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.

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

Primary

Secondary

- 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.