

TEACHVAC REVIEW

January 2023

The Labour Market for School Leaders in England: Key features for 2022

Data provided by TeachVac
<https://teachvac.co.uk>



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EXECUTIVE SUMMARY

- There were more leadership vacancies on offer during 2022 than during each of the previous two years, when recruitment was badly affected by the covid pandemic
- In the primary sector 2034 head teacher vacancies were recorded during 2022, compared with 1,556 during 2021. In the secondary sector, the numbers were 585 head teacher vacancies in 2022 compared with 368 during 2021.
- For schools advertising during the 2021-22 school-year there was a re-advertisement rate for primary schools of 25%, and 19% for secondary schools. The South East was the region with the highest re-advertisement rate for primary head teachers
- Schools advertising for a head teacher outside of the first quarter of the year are more likely to need to re-advertise their vacancy, as are schools that differ from the norm in size, type of school or control by a faith grouping.
- After two years of lower vacancy number for deputy head teachers, 2022 levels recorded a rebound to pre-pandemic levels across both the primary and secondary sectors.
- There was a strong demand for assistant head teachers in both the primary and secondary sectors during 2022. The grade is now popular in schools across more regions than previously.
- The evolving market for the recruitment of senior staff in schools has made tracking vacancies more of a challenge than in the past.
- One effect of the covid pandemic may have been more retirements of senior leaders. Any effect resulting from 'long covid' on the labour market for senior staff in schools is yet to be fully appreciated.



INTRODUCTION

Nearly 40 years ago, in January 1985, John Howson issued his first report about the labour market for teachers and leadership turnover in secondary schools across England. Over the intervening years, the annual reports have expanded to cover all leadership position from the assistant head teacher grade to headship vacancies recorded across both the primary and secondary sectors and for both state and private schools.

TeachVac first report on leadership grade vacancies appeared in January 2019 and covered trends during 2018. This report considers trends during 2022 for vacancies, and the school-year 2021-22 for trends in re-advertisements.

The labour market for school leaders in the period since March 2020 has been affected by the covid pandemic and its lasting outcomes. Alongside a deteriorating economy, some degree of political uncertainty, and a Secretary of State in post for just one day, 2022 has proved to be an unusual and interesting year.

The announcement of the withdrawal of the Education Bill, put before parliament in the House of Lords during the summer months, further serves to underline the degree of turmoil in the school sector, not least in terms of the policy for control of schools by the government at Westminster.

There may be an aspiration for all schools to become academies, but at present unforced conversions from maintained school to academy status appear to have effectively stalled. Such lack of certainty in the management of schools is not conducive to the efficient operation of a labour market where individuals must make key decisions about their own career paths, often with little help or guidance. It is interesting to see that government has at least recognised that preparation for leadership should not be left entirely to chance, and has once again put in place programmes for leadership development. Much remains to be done, especially in terms of early-stage middle leadership development, particularly in the primary sector.



Over the past few years, the simple process of placing a single advertisement for a new school leader in a single publication has become more complicated as the recruitment market has developed with increasing use of social media platforms for recruitment. Suppliers, TeachVac included, vie with each other to capture as many candidates seeking leadership posts as possible. Schools are faced with either placing their vacancy on several platforms or risking just using one approach and missing out on candidates, and thus needing to re-advertise.

There is no doubt that the DfE vacancy website, poorly designed as it is, has had an effect upon the market for school leaders. In time, the DfE could be the key site for such vacancies. Whether it is in the national interest for the government to manage the main recruitment site for school leaders is an interesting discussion in which TeachVac is not a completely unbiased bystander.

The multiple placements of vacancies provide a challenge to TeachVac in its data collection role. In order to try to prevent duplication, TeachVac staff review every vacancy. Avoiding duplication is easy for head teacher vacancies since the post is normally unique in a school, although the confusion of head teacher and executive head teacher roles in the same school can complicate matters.

For deputy and assistant head teacher roles, the issue is more complicated. As there may be several posts at each grade in a secondary school, is a second vacancy a different vacancy; a repeat advertisement or a re-advertisement? Sometimes the job description makes this clear, but at other times TeachVac staff must just apply a set of consistent rules until each job carries a unique reference number from original vacancy to the post being filled. TeachVac has been calling for the DfE to work with schools and academy trusts on such a solution to allow for better management information about the behaviour of the teacher labour market.



HEAD TEACHER VACANCIES

2022 was a busy year for head teacher vacancies. TeachVac recorded 2,619 vacancies throughout the year. This number is well above the 1,884 recorded in 2020 and the 1,920 of 2021. Both were years when covid badly affected the labour market for school leaders. Although covid has been present throughout 2022, and the year started with a significant spike in infections, schools have suffered less disruption than in either 2020 or 2021. It may well be that some school leaders that worked through 2020 and 2021 have decided to change posts or leave teaching during 2022.

Figure 1: Number of head teacher vacancies

	2020	2021	2022
January	337	212	357
February	376	235	416
March	244	314	450
April	52	190	261
May	54	157	208
June	77	83	90
July	91	62	99
August	99	65	82
September	178	175	203
October	124	143	134
November	106	125	125
December	146	159	194
Total	1884	1920	2619

Source: TeachVac

The three months that form the first quarter of the calendar year, January to March, traditionally have seen about half of the annual vacancies for headship. 2021 was an unusual year in that respect, with the percentage recorded during those three months at only around 40% of the

annual total, well below what might be considered as normal. This may well have been a covid-related dip due to the chaos over school timetables during the first part of the 2021.

In 2022, the pattern was much more like what would be expected, with 1,232 of the 2,619 vacancies appearing during the first quarter. This was a percentage of 47%, in line with expectations. The lower 2021 percentage was partly the result of a strong a performance for head teacher vacancies during the autumn term of 2021. In 2022, although September witnessed a strong market for head teacher vacancies, the remainder of the autumn was more in line with expectations.

HEAD TEACHER VACANCIES IN THE PRIMARY SECTOR DURING 2022

The number of primary head teacher vacancies during 2022 was much higher than the totals recorded in recent years, with 2,034 recorded vacancies. This was well above the 1,566 recorded during 2021 and the 1,497 or 2020. It was also significantly higher than the total for 2019, the last pre-pandemic year. Indeed, the total for 2022 was more in line with the totals seen during the first decade of this century.

Figure 2: Number of newly advertised primary head teacher posts

	Number of Posts
2022	2034
2021	1566
2020	1497
2019	1324
2018	1559
2017	1455
2016	N/A
2015	N/A
2014	N/A
2013	N/A
2012	N/A
2011	1568

2010	1906
2009	1864
2008	1932
2007	2083
2006	2108
2005	2005
2004	2102
2003	1901
2002	1977
2001	2179
2000	2177
1999	1519
1998	1533
1997	2534

Source: TeachVac

RE-ADVERTISEMENTS – PRIMARY HEAD TEACHERS

Each year, a number of schools across the country are not able to appoint a head teacher at their first attempt. Re-advertisements need to be distinguished from vacancies advertised for longer than normal on job boards or other sites, sometimes as a result of inertia or sometimes due to longer than normal advertising periods, such as over holidays. Either way, such lengthy periods of constant advertising for a vacancy need to be distinguished from re-advertisements by the presence of a break in the period a headship is advertised.

In order to obtain a complete a picture as possible of re-advertisements the base period for the original vacancy is taken as the school-year rather than a calendar year. The school-year, in this case 2021-22, allows for re-advertisements during the autumn term of 2022 to be included in the totals. A few schools may not complete the recruitment process by the end of 2022, but past experience shows that the number of such schools is very small and doesn't affect the overall percentages.

Figure 3: Re-advertisement rates for primary head teacher posts by government region for original advertisements placed between September 2021 and August 2022

Government Region	Base Adverts	Re-Adverts	Rate
East Midlands	198	49	25%
East of England	271	72	27%
London	196	48	24%
North East	44	9	20%
North West	266	71	27%
South East	416	142	34%
South West	262	45	17%
West Midlands	181	29	16%
Yorkshire & the Humber	222	40	18%
	2056	505	25%

Source: TeachVac



Overall re-advertisements rates were slightly higher during 2021-22 than during the previous year. However, the national total concealed a more mixed picture across the different regions. The two large regions of the South East and North West, along with the South West region all recorded falls in the recorded percentages of re-advertisements. As the percentage includes those schools that required more than one round of re-advertisements, the re-advertisement rate does not relate directly to the number of schools that advertised for a head teacher.

Unusually, the North East did not have the lowest regional percentage of re-advertisements during 2021-22. The South West, at 17%, was lower than the 20% recorded by the North East region. The London region's 24% re-advertisement rate was higher than in recent years, although still well below the level seen during the pre-academy era. It may be that the presence of a number of large academy chains in the London area has had an effect on leadership appointments, with perhaps more opportunities for internal appointments of school leaders within academy trusts.

Despite the reduction in the re-advertisement rate in the South East region from 40% in 2020-21 to 34% in 2021-22, this region still recorded the highest re-advertisement rate. Second was the both the East of England and the North West regions with a rate of 27%. Taken together with the London figures, it seems likely that schools in London and The Home Counties were most likely to face a challenge when seeking to recruit a new head teacher for a primary school.

One school in a shire county in the South East was recorded with an original advert and seven further re-advertisements at roughly monthly intervals during the year. This school was clearly exceptional in its search for a new head teacher. However, there were four schools with the base advert plus four re-advertisements, and 16 schools with a base advert and three re-advertisements.

73 schools placed an original advert and two subsequent re-advertisements, while more than 340 schools in the primary sector had to re-advertise once.

Several features stand out among the schools re-advertising. Such schools often started the process of looking for a new head teacher outside the first quarter of the year; they were often church schools and sometimes stood out from the standard primary school by being an infant or junior school or a very large or very small school. Being located in a high-cost area or desirable village location obviously does not help. But, a standard size primary school advertising at the start of the year and with no other features such as a high Free School Meal percentage is still likely to find a new head teacher relatively easily, and need not invest large sums of money on recruitment at the start of the process.

HEAD TEACHER VACANCIES IN THE SECONDARY SECTOR DURING 2022

As the majority of secondary schools are now academies, it is to be expected that recruitment patterns and the appointment of new leaders might well be managed internally within some Trusts. As a result, the open market pool of vacancies might be expected to reduce in such circumstances.

However, as in the primary sector, there was a significant increase in the number of secondary head teacher vacancies advertised during 2022. The total of 585 advertisements was well above the sub-400 totals of the previous two years. Maybe this is a reaction to the pandemic; maybe some is down to new schools opening as a result of the continued growth in pupil numbers across the secondary sector and maybe the return of ofsted to review schools including previously ranked 'outstanding' schools may have had some effects?

Figure 4: Number of secondary head teacher vacancies

	2020	2021	2022
January	92	41	94
February	84	52	71
March	38	56	82
April	14	45	66
May	10	31	48
June	16	12	22
July	7	4	14
August	15	5	7
September	34	39	58
October	16	21	42
November	19	29	32
December	32	33	49
Total	377	368	585

Source: TeachVac

The secondary sector only recorded 42% of its vacancies during the first quarter of 2022. This was below the expected level of 50% and was partly down to a high level of vacancies during April 2022. Vacancies remained steady throughout the rest of the year, but were higher than last year when totals may have been affected by the covid outbreak.

Recorded vacancies for secondary head teachers were up in all regions of England during 2022. The region with the largest number of vacancies was the London Region, topping even the much larger South East Region but by a small margin. As expected, the North East was the region with the smallest total of recorded head teacher vacancies.

Figure 5: Number of secondary head teacher vacancies by government region

Government Region	2018	2019	2020	2021	2022
East Midlands	26	29	35	21	42
East of England	42	51	30	40	61
London	43	54	42	57	95
North East	19	17	23	9	28
North West	40	63	49	45	62
South East	41	48	77	64	86
South West	33	58	45	46	75
West Midlands	38	46	56	47	70
Yorkshire & the Humber	40	28	30	37	66

Source: TeachVac

The need to re-advertise a secondary headship is less common than for primary headships. In part, this may be due to a greater ratio of deputy heads to heads providing a larger pool of potential new head teachers. There are also fewer faith schools as a percentage of the sector than in the primary sector. In an increasingly non-Christian and secular society, if the 2021 census is correct, the smaller number of faith schools may well make a difference in recruitment patterns between the two sectors.

As alluded to already, the presence of more academies and some large academy trusts in the secondary sector may mean a more managed recruitment scene than in the primary sector. There would also probably be more room for negotiation on salaries since the head teacher's salary forms a much smaller percentage of a secondary school's budget than of most primary school budgets.

However, most regions had higher re-advertisement rates this year than last year. This may be partly due to the increased number of vacancies on offer exhausting the pool of recognised and prepared candidates. The timing of the vacancies throughout the year may also have played a part in more vacancies requiring re-advertisement.

There is much less of a London and Home Counties effect in the pattern of re-advertisements in the secondary sector than in the primary sector. However, some selective schools do seem to have had to re-advertise their headships during 2022. Although, as already noted, faith schools represent a smaller percentage of the secondary sector than of the primary sector, some such secondary schools do find recruitment of a new head teacher a challenge. Finally, the few remaining 'middle deemed secondary' schools looking for a new head teacher can also struggle as there are sometimes few takers for the leadership of these schools.

Figure 6: Re-advertisement rates for secondary head teacher posts by government region for original advertisements placed between September 2021 and August 2022

Government Region	Base Adverts	Re-Adverts	Rate
East Midlands	45	5	11%
East of England	73	11	15%
London	104	18	17%
North East	29	5	17%
North West	77	22	29%
South East	101	18	18%
South West	86	22	26%
West Midlands	83	12	14%
Yorkshire & the Humber	69	14	20%
	667	127	19%

Source: TeachVac

DEPUTY HEAD TEACHER VACANCIES

There is generally both more interest in deputy head positions when advertised and a greater ratio of potential applicants to positions offered than for head teacher vacancies.

DEPUTY HEAD TEACHER VACANCIES IN THE PRIMARY SECTOR DURING 2022

2022 proved to be something akin to a more 'normal' year for deputy head vacancies in the primary sector after the disruption caused by the covid pandemic during the second half of 2020 and much of the main recruitment season during 2021.

Figure 7: Number of primary deputy head teacher vacancies

	2017	2018	2019	2020	2021	2022
January	152	179	111	84	56	122
February	151	148	102	122	86	126
March	238	190	174	118	207	238
April	202	216	159	58	172	220
May	132	104	79	53	122	181
June	40	23	21	25	49	32
July	18	20	16	27	19	20
August	19	12	10	32	21	20
September	126	94	88	123	131	104
October	47	43	38	47	65	53
November	50	27	43	32	50	49
December	31	33	31	48	48	48

Source: TeachVac

April, topped off a very strong first four months, with more than 600 recorded vacancies during the four-month period. However, the months from June onwards during 2022 have proved to be much more like the normal pattern of vacancy advertising at this grade, with very few posts advertised between June and the end of August, but a boost during September before monthly total fell away during the autumn.

Not all regions of England experienced the same increase in vacancies across 2022. In London, The North East and Yorkshire and the Humber regions, vacancy totals were little changed from those of 2021.

Figure 8: Number of primary deputy head teacher vacancies by government region

Government Region	2017	2018	2019	2020	2021	2022
East Midlands	67	65	60	51	79	111
East of England	133	129	102	87	106	144
London	143	115	121	96	151	157
North East	82	65	50	39	35	40
North West	242	226	140	137	170	204
South East	247	199	167	128	179	206
South West	94	99	71	80	64	106
West Midlands	88	103	86	99	103	129
Yorkshire & the Humber	109	88	76	52	112	113

Source: TeachVac

However, in the other regions, vacancy totals during 2022 were higher than in 2021; notably so in both the Midlands regions; the South East and the East of England.



DEPUTY HEAD TEACHER VACANCIES IN THE SECONDARY SECTOR DURING 2022

The increase in vacancies noted in last year's report continued throughout 2022, with more than 1,100 vacancies being recorded during the year. In part, this may be the result of depressed recruitment during the pandemic plus the continued increase in the secondary school population allowing for more posts to be created both in new and existing schools.

Figure 9: Number of secondary deputy head teacher vacancies

	Number of Vacancies
January	188
February	136
March	196
April	166
May	158
June	30
July	11
August	9
September	105
October	74
November	50
December	68
	1191

Source: TeachVac

The majority of vacancies were concentrated into the first five months of 2022, with September being the only other month where recorded vacancies reached three figures.

Figure 10: Number of secondary deputy head teacher vacancies by government region

Government Region	2018	2019	2020	2021	2022
East Midlands	17	36	38	56	108
East of England	33	64	62	75	123
London	92	89	100	137	200
North East	17	21	27	28	40
North West	43	94	75	75	139
South East	86	88	97	148	197
South West	38	51	73	83	116
West Midlands	39	67	55	81	132
Yorkshire & the Humber	38	68	68	72	136

Source: TeachVac

The increase in vacancies recorded during 2022 was noticeable across all the regions, with London and the South East recording around a third of the national total of vacancies. The total recorded for 2022 of 1,191 was well above the 758 vacancies recorded for 2021 and the 595 recorded during 2020 when recruitment was badly affected by the onset of the covid pandemic and the national lockdown. Although all schools remained open, activities such as recruitment were significantly curtailed as a result of the effects of the onset of the virus.



ASSISTANT HEAD TEACHER VACANCIES

The assistant head teacher grade is the entry grade for teachers on to the Leadership Scale and has always been more commonly found in secondary schools than in the primary sector. The smaller size of primary schools has tended to prevent the use of the grade. However, pay pressures may mean that middle leader posts such as those responsible for an age-grouping of pupils may now be re-graded as posts payable on the Leadership Scale as the equivalent of an assistant head teacher.

ASSISTANT HEAD TEACHER VACANCIES IN THE PRIMARY SECTOR DURING 2022

The increase in the number of deputy head appointments had a 'knock-on' effect on the demand for assistant head teachers. However, that reason by itself cannot be enough to explain the increase number of recorded posts in the primary sector advertised during 2022.



Figure 11: Number of primary assistant head teacher vacancies

	2017	2018	2019	2020	2021	2022
January	89	72	46	55	29	90
February	75	74	56	57	44	88
March	152	121	118	94	112	179
April	138	133	104	37	124	167
May	108	104	87	40	107	225
June	31	22	23	17	33	37
July	12	10	7	8	5	17
August	10	2	3	8	7	8
September	51	45	51	49	73	79
October	31	26	35	2	64	54
November	17	21	18	16	54	43
December	9	24	28	19	16	26
	723	654	576	402	668	1013

Source: TeachVac

This is the highest number of vacancies for assistant head teachers recorded for the primary sector, above the previous record of 723 vacancies recorded in 2017. As pupil numbers in the primary sector have peaked across England as a whole, pupil numbers cannot explain the growth in vacancies at this grade. There may have been some overhang in demand that was suppressed during the covid pandemic period between March 2020 and the start of the 2022 recruitment round. However, that also seems unlikely as a reason to explain this level of increase. The most notable increase was in May 2022 when recorded vacancies for assistant head teachers more than doubled over the number recorded during May 2021. By the autumn of 2022, vacancy levels were once again in line with levels expected for the time of year.

Figure 12: Number of primary assistant head teacher vacancies by government region

Government Region	2017	2018	2019	2020	2021	2022
East Midlands	50	28	33	30	26	85
East of England	89	65	56	62	87	127
London	133	143	126	68	120	182
North East	16	23	6	9	15	13
North West	97	94	71	58	86	88
South East	122	108	102	65	115	176
South West	46	46	44	34	62	88
West Midlands	72	77	60	65	60	118
Yorkshire & the Humber	98	70	78	51	97	136

Source: TeachVac

The increase in recorded vacancies for assistant head teachers in the primary sector has not been uniform across the regions of England. Indeed, the North East region had fewer recorded vacancies for assistant head teachers in the primary sector in 2022 than in 2021. London schools again recorded the largest total of vacancies for this grade, but the increase was relatively smaller than in some other regions, notably the both the East and West Midlands and the East of England. The schools across the South East region produced nearly as many vacancies for assistant head teachers as did schools in the London region.

There does still seem to be something of a north-south divide in the use of the assistant head teacher grade in the primary sector, with only around 25% of vacancies across the three northern most regions compared with almost 18% in the London region alone. This might suggest that competition and pay pressures are forcing schools to reconsider the grading of middle leadership posts where recruitment is more challenging.



ASSISTANT HEAD TEACHER VACANCIES IN THE SECONDARY SECTOR DURING 2022

The secondary school sector, like the primary school sector recorded a large increase in vacancies for assistant head teachers

Figure 13: Number of secondary assistant head teacher vacancies

	Number of Vacancies
January	188
February	136
March	196
April	166
May	158
June	30
July	11
August	9
September	105
October	74
November	50
December	68
	1872

Source: TeachVac

As with the primary sector, the increase was especially noticeable during the five months of 2022, with May 2022 being the second highest month for recorded vacancies. In 2021, recorded vacancies had been 1,130 and during the pandemic affected year of 2020, the recorded vacancy total was 867. In the two pre-pandemic years of 2018 and 2019, recorded vacancies were 516 and 842 respectively.

Figure 14: Number of secondary assistant head teacher vacancies by government region

Government Region	2018	2019	2020	2021	2022
East Midlands	40	57	83	87	137
East of England	79	86	127	139	255
London	122	156	155	222	343
North East	22	42	29	37	56
North West	66	95	72	105	202
South East	85	137	112	166	297
South West	57	86	94	134	229
West Midlands	57	89	102	130	188
Yorkshire & the Humber	58	94	93	104	165

Source: TeachVac

The regional pattern of vacancies for assistant head teachers in the secondary sector is not dissimilar to that in the primary sector, with fewer vacancies in the north of England than in London and the Home Counties. London still tops the table of regions, with almost 20% of the national total, whereas the North East, albeit the smallest region, only accounts for around three per cent of the national total of these vacancies.

In 2022, there were significant increases in vacancies for assistant head teachers in the South West, East of England and South East regions and no region recorded a decline.

The growth in the secondary school pupil population will have affected the incidence of assistant head teachers vacancies, especially as new schools opened a few years ago have now grown with sufficient extra year groups to warrant an expanded senior leadership team. However, population growth alone does not seem a sufficient explanation for the recorded growth in vacancies. As in the primary sector, it may be that posts previously at middle leadership level and carrying a TLR payment are now being offered as assistant headships with higher pay but different terms and conditions of service.

CONCLUSION

This report identifies trends in the labour market for senior staff in school that are paid on the Leadership Scale. As a result, the report covers head teacher, deputy head teacher and assistant head teacher vacancies in both the primary and secondary sectors, as recorded by TeachVac.

2022 was a year when schools continued their recovery from the worst effects of the covid pandemic that first hit schools in the spring of 2020, with the national lockdown, while all schools remained open. Despite the emergence of variants of the covid infection, such as omicron, 2022 was a year when covid has less direct impact on the running of most schools and the recruitment of school leaders returned to a pattern not driven by the effects of the pandemic.

The extra workload that resulted from schools needing to both stay open for key workers' children and vulnerable pupils as well as to provide on-line learning for the bulk of their pupils in the early days of the covid pandemic and then to cope with closures and variable patterns of both staff and pupil attendance resulting from the ravages of covid meant that many commentators had expected that school leaders would leave their posts rather than continue to cope with the immense stresses placed upon them.

During 2020 and 2021 there was little evidence of increased school leader turnover; indeed, vacancies remained below levels that might have been expected. All that changed in 2022, with increased turnover across much of the labour market for senior staff.

In the primary sector, there were significant increases in leadership vacancies, especially for head teachers and assistant head teachers. In the secondary sector, there were increases recorded in the total vacancies across all three leadership grades.

The increases in leadership vacancies were recorded against a background of a school sector concerned about funding levels. Under such circumstances, it might be expected that vacancies would have remained subdued. However, the pressures of the past few years; the undocumented effects of 'long covid' on employment patterns plus a growing school population in the secondary sector may all have added to an overall increase in vacancies.

At a time of concern about both staffing levels and pay rates, the use of the assistant head teacher grade as a reward for responsibility for middle leaders needs to be better researched and understood. Are more posts that used to be graded as carrying a TLR now being advertised at the assistant head teacher grade?

The ratio of staff available for promotion to the next grade, whether head, deputy or assistant head is generally sufficient to ensure that few vacancies need to be re-advertised by secondary

schools. The same is not the case for primary headships. Schools advertising during the main recruitment season for head teachers – the first quarter of the calendar year – that are standard size primary schools generally can expect little difficulty in making an appointment unless they are especially dilatory about the process, because many good candidates may well be short-listed for more than one vacancy. However, a school of which there are limited numbers of interested candidates, such as an infant school, advertising in June may well discover that it needs to re-advertise the vacancy unless there is a local deputy looking to take on the headship of that particular school.

The growth of academy chains with a large number of schools has helped with succession planning in a manner not seen since local authorities were unable to continue to perform this function on behalf of local community schools in their area.

The loss of the Schools Bill that was wending its way through parliament is a disappointment since one possible effect of the Bill would have been to manage academy trusts in such a manner that succession planning might have been better arranged than for more than a generation. However, there seems little evidence of any current interest in considering the implications for the 'levelling up' agenda of the part played by school leadership in contributing to school performance.

As noted last year, recruitment methods are changing, with more applicants accessing information via their mobile phones and the DfE vacancy site becoming more established as a source of vacancies. So far, the DfE vacancy site has not attracted the same degree of concern as has been expressed in some quarters about both the new on-line Oak Academy and the outcome of the market review of initial teacher education that has created some large national providers. The behaviour of the latter may affect labour market for teachers and as a result the report on the labour market for classroom teachers will consider the issue of training and links to employment.

At what of 2023? Might it be another year of strong demand for school leaders as head teachers finally decide enough is enough, and junior staff become reluctant to apply for promotion in a scene where funding is inadequate to provide high quality education and industrial relations are under strain due to inflation and pay concerns? Certainly, as January 2023 approaches, prospects for the labour market for senior staff in schools do not look as healthy as before the covid pandemic at the start of 2020.



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For any questions, please email enquiries@oxteachserv.com or telephone 01983 550408

Oxford Teacher Services Ltd, Innovation Centre, St Cross Business Park, Newport, Isle of Wight, PO30 5WB registered number 9092066.