

PWYLLGOR CRAFFU ADDYSG A PHLANT

25ain Tachwedd 2019

Recriwtio a Chadw Staff

Pwrpas: I ystyried prosesau recriwtio a chadw staff mewn ysgolion.

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Prosesau hyfforddi staff
- Prosesau recriwtio staff
- Heriau ar gyfer staff mewn ysgolion
- Cadw staff mewn ysgolion

Y Rhesymau: Er mwyn i'r aelodau gyflawni eu dyletswyddau craffu mewn perthynas â sicrhau cyflewnad addas o staff mewn ysgolion.

Angen cyfeirio'r mater at y Bwrdd Gweithredol/Cyngor er mwyn gwneud penderfyniad: NAC OES

Yr Aelod o'r Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:- Cyng. G. Davies

Y Gyfarwyddiaeth: Addysg a Phlant	Swyddi:	Rhifau Ffôn / Cyfeiriadau E-Bost:
Enw Pennaeth y Gwasanaeth: Aneirin Thomas	Pennaeth Gwasanaethau Addysg a Chynhwysiant	01267 246645 arthomas@sirgar.gov.uk
Awdur yr Adroddiad: Aneirin Thomas		

EXECUTIVE SUMMARY
EDUCATION & CHILDREN SCRUTINY COMMITTEE
25th November 2019

School staff recruitment and retention.

This report aims to provide the Committee with an overview of the following –

- Staff training processes
- Staff recruitment processes
- Challenges for staff in schools
- Retention of staff in schools

Detailed Report Attached?	Yes
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: *Gareth Morgans*, Director of Education and Children’s Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	YES	NONE	NONE	YES	NONE

Finance:
 As a Council, we need to ensure ongoing funding for our School Improvement Service (in partnership with ERW) and all services working in support of vulnerable learners e.g. Inclusion and Education Child Psychology. Without these resources, further improvement and high quality support for all our Carmarthenshire learners will be greatly challenged.

Staffing Implications:
 As a Council, we need to ensure sufficient staffing levels are achieved both within our school improvement service (including all support services for our most vulnerable learners) and across our schools. Without these key resources, the delivery and enhancement of high quality provision to support all Carmarthenshire learners achieve the greatest potential will be greatly challenged.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: *Gareth Morgans,* Director of Education and Children's Services

1. Local Member(s) – N/A
2. Community / Town Council – N/A
3. Relevant Partners – N/A
4. Staff Side Representatives and other Organisations – N/A

Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:

THERE ARE NONE