensuring that schools can access fully qualified teachers at short notice.

### Get Involved

To find out more about joining REC Education, visit [here](#). The best way to get involved is to come to the next meeting or join our next webinar – ask your REC account manager for more details.

[www.rec.uk.com/education](http://www.rec.uk.com/education)

