



URSULINE HIGH SCHOOL

Retention and Recruitment Teach Wimbledon

Tuesday 18th May 2021



Looking back:

Since 2016 only 10% of trainees recruited for primary and secondary places are ethnically minoritised



	Total	Total	Out of
2016-17	0	0	10
2017-18	1	1	18
2018-19	1	1	15
2019-20	0	2	21
2020-21	0	2	29
Total	2	6	
		8	93



UHS PGCE trainees

Allocation of PGCE trainee's from

- University of Roehampton
- St Marys
- Kings College
- UCL

Increased numbers up to 10-12 trainees per term

No ethnically minoritised trainees over the last 3 years



Targets

Increase number of ethnically minoritised trainees to 35% by 2023

Context

Recruitment in line with other boroughs in London e.g. Lambeth

Rationale

Increased diversity in trainees and recruitment to teaching positions and careers in teaching in Merton.

Provide **role models** for the students in Merton school and staffing reflects the cohort of students in the borough.



Action

Clear intention with a Strategic plan

Working with a number of agencies:

- University of Roehampton
- Integrity training
- London Borough of Merton
- All primary and secondary schools in Teach Wimbledon

Changes to culture and changes to structural factors

Being proactive



Moving forward

1. Monitoring the cohort of trainees

Monitoring form to review current and future trainees to allow for analysis of recruitment data



Moving forward

2. Marketing strategy

Recruiting events- extend to Mitcham and Morden libraries

Advertise Teach Wimbledon vents and vacancies in The Voice

Promotional Videos

- Secondary focus on personal journey
- Primary focus on leadership and career progression



Moving forward

<https://ursuline.sharepoint.com/sites/TeachWimbledonResources/Shared%20Documents/General/Teach%20Wimbledon%20Recruitment%20Video%202021.mp4>



Moving forward

3. Coaching

Integrity coaching programme to support ethnically minoritised teachers in the early years of their career.

1:1 coaching sessions in place for September 2021

This sets Teach Wimbledon part in providing additional support



Moving forward

4. Training

Equity, Diversity and Inclusion on Induction day programme for all new trainee teachers

Unconscious bias as part of 'Professional Studies' Programme



Moving forward

5. Support

Workshop in the Autumn term for overseas trainees on how to apply for teacher training with a specific focus on qualifications and equivalency tests

Hosted and run at UHS for potential applicants



Moving forward

6. Principles

Teach Wimbledon developing principles which were discussed at the annual strategy meeting. Setting out a clear moral purpose that all partners adhere to

Once agreed will be integral to Teach Wimbledon values and ethos and explicit in terms of recruitment and expectations



Moving forward

7. Working in partnership with University of Roehampton

- Sharing promotional video link
- Integrity training and support for ECT
- Staff training link shared
- School experience programme developed
- University planning a review of the experience of what it is like to become a teacher at Roehampton from recruitment to QTS.
- Outreach initiatives to target sixth form students in London and surrounding areas.



Moving forward

8. Overseas trainees

Working towards QTS with a teacher from Zimbabwe.

Transition to UK school system and support with paperwork towards the qualification with E-Qualitas.



Impact

Snowball effect- increased diversity leads to increased diversity

Teaching staff reflect the cohort of the schools.

Role models for students

Support and coaching during ECF so there is progression to leadership roles

