

Appendix 9 – Recruitment

Providers with current staff vacancies

	No	Yes	Total number	Percentage with vacancies
Cannock Chase	43	11	54	20%
East Staffordshire	50	19	69	28%
Lichfield	43	19	62	31%
Newcastle-under-Lyme	66	12	78	15%
South Staffordshire	46	11	57	19%
Stafford	51	26	77	34%
Staffordshire Moorlands	52	12	64	19%
Tamworth	25	9	34	26%
Staffordshire	376	119	495	24%

24% of providers currently have staff vacancies with the highest levels in Lichfield and Stafford.

44% of private providers have vacancies compared with just 7% of schools.

Providers who have had to reduce the number of children they can take due to staffing issues

	No	Not yet but may have to in future	Yes, permanently	Yes, temporarily
Cannock Chase	87%	8%	2%	4%
East Staffordshire	80%	9%	0%	12%
Lichfield	73%	17%	2%	8%
Newcastle-under-Lyme	78%	6%	1%	14%
South Staffordshire	82%	4%	2%	12%
Stafford	74%	9%	4%	13%
Staffordshire Moorlands	82%	11%	0%	8%
Tamworth	73%	9%	0%	18%
Staffordshire	79%	9%	1%	11%

More than one in ten providers have had to reduce the number of children they can take due to staffing issues. Most of these are on a temporary basis.

Tamworth has the highest percentage that have reduced numbers of children with Cannock Chase the lowest.

Reasons reported for recruitment and retention difficulties

	Not enough experience	Not turning up for interview	Accepting a job and then changing mind	New starters leaving within 6 months	Not enough qualifications
Cannock Chase	31%	33%	26%	15%	37%
East Staffordshire	35%	39%	23%	14%	45%
Lichfield	42%	45%	35%	23%	52%
Newcastle-under-Lyme	24%	33%	14%	15%	37%
South Staffordshire	30%	25%	21%	14%	30%
Stafford	35%	31%	17%	13%	39%
Staffordshire Moorlands	26%	27%	21%	8%	30%
Tamworth	32%	47%	29%	12%	44%
Staffordshire	32%	34%	23%	14%	39%

In addition to not having enough applicants, many providers are finding the quality of applicants is below requirements.

62% of private providers indicated that they had had candidates not turn up for interview compared to 7% of school-based provision.

64% of private providers said candidates did not have the right qualifications compared to 14% of school-based provision.

The highest problems were within private providers with the lowest across schools.