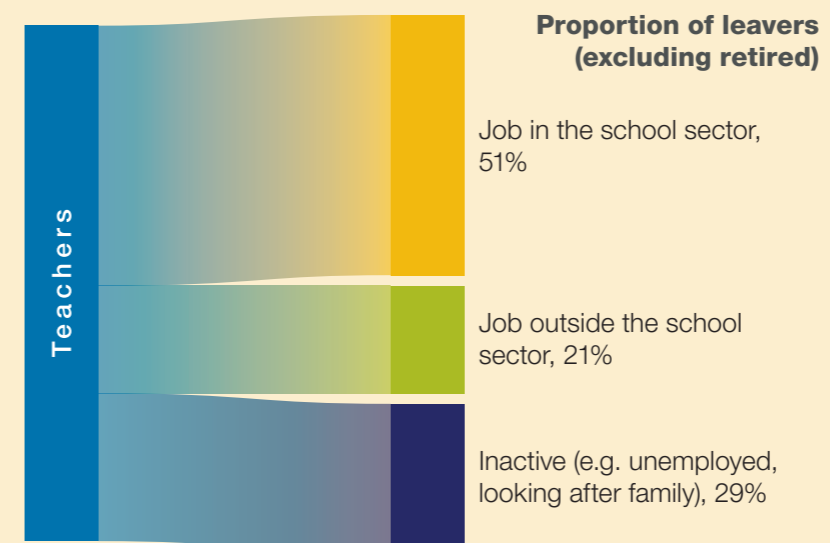
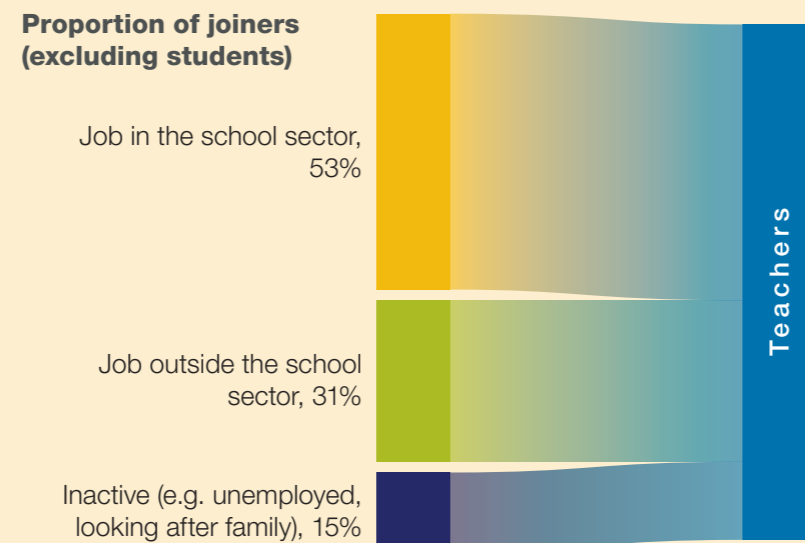


Should I Stay or Should I Go?

NFER Analysis of Teachers Joining and Leaving the Profession

Teacher numbers have been growing

- **New joiners** have comprised 10% of the workforce each year
- **50% of joiners are not NQTs**; of these the education sector provided around half



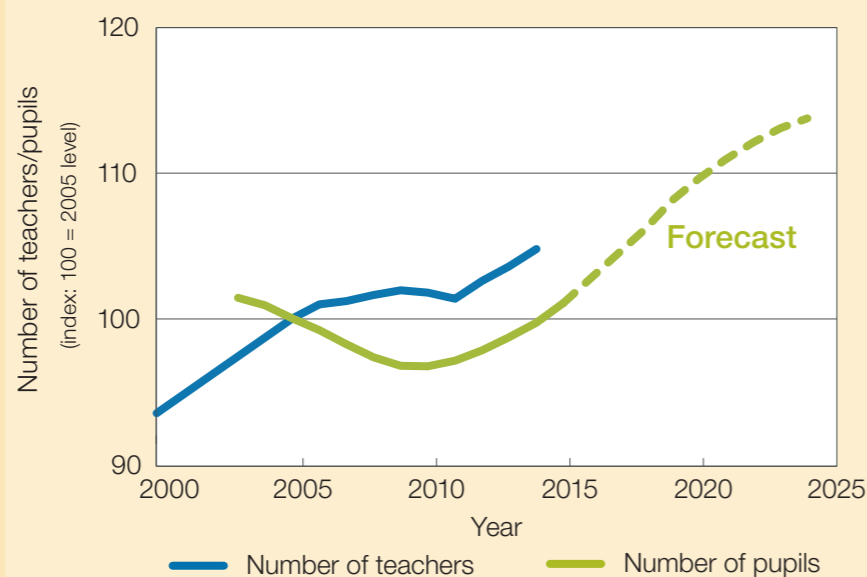
More than half of leavers take up jobs in the education sector

- **In the short term**, teachers are not leaving for higher paid jobs
- **Leavers' wages** fall an average of 10%



More teachers will be needed in future

- **Pupil numbers** are forecast to rise and initial teacher trainee numbers are below target
- **Secondary schools** face particular challenges: greater growth in pupil numbers, shortfalls in current ITT entrants, higher numbers considering leaving

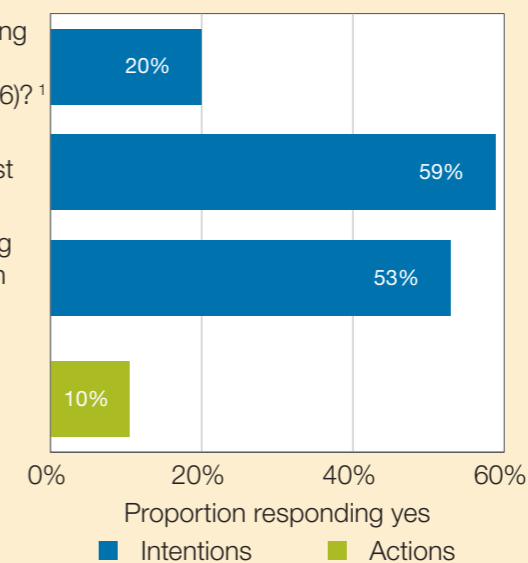


Are you considering leaving teaching within the next academic year (2015–2016)?¹

Have you considered leaving teaching in the last six months?²

Are you thinking of leaving the teaching profession in the next two years?³

Teacher wastage as a proportion of the total number in service at the beginning of the year⁴



Some surveys report many teachers are planning to leave

- **Half were undecided** about what to do next
- **Only 10% leave** each year; a third of these retired