The Department for Education (the ‘Department’) made 7 recommendations including:

- The Department should work with the schools sector to understand better why more teachers are leaving before retirement and how to attract more former teachers back.
- The Department should work with, and support, the Chartered College and others to support teaching development. This should form part of its work to understand the expectations for teachers’ continuing professional development. This should be clear to all stakeholders.
- The Department should work to ensure effective communication to schools and other stakeholders about the details of its various programmes and the funding available; what outcomes it is aiming to achieve and how progress will be measured; and its work to improve teacher and leadership quality.
- The Department should set out, and communicate to schools and other bodies in the sector, its approach to improving teacher and leadership quality, including measures to retain and attract qualified teachers, and detail the amount of DfE spending on programmes aimed at improving teacher quality.

More teachers who have left and returns to teaching programmes to retain and develop the teaching workforce.

A greater number of qualified teachers are returning to state-funded schools in 2016.

Teachers are increasingly leaving before they reach retirement.

Schools are finding it difficult to fill posts with the quality of teachers they need.

The Department should work with the schools sector to understand better why more teachers are leaving before retirement and how to attract more former teachers back to the profession.

Our survey of school leaders found that in 2015/16:

- Teachers in state-funded schools(
  - 9,650 (8.1%) of secondary school pupils in 2016
  - 26,000 in secondary schools
  - 15,500 in the number of teachers who have left before retirement in 2015/16
  - 1,110 in the number of teachers who have returned to teaching in 2015/16
  - 2,850 in the number of teachers who have returned to teaching in 2016
  - 243,900 of secondary school pupils in 2010
  - 14,200 in the number of teachers who have left before retirement in 2015/16
  - 10,800 in the number of teachers who have returned to teaching in 2015/16
  - 26,000 in the number of teachers who have returned to teaching in 2016
  - 243,900 of secondary school pupils in 2010

- Teachers are undertaking relatively low levels of training and development

- Retaining, recruitment of former teachers and deployment

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