



5 December 2017

Richard Cooke
Committee of Public Accounts
House of Commons
London
SW1A 0AA

Dear Richard

I am writing in relation your inquiry into “Retaining and developing the teaching workforce”, having followed it with interest. Although Tes is a well-known digital education company, many are unaware of the extent to which we support the profession, through training and developing teachers mostly at no cost to the taxpayer, free lesson planning tools that help mitigate workload and one of the best value recruitment services in the market, with powerful free tools available to all schools.

Tes understands the local pressures faced by schools over teacher recruitment and retention as well as anyone. We have data and insights in recruitment and retention, telling us what is going on at a local level and allowing us to “get under the skin” of the sector, to understand the regional and sub-regional pressures affecting schools.

We were particularly interested to hear the requests for more “granular” data on schools in the oral evidence session in November. Tes has long been the leading recruitment partner for schools in England and we have unrivalled insights into the dynamics of teacher recruitment.

We publish a regular Teacher Recruitment Index, telling us how effectively vacancy advertising is working at a regional and subject level. We are now keen to explore ways to better share this data with the government and would be delighted to share some of our data and insights with the Committee.

We would also like to correct a matter of evidence that was heard by the Committee during November’s oral evidence session. A reference was shared, from the evidence of a head teacher, that Tes’ recruitment advertising costs are in the region of “£3,000-£5,000”. In fact, the average cost of advertising a secondary school vacancy on Tes is now under £1,000, falling as low as £638



for subscribing schools. We are proud to offer free vacancy promotion tools alongside our paid-for services and that the cost to place a teacher via advertising remains 2% - 3% of a secondary teacher's salary.

I wish you the best with the course of your inquiry into this important issue, and do let me know if it would be possible to brief the Committee on the data and insights from our latest Teacher Recruitment Index.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Rob Grimshaw', with a horizontal line underneath.

Rob Grimshaw
CEO, Tes Global