

If you are interested in developing the LTA model in your region, here are:



We will:

1. Visit your school to discuss your needs
2. Source candidates that meet your criteria
3. Meet all candidates as part of our screening process
4. Carry out full compliance checks with regular updates
5. Match candidates to your school and manage your 'favourites' list
6. Offer a 24/7 Hotline for urgent last-minute cover
7. Advertise on reed.co.uk - Europe's largest jobs board
8. Pre-interview so you get straight to a short list and provide full assessment centres to streamline high volume recruitment
9. Handle all the planning for interviews and centre visits
10. Work with you to give the best value for money and cost savings



Reed Education and the Lancashire Teaching Agency



Welcome

Over the last ten years the LTA has provided a vital service to schools in Lancashire, meeting both temporary and permanent staffing requirements, filling teacher vacancies and various support staff roles. We have provided recruitment solutions to close on 640 Lancashire schools and found work for almost 5000 candidates.

The number one objective for the LTA from day one of its launch was for the service to provide a vehicle for candidates to find contractual work; to date over 600 candidates have found permanent work as a direct result of placements by the LTA,

but hundreds more have found contractual work through us introducing candidates to different schools.

The aim moving forward is to continue the good work we have done, but to develop into a service that can recruit to all roles within schools with the same success that we have done with teachers and teaching assistants. The close working relationship between Lancashire and REED has always been pivotal to the success of the LTA and through continued partnership work we very much expect to build on our successes.

David Carter, Reed Education

It pays to deploy staff effectively

Workforce management is always important in schools. Now it is also an important indicator in Ofsted inspections:

“Since September 2009, when Ofsted’s new inspection framework came into force, inspectors take into account how effectively staff are deployed and how well leaders and managers promote the professional development of the whole school’s workforce.”

“Evidence about these aspects of leadership and management contributes to judgements on the effectiveness with which the school deploys its resources to achieve value for money and the school’s capacity for sustained improvement.”

Source: Workforce reform in schools: has it made a difference? Ofsted 2010

Call us to see how the Lancashire model can help you

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“No one comes close to the LTA in supporting teachers.”

George Green, supply teacher



Back in the early noughties...

In 2002, George Bush sparked controversy with his 'Axis of evil' speech, Westlife went to No. 1 with *World Of Our Own* and asteroid 2002 MN narrowly missed the earth (by just 75,000 miles).

Closer to home, important discussions were underway about a new professional network for schools. They would transform the provision and on-going development of teachers in Lancashire.

With over 300,000 temporary placements and £500,000 in savings, it is one of the big success stories of the decade in education.

Taking teacher recruitment to a whole new level

If you needed to find a supply teacher in Lancashire in 2002, the main resource available to you was a spread sheet of names that looked like a telephone book. But unlike the Yellow Pages it was seldom kept up to date and you could spend all morning phoning teachers who had since moved on.

Reed Education was selected by Lancashire County Council to set up a completely new system and the result was the Lancashire Teaching Agency.

Over ten years the LTA has transformed school recruitment in the county, leading to better qualified and more engaged staff and substantial cost-savings.

"We are particularly impressed by how the LTA take the time to visit and get to know schools, ensuring they provide the most appropriate teacher first time."

Sheila Greenall, St Francis of Assisi Catholic Primary School

"Frenchwood CP School has used LTA for many years. We have no hesitation about renewing our contract as the quality of service is always very good."

Helen Almond, Frenchwood CP School



Ten years of change

In 2002, the Government published *Time for standards: reforming the school workforce*. This was the precursor to the 2004 Workforce Reform in Schools bill which mapped out a more flexible approach to free up time for teachers and give schools a more diverse set of skills.

The result was a more robust system for the supply of temporary teachers to lighten the load of their colleagues in permanent positions. It also led to a proliferation of additional roles to help the core school team strengthen:

- learning support
- pupil welfare
- school administration
- specialist and technical back-up

More on its way

If anything, the pace of change has gathered momentum since the coalition government came into power in 2010. Current education policy has a transforming agenda and this is playing out, for example, through devolution of powers and the curriculum reforms announced in April.

Changes in education always result in debate. But, the fact remains that the running and staffing of a school is a much more complex business than it was ten years ago.

Facilitating the change

In Lancashire, the LTA has responded and evolved to meet the changing needs of schools and candidates over the last ten years.

The story so far...

2002

LTA is launched. First teacher is placed in Burnley.

2004

Making history: 1,000th teacher placed and 100,000th temporary booking filled

2006

LTA starts to recruit Teaching Assistants for schools.

2008

"Whole School Recruitment" introduced as the LTA strap-line. Improved billing arrangements: e-statements via Schools Portal.

2010

250th NQT starts career through the LTA. REED contract renewed. 77% of eligible teachers and 21% of support staff take up CPD opportunities with the LTA.

2012

Over £500,000 in recruitment costs saved. A new decade of success in the pipeline.

2003

LTA introduces Performance Management and Threshold Assessment for Supply Teachers.

2005

Back to Burnley: LTA supports temporary recruitment as part of the town's Building Schools for the Future initiative.

2007

200,000th temporary teacher placed. New systems introduced to improve Safeguarding standards.

2009

Increasing diversity in the workforce: Pathways to Progression Conference for Black and Minority Ethnic (BME) Teachers and Support Staff.

2011

Launch of bursar recruitment service. 300,000th temporary teacher placed.

Part of the community

One of the reasons why the LTA has been so popular is that it has brought temporary teachers together and offered them funded, continuous professional development.

For teachers this has created a sense of community and the ability to stay on top of new pedagogical developments. For schools, this has ensured a local workforce – permanent and temporary – that is highly skilled and engaged.

See how David and George are ready to teach...

David Dale, Supply Teacher Working with the LTA since: 2002

"I enjoy the variety of the work and having the opportunity to go into different schools and see their different approaches to teaching and learning. No day is the same and as every teacher knows there are some days that are magical and others that include a range of challenges."

One thing I've appreciated about the LTA is the opportunity to access continuing professional development. This is very important as it has allowed me to keep up to date and to have new ideas to share when I go into school."



George Green, Supply Teacher Working with the LTA since: 2002

"Working as a supply teacher over the last 10 years, I understand why schools like a continuity of staff. They need teachers who the children feel comfortable with and who know the routines and ethos of the school."

On a personal level, the LTA has helped me establish links with schools throughout the County and recruitment personnel have taken time to find me positions that suit my particular skills. Two other aspects have been vital. First is the link with national pay rates and pension contributions. This is very important for morale because supply teachers still feel they can move through the threshold for pay.

Connected to this is the continued professional development offered by the County. Teachers are encouraged to attend courses to improve skills and maintain knowledge of curriculum changes and developments. No one comes close to the LTA in supporting teachers."



Our first task was to engage with the existing workforce of approximately 4,500 supply teachers, through a series of workshops that explained the new system and how it would benefit them.

Two years later in 2004, we knew all was going well when we placed the 1000th permanent teacher and the 100,000th temporary teacher. Lancashire County Council was then awarded 'Beacon Council Status' for its work in 'transforming the School workforce'.

2004 was also a milestone because we introduced a member schools scheme that has since saved the authority £500,000 in recruitment costs.

The agency then went from strength to strength.

In 2006 we started to offer Teaching Assistants. In 2007, we placed the 200,000th temporary teacher and ramped up our Safeguarding processes.

In 2010, new focus on NQTs led to the 250th inductable placement. In 2011, we widened the service further to handle the recruitment of bursars.

Today, the LTA has placed 300,000 temporary teachers. We are also in the process of creating a pool of supply NQTs to develop a new generation of enthusiastic teachers.

Over the last ten years, our focus has been to look to the future.