

Tackling the recruitment and retention crisis

Recruiting and retaining good staff can be a struggle. School and trust leaders are using the innovative **BA in Primary Education** and **BA in Education (Maths and SEND)** for TAs and others working in, or wishing to work in schools, as a solution.

To help recruit TAs, schools are offering jobs to school leavers interested in becoming teachers and supporting them through one of the degrees.

School leaver > TA > Teacher

The school benefits from:

- > Young, able and enthusiastic TAs who become more and more valuable as they study.
- > A supply of home-grown teachers who are exceptionally well prepared and already immersed in the culture and community of the school or trust.
- > Reduced recruitment costs and risk.



The student TA benefits from:

- > Earning a salary rather than incurring student debt.
- > Vocational degree with simple application process.
- > Continuing to live at home.
- > Excellent preparation for a teaching career.

Primary Secondary

For more information,
please contact:
UoB@anspear.com
Or scan or click code

– How it works –

- 1 TA recruited and offered a contract starting in June/July.
- 2 Student completes BA application process.
- 3 After leaving school, they join one of the BA courses in late June, and start work as a TA as arranged.
- 4 Tuition fees can be paid by the school or trust, or student finance is available.
- 5 TAs make significant contributions to the school.
- 6 TA completes the degree and can move on to apprenticeship levy-funded QTS year to become a teacher.



Exceptionally well-prepared teacher starts work in the school or trust.