



# About Lancashire County Council

Lancashire County Council has a long track record of working pro-actively to address recruitment and retention issues in schools. The Lancashire Teaching Agency (LTA) is a key part of the Authority's Recruitment and Retention Strategy providing a vital source of quality assured short and long term supply cover to our schools and playing an important role in providing teachers in hard-to-recruit areas. In addition, the LTA offers an effective retention tool for teachers, affording flexible working options to support work life balance, therefore retaining teachers in the profession.

Lancashire was successful in gaining Beacon Council Status in 2004/2005 for Transforming the School Workforce in recognition of our innovative work relating to recruitment and retention and the remodelling of the school's workforce.

Lancashire's innovative approach to partnership working led to the Council being at the forefront in establishing the LTA in 2002.

Within the partnership, Lancashire County Council is responsible for

- List 99 clearances;
- Roles and responsibilities for NQTs including an annual series of NQT Induction Seminars and induction extension arrangements through the NQT Steering Group;
- Appraisal for staff eligible for performance pay threshold and performance management;
- Provision of a termly training programme, brokered through Learning Excellence Teacher Advisers and accredited professional development opportunities through Edge Hill University;
- Advising supply teachers on the compilation of personal portfolios of training and development;
- Payroll
- Contracts of Employment
- Pensions;
- Invoicing schools;
- Debt recovery;
- Liaison with the Teacher Associations and Trade Unions; and
- The development of personnel procedures and policies including the LTA's Disciplinary, Complaints and Competence policies.