



## Welcome to Leadership 360

We wanted to facilitate an opportunity for some reading and reflection time and have sourced and bookmarked some key articles, podcasts, resources and books for you, your governors, and members of staff to review and consider regarding **teacher recruitment, apprenticeships and early career teachers (ECTs)**. We hope you find them useful.

### Training to be a teacher through an apprenticeship

Did you know West Sussex have around eight or ten teacher trainees being trained at any one time on the **apprenticeship** programme? The benefits are the apprenticeship levy digital account fully funds the training and there are salary grants available for harder to fill roles. The following blogs [one](#) & [two](#) give an insight into the programme and include an apprentice who is based at Varndean College and completed their second placement at Manor Green College.

#### What apprenticeships are available and where?

The website [Amazing Apprenticeships](#) is a rich source of information for schools, teachers, and parents. It provides up to date news, as well as resources and guidance to support the exploration of becoming an apprentice and possible routes.

#### Inquiry into teacher recruitment and retention to be launched

The Education committee is set to investigate the driving factors behind the chronic teacher shortages as part of a new inquiry launched. Schools Week [summarises](#) the current issues with the parliamentary announcement.

#### The importance of mentoring early career teachers

A [podcast](#) from Professor Rachel Lofthouse as she talks about the importance of mentors for early career teachers.

#### Guidance and support for West Sussex schools

Pages [one](#) & [two](#) on West Sussex Services for Schools host information on everything you need to know about early career teachers and apprenticeships, including information on the types of apprenticeships.

#### How has the first year gone for an early career teacher?

This [podcast](#) shares their experiences after four terms of being an ECT.

### Apprentices in schools

Case studies exemplifying how West Sussex individuals and schools have used the apprenticeships to support them in their roles and development can be found on [WSSfS](#). They include how one individual is completing the teaching assistant qualification whilst another demonstrates how a school can upskill staff in different roles through funded apprenticeships. This is a great way for schools to 'grow their own' - and useful for hard to recruit to roles. There are teacher training programmes starting in June at the University of Brighton and in July with the University of Coventry. Application form for school apprenticeships can be found [online](#).