



Recruitment Services
Where talent finds a future.

The TES working together with **LB Ealing**

November 2016



Ealing

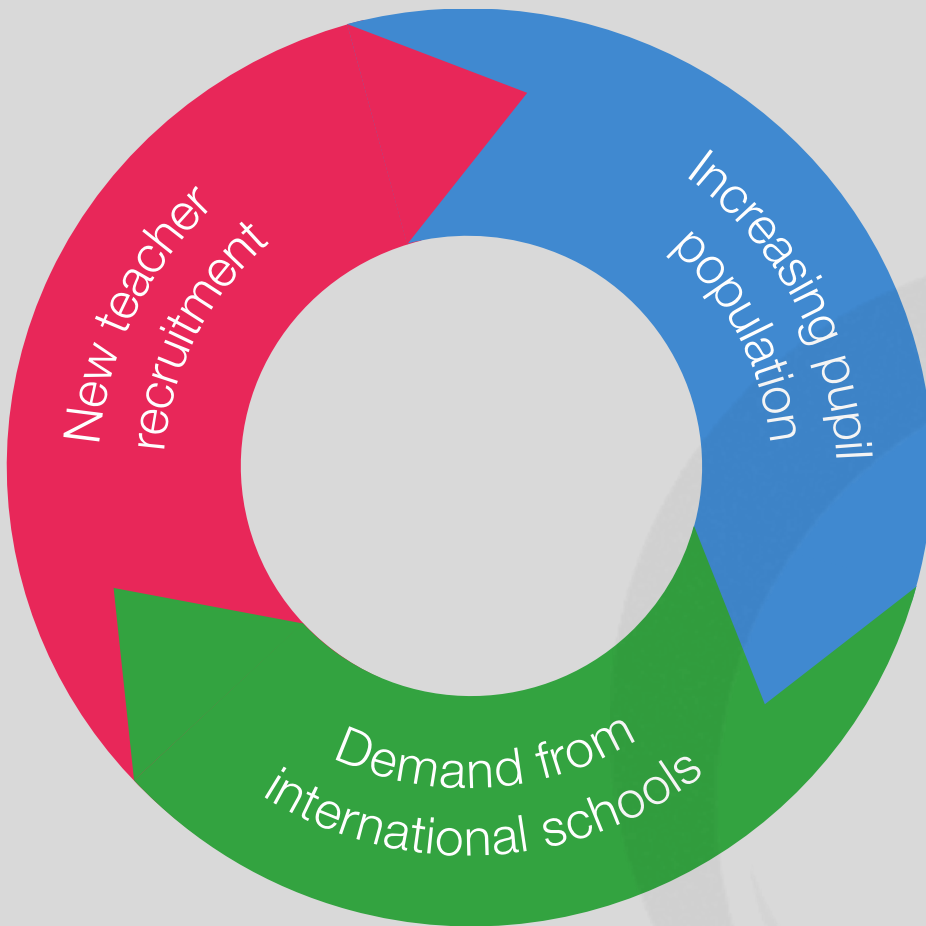
www.ealing.gov.uk

Nick Browne

Regional Account Director

- 25 years recruitment marketing/employee communications experience
- Lifecycle resourcing solutions
 - Attract, assess, recruit, train and retain
- Government, Health and Educations focus
- 8 years managing London Borough Recruitment Partnership

UK teacher recruitment crisis.

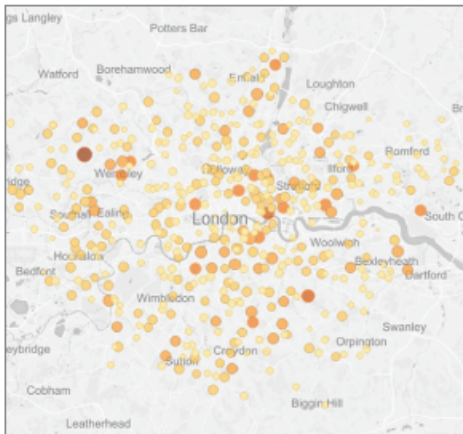


The shortage caused by the current failure in ITT recruitment is worsening due to increasing pupil population and demand from overseas.

- The shortfall of ITT entrants in certain subjects is as low as 56%.
- Over 5yrs, the total pupil population will rise by up to 900,000.
- 150,000 extra teachers will be required by international schools over the next 10 years.

Recruitment Insight - London

(Secondary Teaching)



Vacancies/School

- 73.5 - 88
- 59 - <73.5
- 44.5 - <59
- 30 - <44.5
- 15.5 - <30
- 1 - <15.5

The recruitment market in your region

7,697 secondary teaching vacancies in 472 schools

20% of nationally advertised vacancies

55% of all vacancies were placed between March and May

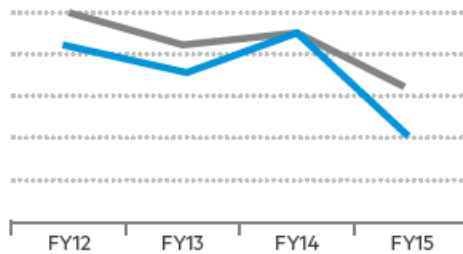
43% of all secondary teaching vacancies in London were for hard to fill roles (English, Maths and Sciences). This compares to 49% nationally

Recruitment Difficulties

Since 2012, secondary jobs have been harder to fill.

- In London, 42% of roles advertised are now repeated compared to 29% in 2012
- The TES Recruitment index shows that, compared to the national picture, it is harder to appoint secondary teachers in London

The TES Recruitment index is based on a survey of over 5,000 schools a year – we asked if they have been able to fill vacant positions.



Recruitment Index

- London
- National



Welcome to TES

Home to the world's largest online community of teachers

Every day, TES invests 100 years of educational insight and expertise into helping today's teachers and schools across the globe, understand tomorrow.

8m

registered education professionals worldwide.¹



TES Jobs

Global talent recruitment services and the world's largest education jobs platform.

TES News

School news and views educators have trusted for 100 years.



TES Resources

Up to 1m downloads a day.³

TES Institute

Award-winning online and in-person teacher training and development courses.



TES offers the largest network to recruit from

Be where millions of outstanding and innovative talent is looking

With a network of 8 million education professionals worldwide¹, TES is the number one location for recruiters and candidates.

TES Jobs
Active jobseekers



95k
jobs posted a year⁵



1m
visitors a month²

TES Resources
Passive jobseekers



1.6m
active users³



up to
1m resources
downloaded a day³



TES Magazine
Active & passive jobseekers



349k
Weekly readers of UK's leading education publication⁴

¹ TES internal membership ² TES internal web ³ TES internal membership
⁴ National Readership Survey ⁵ TES sales data ⁶ YouGov research January 2016

Transform the way you find your talent

With a TES Recruitment Subscription



Essentials

- ✓ **Unlimited Bronze** teaching & support ads
- ✓ **3 years** subscription
- ✓ **Bronze** School Profile page
- ✓ **Bronze** Mobile listing optional

Primary Price: £ 950** for 3 years

Build

- ✓ **Unlimited Silver** teaching & support ads
- ✓ **3 years** subscription
- ✓ **Silver** School Profile page
- ✓ **Silver** Mobile listing optional

Primary Price: £ 1,425** for 3 years

Priority

- ✓ **Unlimited Gold** teaching & support ads
- ✓ **3 years** subscription
- ✓ **Gold** School Profile page
- ✓ **Gold** Mobile listing optional

Primary Price: £ 1,852.50** for 3 years



My School Portal



Everything you need
for your recruitment,
in one place.

TES School Portal is your online smart recruiter hub, designed to help you attract and recruit the best talent from TES' unrivalled global network. Here you can post new adverts, track applicants and build your School Profile Page.



Recruitment Services
Where talent finds a future.

Benefits at a glance

- + Reach a global audience of professional talent and proactively **search and find new talent**.
- + Access **helpful hints and tips** from writing a great advert to maximising your chances of filling your roles, first time.
- + Track your **advert's performance** and adjust your approach.
- + Recruit faster with a **centralised candidate application and management system**.
- + Build your school's profile and professional reputation to **attract more candidates**.

TES School Portal

A new digital recruitment tool kit to help schools **get more from TES**

...the largest network of teachers in the world



TES School Portal – Launched Sept 2016

tes Home Jobs Resources Community News Institute Store

Hillingdon Primary School Hillingdon Support 0203 194 3050

Jobs School profile Statistics

Welcome to your Recruitment Subscription

Download your subscription guide

Make the most of your recruitment tool

- 1 Submit all your adverts through this portal. Quickly create from scratch or duplicate your best one.
- 2 Feature all of your jobs and promote your school to candidates on your School Profile Page.

+ Post new job

Expired jobs

Learning Support Assistant (SL and ASD Specialist)	Ended 5 Oct 2016
ASD Specialist Learning Support Assistant	Ended 27 Jun 2016
Learning Support Assistant - (Social Communications Specialist)	Ended 27 Jun 2016
Learning Support Assistant (ASD Specialist)	Ended 23 May 2016
Specialist PPA Teacher - Computing	Ended 17 May 2016
Specialist PPA Teacher - Music and Performance	Ended 17 May 2016
Class Teacher	Ended 17 May 2016

- ✓ New Home Page
- ✓ Welcome Marketing
- ✓ Account Support Panel
- ✓ Easy Advert Placement
- ✓ Job Ad Status & History
- ✓ Job Ad Archive (2 yrs + data)
- ✓ View / Edit School Job Board
- ✓ Stats (Back to Oct 15)
- ✓ School Chooser (Groups)
- ✓ User Admin (Self Serve)
- ✓ Easy online application
- ✓ Applicant Tracking

Easy Way to Create Better Adverts

The screenshot shows the recruitment portal for Hillingdon Primary School. At the top, the school's name and location are displayed, along with a support contact number. Navigation tabs for 'Jobs', 'School profile', and 'Statistics' are visible. A blue banner on the left welcomes users to their recruitment subscription and includes a play button icon and a link to download a subscription guide. Below this, a section titled 'Make the most of your recruitment tool' provides two numbered steps: 1. Submit all adverts through this portal, and 2. Feature all jobs on the school profile. The main content area features a '+ Post new job' button and a list of 'Expired jobs'. The first job listed is 'Learning Support Assistant (SL and ASD Specialist)', which has ended on 5 Oct 2016. A table of job details is provided, including location, contract type, term, start and closing dates, and where the advert was displayed.

Hillingdon Primary School Hillingdon Support 0203 194 3050

Jobs School profile Statistics

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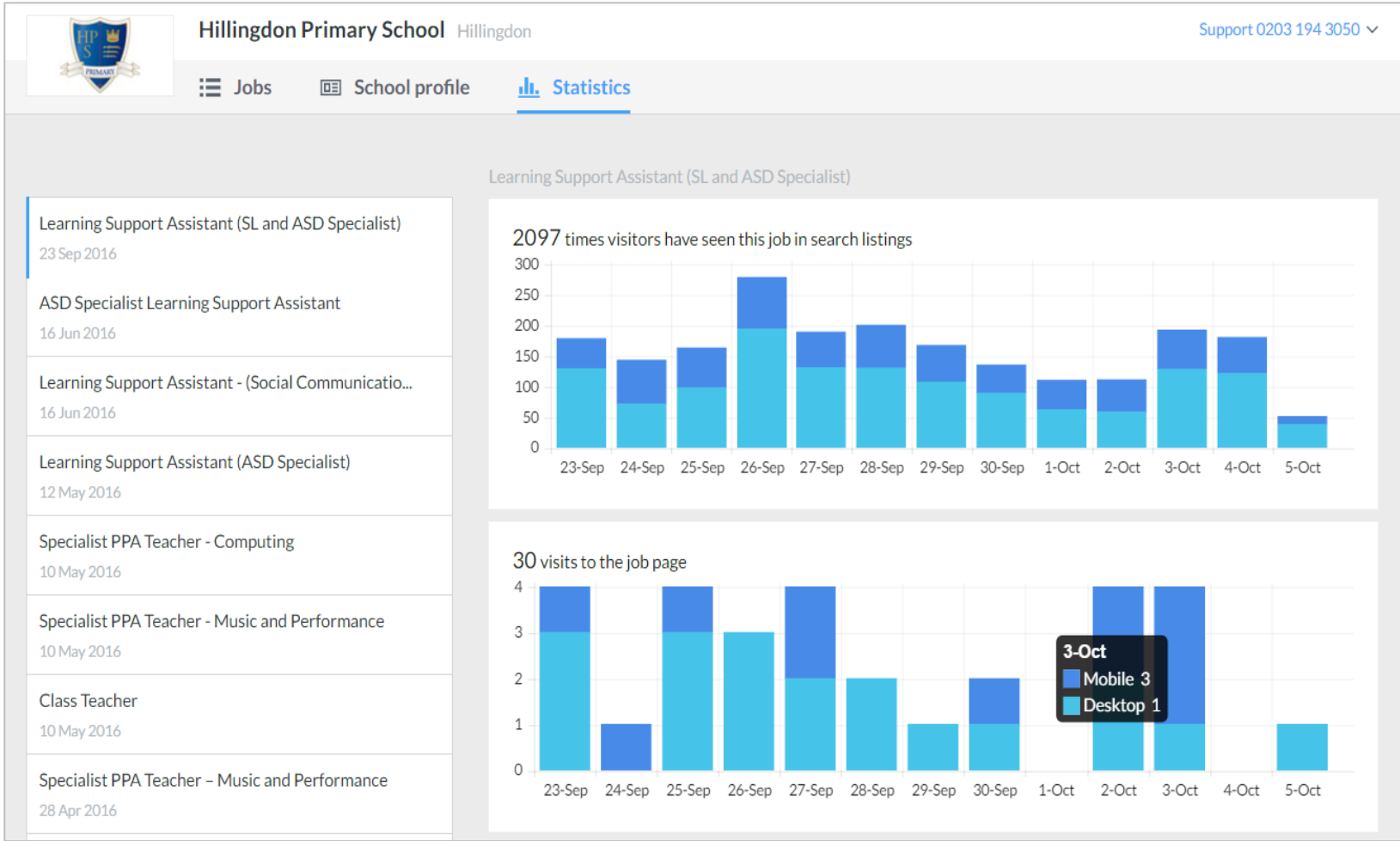
Expired jobs

Learning Support Assistant (SL and ASD Specialist) Ended 5 Oct 2016

Applications	Location	Hillingdon
Statistics	Contract type	Part Time
View on TES	Contract term	Permanent
Edit	Advert start	23 Sep 2016
Copy Job	Closing date	5 Oct 2016
	Job starts	October 2016
	Displayed on	TES Jobs, School Job Board
	Online advert	Starter
	Premium mobile	No

Replicate your Best Performing Job Adverts

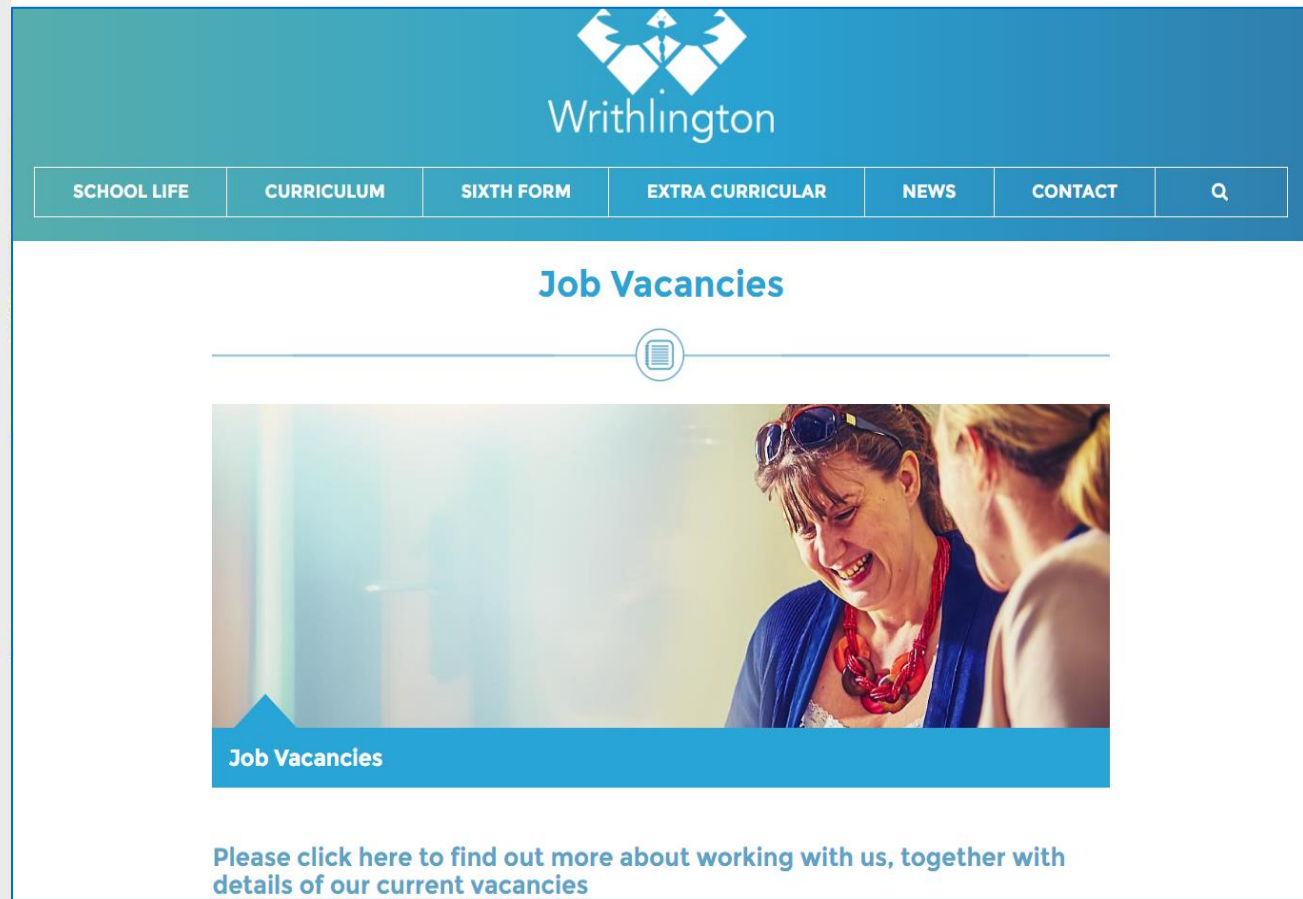
Track your Job Adverts Performance from Day1



Review performance regularly – make changes early

Great Candidates want a Great Application Experience

- Market your School to Candidates
- Post Jobs Once
- Link from your School Website
- Mobile Optimised Experience
- Use TES new Online Application process



The screenshot shows the Writhlington school website. At the top, there is a navigation menu with links for 'SCHOOL LIFE', 'CURRICULUM', 'SIXTH FORM', 'EXTRA CURRICULAR', 'NEWS', and 'CONTACT'. Below the navigation is a 'Job Vacancies' section featuring a large image of two women smiling. A blue banner at the bottom of the image contains the text 'Job Vacancies'. Below the image, there is a call to action: 'Please click here to find out more about working with us, together with details of our current vacancies'.

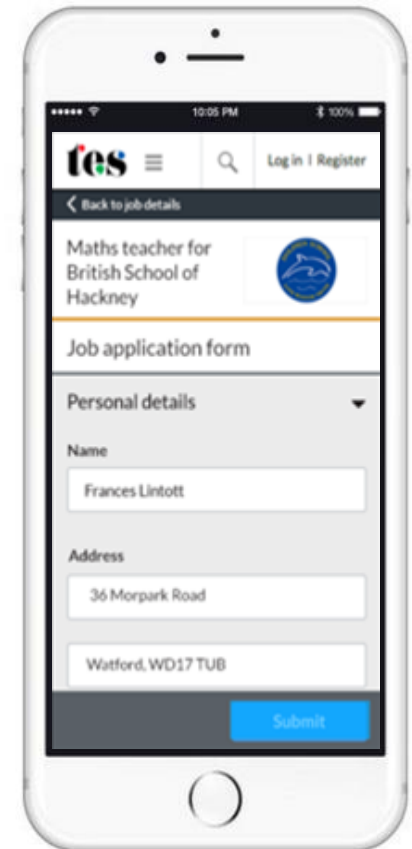
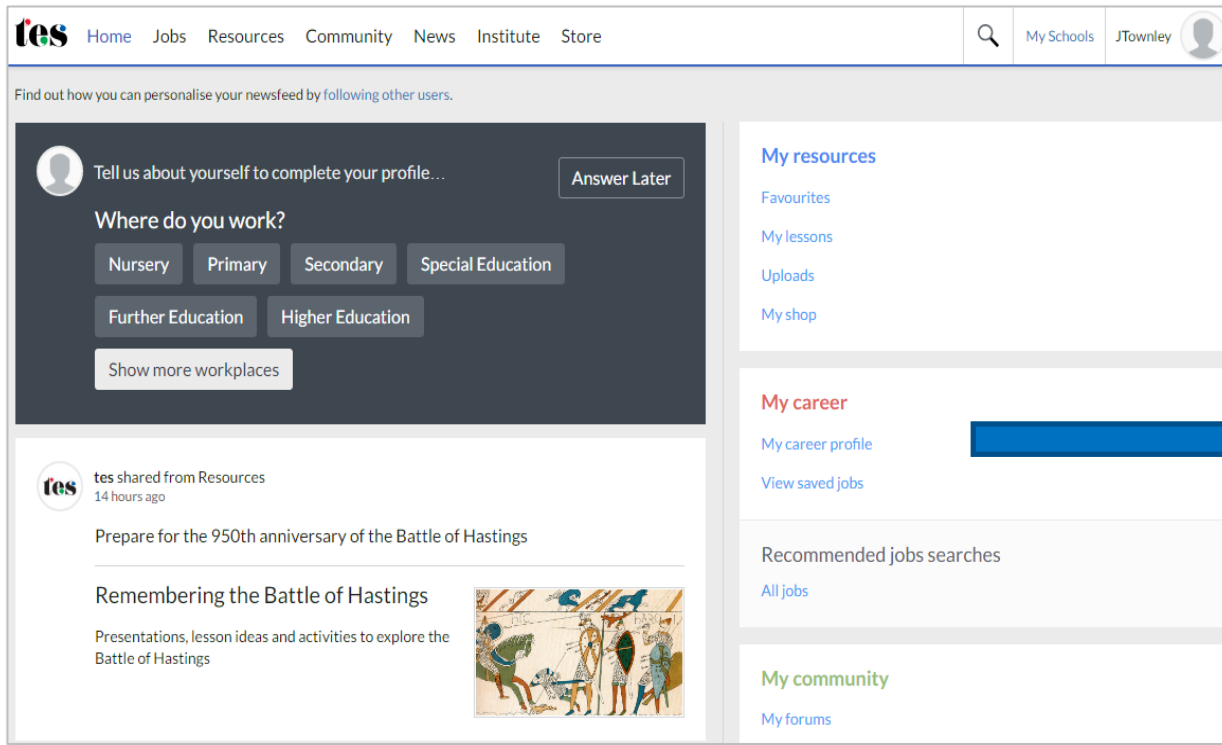
students to flourish' - Ofsted

Dragonfly Education Trust is a Multi-Academy Trust based in North East Somerset. Our philosophy is simple, we believe that with the right support, guidance, provision and challenge all children are capable of achieving greatness in whatever field they choose.

Teaching Excellence

The Trust places Quality First Teaching as one of its core values. The pursuit of teaching excellence on a daily basis is a fundamental requirement in all of its schools.

Online Application (Mobile Friendly)



Powered by TES Users Career Profiles

79% of job searchers wanted recruitment channels to have a standardised job application process

YouGov

Application Tracking

The screenshot shows the application tracking interface for Zachary Academy in Camden. At the top, there is a navigation bar with the school logo, name, and contact information (Support 0203 194 3050). Below this are tabs for 'Jobs', 'School profile', and 'Statistics'. A 'Back to job list' button is visible on the left. The main job listing shows 'Head of English' with a deadline of 'Ends 16 Nov 2016'. Below the job listing, there are controls for 'Applications', including a 'Set status' dropdown, 'Email', and 'Print' buttons. A filter bar shows counts for 'Hired (1)', 'New (0)', 'Shortlisted (0)', 'Possible (1)', 'Interview (1)', and 'Unsuccessful (2)'. The candidate list includes:

Initials	Name	Status	Action	Applied Date
AV	Alex Vine	HIRED	Print	Applied September 13th 2016
TR	Tom Ruttle	INTERVIEW	Print	Applied September 15th 2016
RN	Rachel Newstead	POSSIBLE	Print	Applied October 6th 2016

- Assign Status
- Print & Share
- Email Candidates


Manage and Respond to Candidates Faster

Clear and Comprehensive Candidate Profiles

All candidate details at your fingertips

- Personal Statement - at a glance view
- Application Form - easy to read and quick print format
- Equal Opportunities automatically separated

Candidate



Alex Vine
Hire

Print Email Candidate Applied September 13th 2016

Email address	alexvine01@gmail.com	Teacher training type	PGCE
Town/City	London	Qualified teacher status	Yes
Contact Number	(M) +447970106541 (H) +447970106541	Current employer	Summerisle Community School

Documents

Application PDF
[Download](#)

Equal Opportunities PDF
[Download](#)

Personal statement

The chief reason I was attracted to work at the Zachary Academy was because of the book, "Bringing literature to life" by your retiring head of English, HC Montmorency.

It was recommended to me during my teacher training, and inspired many of the first lessons I taught on my placements. Even today, my copy of it is well-thumbed.

The school it described clearly values doing more than simply hitting exam targets, but giving students a lifelong love of literature. That has always been my intention as a teacher. Though the GCSE and A-level results for my classes have exceeded the targets set, my proudest achievement have been the book clubs and magazines set up by my students (one of the latter winning a Shine award for best school magazine).

While I'm currently teaching at a small secondary school on the outskirts of Chichester, I'd relish the opportunity to return to teaching in central London, which was where I grew up and where I started my career.

For most of the last year I have been filling in for our head of English, leading our team of three English teachers, and supporting them through the curriculum and exam changes we have faced. The experience has shown that I can provide leadership and support not just to newly qualified teachers, but also, tactfully, for those who have been in the profession for many more years than I have.

I played a key role in overhauling our school's behaviour policy, and in establishing new systems for parental engagement. Indeed, finding ways that schools could better handle parental feedback was the subject of the dissertation I am currently completing as part of my MA with Edge Hill University.

Extracurricular areas where I believe I can offer the greatest support include around student journalism and book and after-school poetry clubs. In my current role, I've arranged for several visits by professional poets to support my students, not only to write but also to perform their verse.

Zachary already clearly has very strong drama teaching, but here too I would hope to offer support.

Teaching at the Zachary Academy would fulfil a long-held ambition for me. I do hope you will consider my application.

Clear Easy to Print Application Form

Head of English Zachary Academy



Personal details

Position applied for	Head of English
Full name	Ms Alex Vine
Previous name	
Date of birth	12/09/1994
National insurance number	JJ45983452
Qualified to work in the UK	Yes
Applying as a job sharer	No

Contact details

Mobile telephone	+447970106541
Home telephone	+447970106541
Address	23 Smithfield Road London SW8 4XH United Kingdom
Email	alexvine01@gmail.com

Professional details

DfE number	4532198
Teacher pension scheme	Yes
QTS	Yes
NPQH	No
Subjects taught	English, Drama
Key stages	KS3 (12-14), KS4 (15-16)
Professional bodies	NATE
Teacher training	PGCE at Institute of Education September 2011 - June 2012
Professional development	Searching pupils for weapons at React Training (Two days)

Equal opportunities monitoring for Head of English Zachary Academy



Personal details

Position applied for	Head of English
Application date	13/09/2016
Full name	Ms Alex Vine
Previous name	

Equal Opportunities details

Nationality	British
Cultural/Ethnic Background	White/British
Age	22
Gender	Female
Sexual orientation	Prefer not to say
Do you consider yourself to be disabled?	No
Special arrangements required	

Separate Equal Opps Monitoring

Audit Trail for Every Candidate

School use only

[Audit trail](#) [Comments](#)

Hired	by nicholasbrowne 29 Sep 16 15:15
Documents printed	by applicationtracker 21 Sep 16 13:09
Email pending	by Michael Shaw 13 Sep 16 16:52
Interview	by mikeshaw 13 Sep 16 14:32
Shortlisted	by mikeshaw 13 Sep 16 16:44
Application received from candidate	by Alex Vine 13 Sep 16 14:10

Clear record of actions taken by users

Thoughts of the recruitment team captured in a Comments Log

School use only

[Audit trail](#) [Comments](#)

#2 by applicationtracker on 21st Sep 2016 at 13:09
Definitely.

#1 by mikeshaw on 13th Sep 2016 at 14:32
She seems a strong potential candidate to me.

User Admin Account

Putting Schools in Control

- Provide access to colleagues
- Extend access to your Agency
- Permissions restrict access to sensitive features

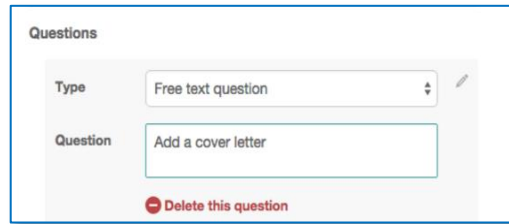
The screenshot displays the 'Users & groups' management page for Harris Academy. The interface includes a top navigation bar with the school logo, name, location, support contact, and an 'Add new job' button. Below the navigation are tabs for 'Jobs', 'School profile', 'Statistics', and 'Settings'. The main content area is titled 'Users & groups' and lists various user roles with their details and management options.

Role	User Name	Last Login	Actions
School portal admin <small>Controls staff access for your school</small>	Damon Shield	Last login 18 Jun 2016	
	Jonathan Smithfield	Last login 25 May 2016	Change to ▾
Staff recruiter <small>Full school portal access including ability to post jobs</small>	Clifton Brand	Last login 18 Jun 2016	Change to ▾
	Michael Jacobs	Last login 25 May 2016	Change to ▾
Staff <small>For access to other TES Services only e.g. iBoard</small>	Add staff		
	Peter Parker	Last login 25 May 2016	Change to ▾ Remove
	Donna deMagloio	Last login 25 May 2016	Change to ▾ Remove
	Mary McKintosh	Asked to access 25 May 2016	Approve Deny
	John McClane	Last login 25 May 2016	Change to ▲ Admin Staff recruiter Remove
Agent <small>External Agencies that post jobs on your schools behalf</small>	Add agent		
	Sarah Siquitti <small>sarahsiq@megamouth.co.uk</small>	Last login 25 May 2016	Remove
	Peter Pongo <small>peter.pongo@pongosolutions.com</small>	Last login 25 May 2016	Remove

What's Coming Soon?

School and Candidate led development plan

Application Form Customisation



A screenshot of a web interface for customizing application questions. It features a 'Questions' section with a 'Type' dropdown menu set to 'Free text question' and a 'Question' text input field containing the text 'Add a cover letter'. A red 'Delete this question' button is located at the bottom of the question card.

Post to Other Media & Social



HR System Integration



Talent Bank



Analytics V2



Thank you

Nicholas Browne

Regional Account Director

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