

## APPENDIX A

AGENDA ITEM **6.5**

NOT FOR PUBLICATION

Exempt information falling within Paragraph(s) 11 of part 1 of schedule 12A to the Local Government Act 1972

COMMITTEE: SCHOOLS JOINT  
NEGOTIATING AND  
CONSULATIVE COMMITTEE

DATE: 9<sup>TH</sup> OCTOBER 2002

SUBJECT: TEACHER RETENTION POLICY

REPORT BY: CORPORATE DIRECTOR OF LIFELONG LEARNING

CONTACT OFFICER: MRS H BURGESS 548050

### IMPLICATIONS:

LEGAL	<input type="checkbox"/>	COMMUNITY SAFETY	<input type="checkbox"/>
EQUALITIES	<input type="checkbox"/>	ENVIRONMENT	<input type="checkbox"/>
FINANCIAL	<input checked="" type="checkbox"/>	CONSULTATIONS	<input type="checkbox"/>
STAFFING	<input checked="" type="checkbox"/>	OTHER	<input type="checkbox"/>

### WARDS AFFECTED:

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### PURPOSE

1. This report commends a Teacher Retention Policy for adoption.

### RECOMMENDATION(S)

2. The SJNCC is recommended to commend the attached policy on Teacher Retention for adoption by the Executive and dissemination to Luton schools.

### REPORT

3. Teacher retention features high on the Council's agenda, reflected in advice and strategies recently adopted by the Council to support schools in teacher retention and recruitment.
4. This document brings together those initiatives in a clear policy statement. The policy also identifies a distinct partnership with schools and their commitment in respect of this.
5. The policy also outlines key priorities for further development by the Lifelong Learning Department.

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6. A retention policy is a key ingredient in any Human Resources Strategy, particularly in response to a national agenda to address teacher supply.

### **PROPOSAL/OPTIONS**

7. The SJNCC is recommended to commend this policy to the Executive for adoption and communication to schools. Failure to do so means that the Council has no explicit documented policy to support a key priority in the Education Development Plan, and that schools are unclear about the corporate approach and the part they play in that.

### **FINANCIAL IMPLICATIONS**

8. There are none.

### **STAFFING IMPLICATIONS**

9. A retention policy will play its part in attracting and retaining teachers in Luton schools.

### **APPENDIX**

10. Appendix 1: Policy on Teacher Retention

### **LIST OF BACKGROUND PAPERS**

### **LOCAL GOVERNMENT ACT 1972, SECTION 100D**

11. There are none.