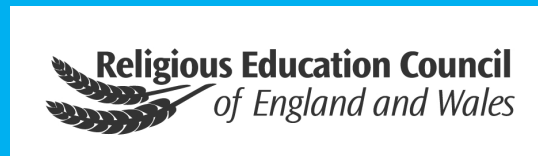
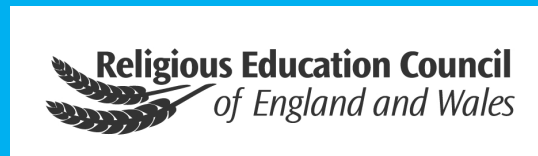


Working together to promote RE teaching as a career

Deborah Weston OBE - Chair – the RE Policy Unit
Dr Kathryn Wright - CEO – Culham St Gabriel's Trust



What is the problem?



There is a national crisis with the recruitment of teachers and to teacher training

More than nine in 10 schools are finding it difficult to recruit teachers, according to a new survey, with headteachers saying the problem was cause for considerable concern.

The Association of School and College Leaders (ASCL) surveyed 766 state-sector school and college headteachers, and found that 95 per cent were experiencing difficulties when recruiting staff.

The survey findings show that 43 per cent said the problem was “severe”.

FACTORS LIKELY TO BE CONTRIBUTING

- Ongoing issues about workload
- Pay not keeping pace with inflation
- Teachers retiring ‘early’
- 1/3 Teachers leaving the profession in the first five years
- Cost of training adding to University debts
- Level of trust in teachers from the public and government

In May 2022 (the deadline for serving teachers’ resignations), over 100 posts were advertised for RE. However, Prof John Howson of TeachVac calculated that almost all that year’s trainees had already recured posts

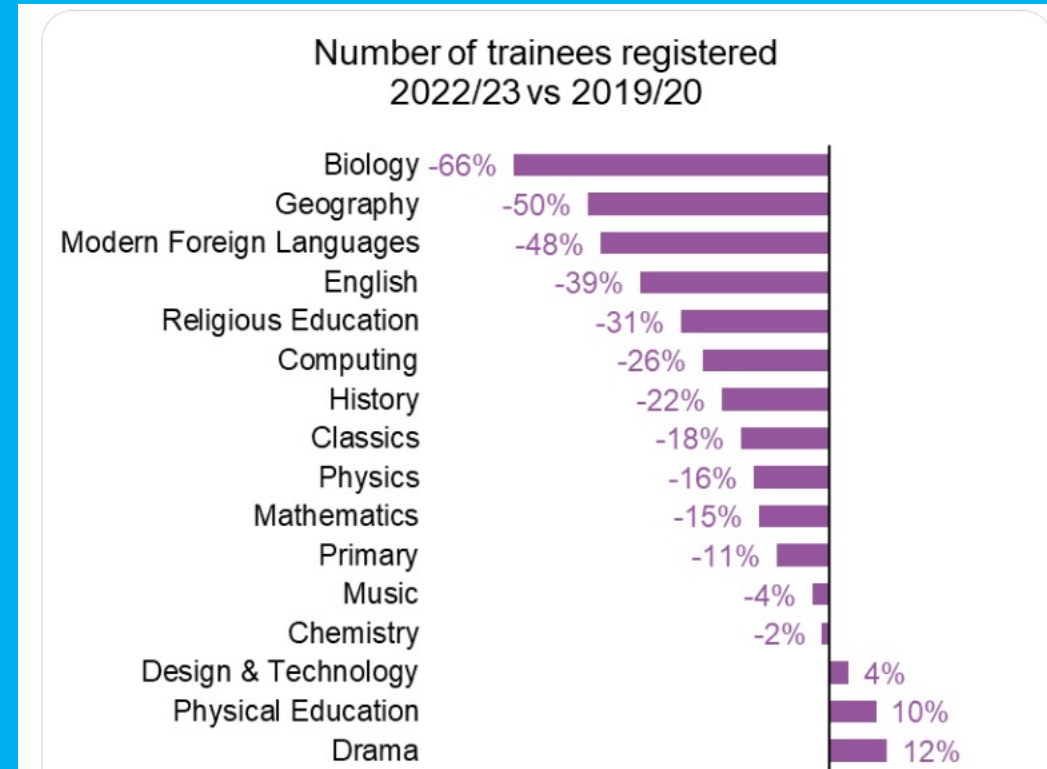
Recruitment is a post-code lottery

ITT census – regional variations in number of trainees

	2020-21	2021-22
East Midlands	35	18
East of England	37	28
London	154	137
North East	33	14
North West	122	84
South East	112	60
South West	41	41
West Midlands	90	54
Yorkshire and The Humber	50	39
Grand Total	674	475

In 2020/21 there were **25 students** from Wales undertaking RE/RVE ITE in Wales (of an allocation of 42) and 10 in England. The allocation was cut to 34 in 2021/22

In 2010/11 there were **40 students** in Wales and 10 in England
 Allocations Source: The Education Workforce Council: <https://www.ewc.wales>



Above: Source: Jack Worth NFER 2022
 Left: DfE ITT Census – time series

According to UCAS, applications to teacher training in England in December were down 22% on the same period in 2019/20 and 31% for RE

I'm in the East Midlands. We have tried recruiting for both a September start and an earlier start along with the option of a TLR attached to the role and we've so far been unsuccessful

I have championed and delivered RE as a compulsory subject from Year 7 to Year 11 for a significant number of years. I have also made it compulsory for all students to sit the GCSE RS examination throughout this time.

Unfortunately, the Government did not include RE in the Humanities subjects in the English Baccalaureate and due to a national shortage of RE teachers I have been unable to appoint new staff.

Therefore, I do not have trained RE teachers to deliver RE on the scale I have done previously.

The statutory elements of RE will now be delivered as part of the Citizenship programme which takes place in all year groups.

WHAT DO TEACHERS AND SENIOR LEADERS SAY?

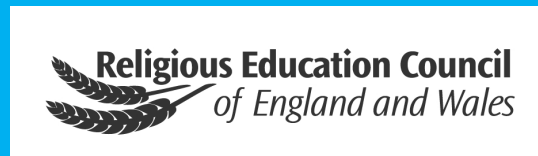
Last academic year during the Spring term, we put out an advert for a Teacher of RPE. Unfortunately, the only applicant was our current ITT student, who had also applied elsewhere and unfortunately secured a job before we were able to interview. Therefore, we put the advert out a second time and experienced the same issue. We only received two applications and from non-specialist teachers..

Today I had a candidate for our SCITT come to visit the RE department on an 'experience day'. He has a theology degree, has done interfaith work since. However he has said he thinks he will decide to do an SKE course in English and apply to train in English as he will get a bursary.

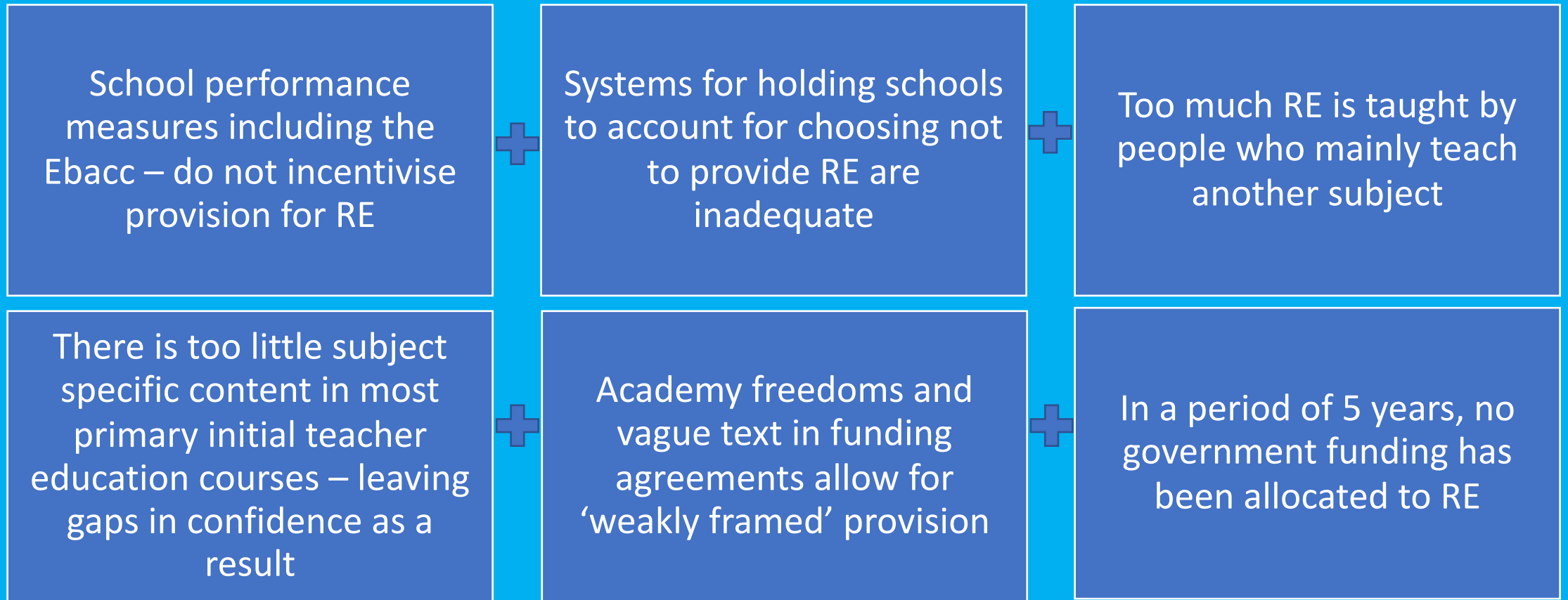
We had recruited 2x RE specialists in 2021 - one has already left profession. One has just handed notice in. We tried to replace the one who left from May 2022 - as of now, we still haven't been able to recruit. Classes have had cover and non expert for 6 months. Ended up recruiting a history teacher. This year we have more people looking for jobs and currently trying to recruit again but as a faculty leader since 2013 it's the worst it's ever been trying to recruit good, experts in RE. I also work for the local SCITT as the RE and Social Sciences subject specialist. This year there were no applicants for the RE programme (only social sciences).

We appointed two people in the summer for a September start, one person left within the first term & we have not been able to recruit we have put an advert out twice so far. We've had 2 people show interest neither were specialist in the subject & one only wanted to work 2 days a week.

Why is the situation so bad for RE?

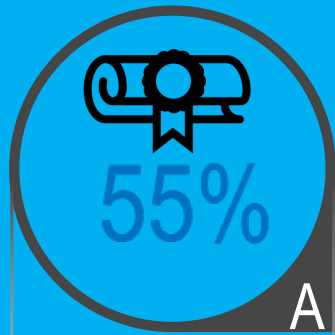


The government has failed to support RE since 2010

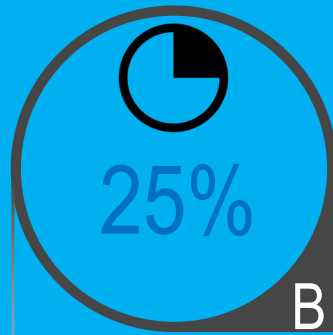


Too many school leavers being ill-equipped for life in a multi-religious and multi-secular world

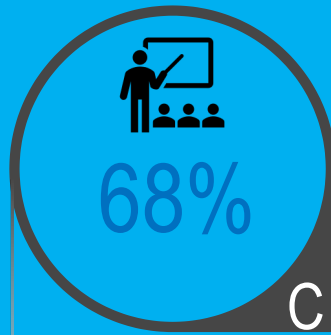
RE is still a shortage subject so why have bursaries for ITT not been reinstated?



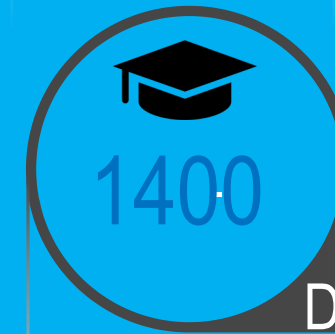
A
Teachers of RE
 Have no post-A level qualification in the subject. Twice as many as History (24%)



B
Hours of RE
 are taught by teachers with no post-A level qualification in the subject. Three times as many as History (8%)



C
Trainee RE secondary teachers
 do not have a degree in either Theology or Religious Studies



D
Theology/RS graduates in a typical year of whom 1 in 10 choose education related career paths.

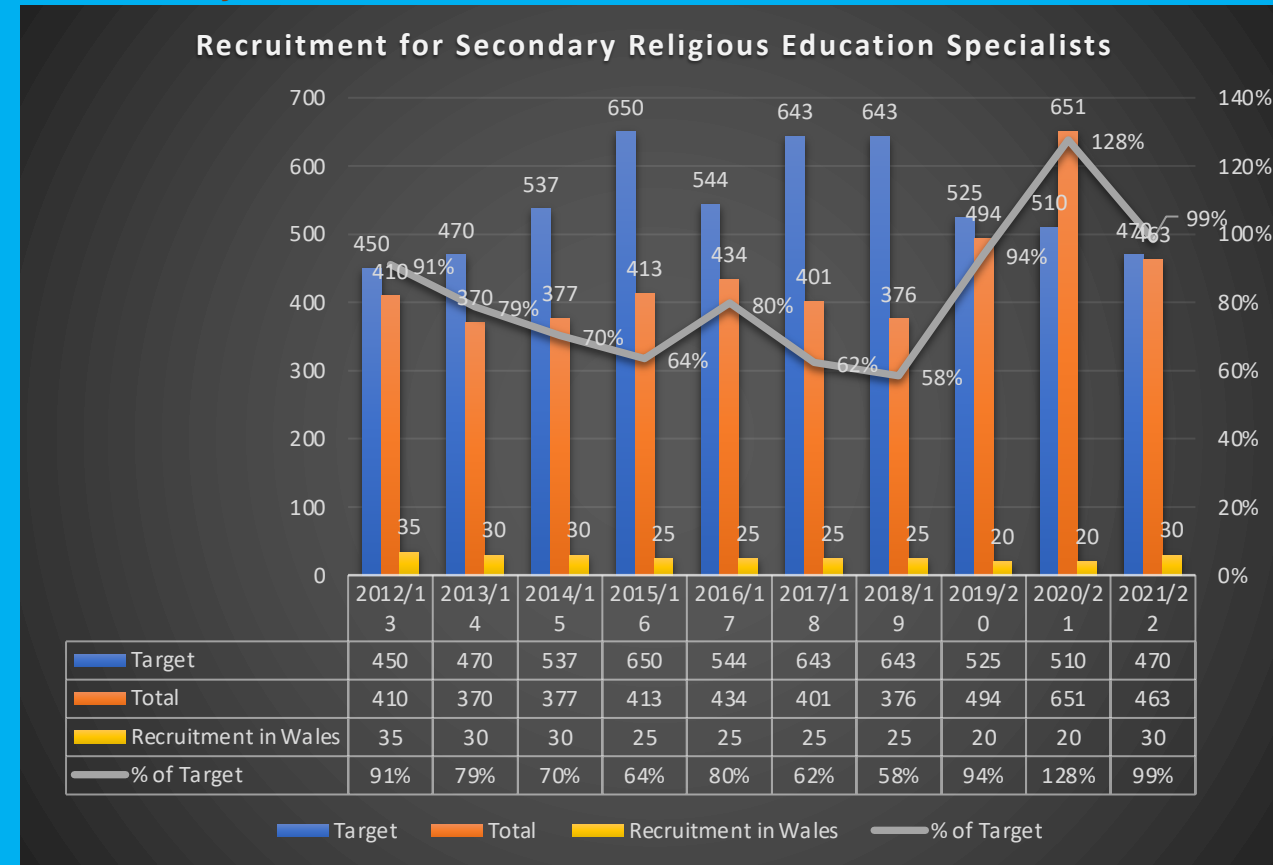


E
 allocated to each 'Teacher of RE' at KS3 as opposed to 7 for History due to the frequent use of teachers of other subjects covering a small number of lessons.



F
 the recruitment target has been missed leaving a short fall of 459 trainees in the last 5 years alone.

- RE was identified as a shortage subject in England, needing bursaries to encourage recruitment since the training year 2016/17. Specific factors affecting RE are set out of the left.
- Recruitment for teacher training in 2020/21 was exceptional for almost all subjects. It was at the height of the pandemic. Overall recruitment was up almost 20%.
- However, 2020/21 is the only year in the last 10 that the DfE target for RE has been met. That is why it is known as a **SHORTAGE** subject.
- The chart below shows recruitment compared to target for the last 10 years. Prolonged failure to reach the target has built up a shortfall of more than 400 trainees in 5 years.



SOURCES: A and B are sourced from the DfE School Workforce Census 2019 C From a NATRE FOI request to the DfE in 2019 D and E <https://www.thebritishacademy.ac.uk/documents/288/theology-religious-studies.pdf> F (and the bar chart) from DfE ITT census data. Data from Wales is sourced from <https://statswales.gov.wales/> and the Education Workforce Council <https://www.ewc.wales/>

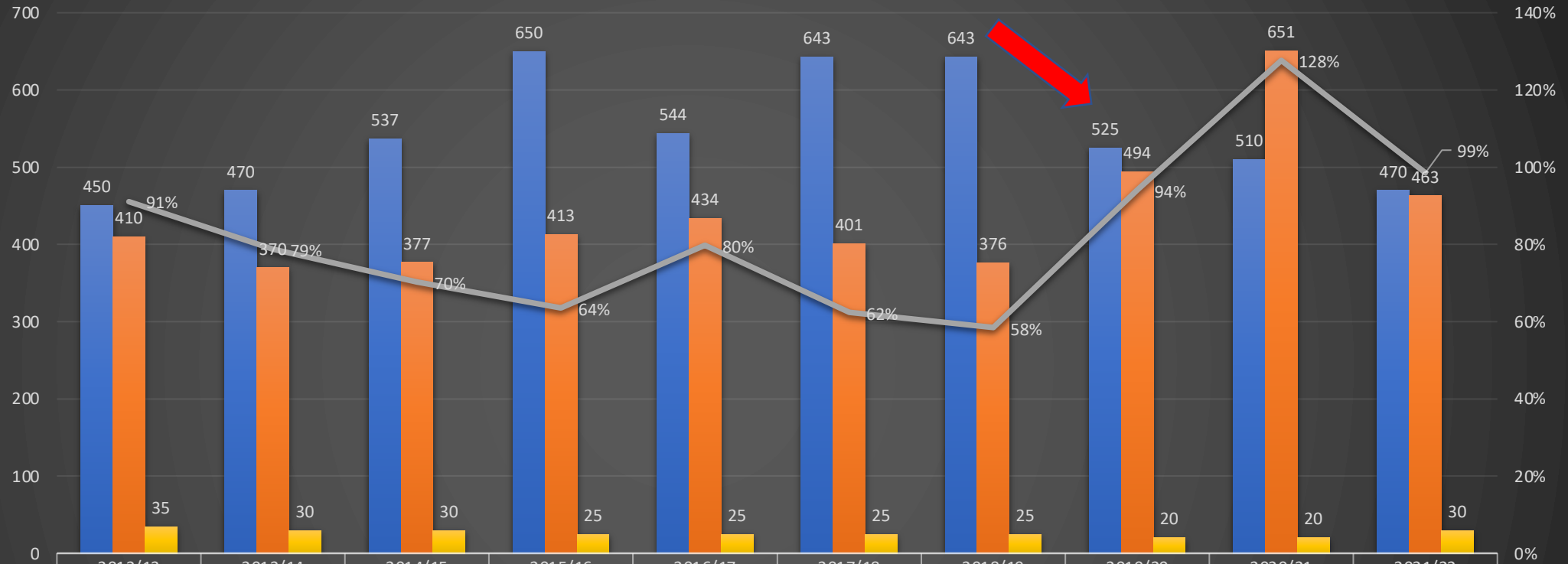
Poor recruitment of secondary teachers

The DfE missed the target for RE in 9 of last 10 years.

Recruitment to ITE institutions in Wales increased.



Recruitment for Secondary Religious Education Specialists



	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Target	450	470	537	650	544	643	643	525	510	470
Total	410	370	377	413	434	401	376	494	651	463
Recruitment in Wales	35	30	30	25	25	25	25	20	20	30
% of Target	91%	79%	70%	64%	80%	62%	58%	94%	128%	99%

AXIS TITLE

Target Total Recruitment in Wales % of Target

What does the government say?

In the 2020/21 academic year, the Department exceeded the postgraduate ITT target for RE (129%), whilst in the 2021/22 academic year, the equivalent target was narrowly missed (99%). The Department will review the need for bursaries across all subjects before announcing what will be available for the 2024/25 academic year.

2020/21 was an unusual year. **ALL subjects recruited above the level of the previous year** and for many subjects it was a bumper year— PANDEMIC!

Were all the other subjects that recruited **above their target** in this exceptional year missed out on bursaries this year?

In 2023/24 the subjects attracting bursaries include:

Biology – recruited 189% of target in 2020/21

Computing 105% of target

English 127% of target

Geography 130% of target

Clearly different rules apply to RE!

Answer



Nick Gibb

Conservative

Bognor Regis and Littlehampton

Source: Hansard: PQ from Kevan Jones MP 29/11/22 answered by Nick Gibb MP

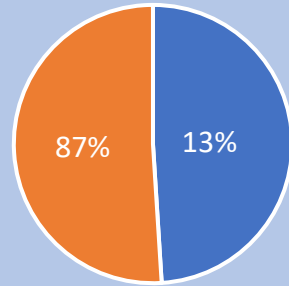
Far more RE than other subjects is taught by people who mainly teach another subject

Teachers who teach English

39,043 teachers teach at least one lesson of English per week

33,940 of these (87%) mainly teach English

5,103 (13%) mainly teach something else



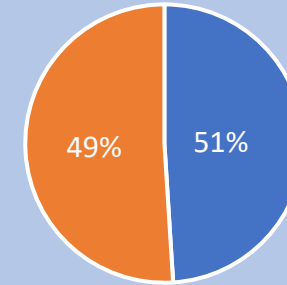
■ % teachers who mainly teach a different subject
□ % teachers who mainly teach this subject

Teachers who teach Religious Education

15,529 teachers teach at least one lesson of RE per week

7,608 of these (49%) mainly teach RE

7,921 (51%) mainly teach something else



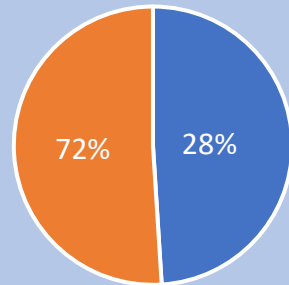
■ % teachers who mainly teach a different subject
□ % teachers who mainly teach this subject

Teachers who teach Geography

16,548 teachers teach at least one lesson of Geography per week

11,892 of these (72%) mainly teach Geography

4,656 (28%) mainly teach something else



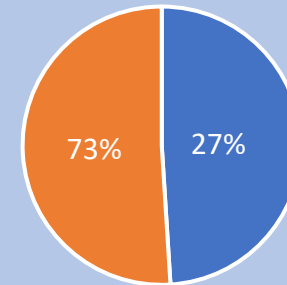
■ % teachers who mainly teach a different subject
□ % teachers who mainly teach this subject

Teachers who teach History

17,587 teachers teach at least one lesson of History per week

12,873 of these (73%) mainly teach History

4,714 (27%) mainly teach something else



■ % teachers who mainly teach a different subject
□ % teachers who mainly teach this subject

Note: [The DfE Teachers' Standards](#) include the following :

A teacher must:

3. Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship

Our children deserve better!

What is the situation in Wales?

RVE commonly taught by TWOs

- The average proportion of a full timetable, taught by teachers of RE was 50% in 21/22 in comparison with 83% for Maths, 79% for English, 57% for Geography and 58% for History.
- 845 teachers deliver what equates to the full time equivalent of 425 teachers.

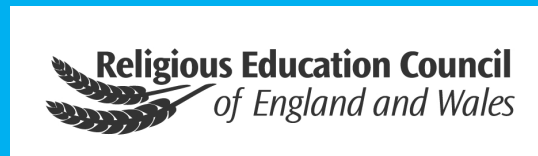
Closer parity between Humanities (EBacc x)

- A total of 14,395 hours of RE (now RVE) was delivered in comparison with 13,910 hours of Geography and 15,155 hours of History.
- There is therefore considerably more parity between the Humanities subjects in Wales than in England in terms of timetable time

Timetable time down by 5%

- The number of hours offered for RE has fallen by almost 5% since 2019/20 when 15,135 hours of RE was offered and 14,215 hours of Geography and 15,105 hours of History


How can we change the narrative?



Removing the barriers

There ARE salaried routes into teaching that may suit certain candidates

find-postgraduate-teacher-training.service.gov.uk

 **GOV.UK** Find postgraduate teacher training

BETA Give feedback or report a problem: becomingateacher@digital.education.gov.uk

Find courses by location or by training provider

By city, town or postcode

Across England

or

By school, university or other training provider

Filters

Apply filters

Special educational needs

Only show courses with a SEND specialism

Vacancies

Only show courses with vacancies

Study type

Full time (12 months)

Part time (18 to 24 months)

Qualifications

QTS only

PGCE (or PGDE) with QTS

Further education (PGCE or PGDE without QTS)

Degree grade accepted

2:1 or First

2:2

Third

Pass (Ordinary degree)

Visa sponsorship

Only show courses with visa sponsorship

Salary

Only show courses that come with a salary

[Talk to teacher training providers at an event near you.](#)

Sorted by

ARK Teacher Training

Religious education (X321)

Study type	Full time
Qualification	PGCE with QTS
Financial support	Salary
Degree required	An undergraduate degree at class 2:2 or above, or equivalent
Visa sponsorship	Visas cannot be sponsored

National Online Teacher Training

Religious education (N847)

Study type	Full time
Qualification	QTS only QTS ratified by Yorkshire and Humber Teacher Training
Financial support	Salary
Degree required	An undergraduate degree at class 2:2 or above, or equivalent
Visa sponsorship	Visas cannot be sponsored

Oriel ITT Partnership

Religious education (3X2M)

Study type	Full time
Qualification	PGCE with QTS QTS ratified by University of Brighton
Financial support	Salary
Degree required	An undergraduate degree, or equivalent
Visa sponsorship	Visas cannot be sponsored

Ripley ITT

Religious education (J142)

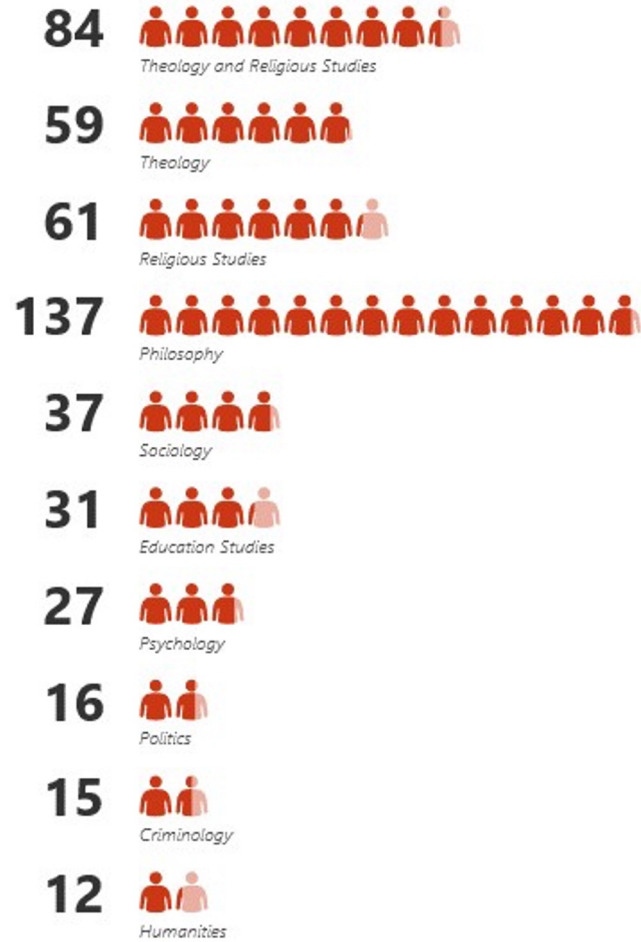
Study type	Full time
Qualification	QTS only

YOU DON'T HAVE TO HAVE A DEGREE IN THEOLOGY OR RELIGIOUS STUDIES TO TRAIN FOR RE

A word cloud of various academic disciplines, with 'Theology and Religious Studies', 'Philosophy', and 'Theology' being the most prominent. Other visible disciplines include:

- Child Psychology
- Health Psychology
- Youth and Community Work
- Secondary Teaching
- Sport and Exercise Sciences
- Nursing
- Ancient Middle Eastern Languages
- Sports Studies
- Occupational Therapy
- Business and Management
- Social Anthropology
- Disability Studies
- Cultural Studies
- Childhood Studies
- Politics
- Theatre Production
- Musicianship and Performance Studies
- Political Sociology
- Human Resource Management
- Theology
- Ancient History
- Management Studies
- Film Studies
- Primary Teaching
- Sociology
- Social Policy
- English Literature
- Biology
- English Studies
- American Studies
- Classical Studies
- Bioengineering
- Mechanical Engineering
- Religion in Society
- Religious Studies
- Criminology
- Health and Welfare
- Fine Art
- Italian Studies
- Early Childhood Studies
- Philosophy
- Social Work
- Adult Education
- Music
- Applied Science
- Applied Psychology
- Latin Studies
- Law
- Health and Social Care
- History of Art
- Broadcast Journalism
- Anthropology
- Education Studies
- History
- Ethics
- Drama
- Economic History
- Linguistics
- Criminal Justice
- Dementia Studies
- Early Years Education
- Liberal Arts
- Animal Behaviour
- Archaeology
- Humanities
- Childhood and Youth Studies
- Business Studies
- Graphic Arts
- Theology and Religious Studies
- Psychology
- Dutch Studies
- Primary Education
- Classical Art and Archaeology
- Social Sciences
- Classical Greek Literature
- Social Philosophy
- Economics
- Psychology of Religion
- Sports Therapy
- Media and Communication Studies
- Journalism
- Social Psychology

TOP TEN DEGREES FOR SECONDARY RE TRAINEES IN 2020-21



Only **32%** of the 633 trainees had a degree in Religious Studies, Theology or Theology and Religious Studies.

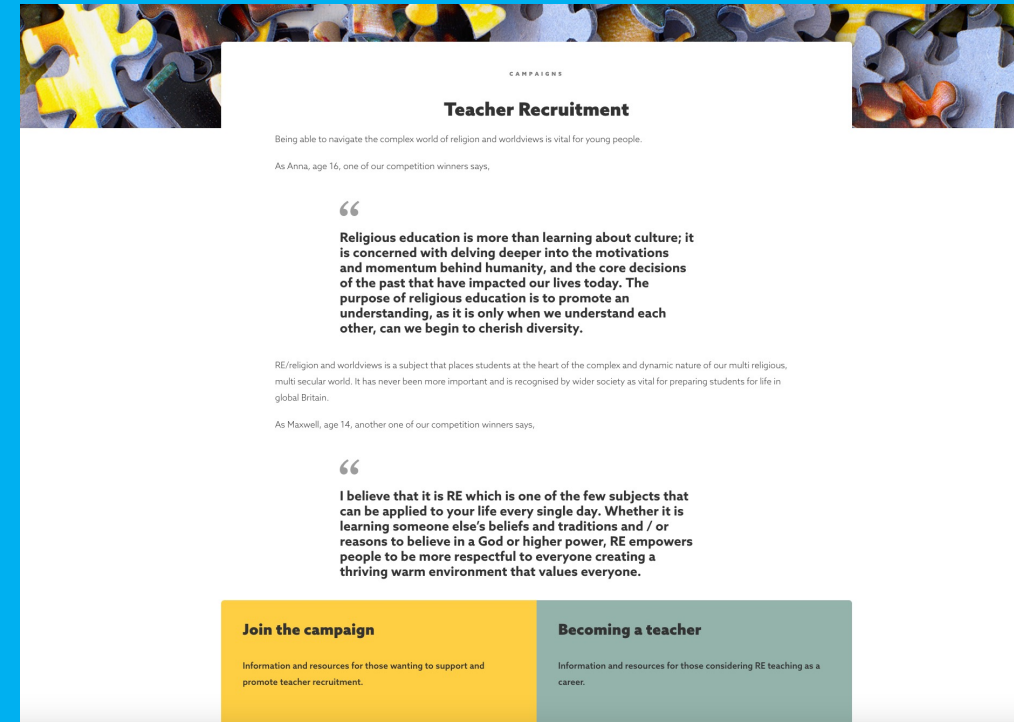
Funded subject knowledge enhancement courses are available to boost subject knowledge

What are we doing?



New Campaign

- Social Media Campaign
 - Video testimonials from some of the country's leading RE teachers
 - Religion and Worldviews videos from Champions, politicians and supporters explaining why we need to teach the subject
- Webinar for potential applicants 27th March 7-8pm
- Direct emails through UCAS to undergraduates
- Targeting University Job Boards



A dedicated recruitment website

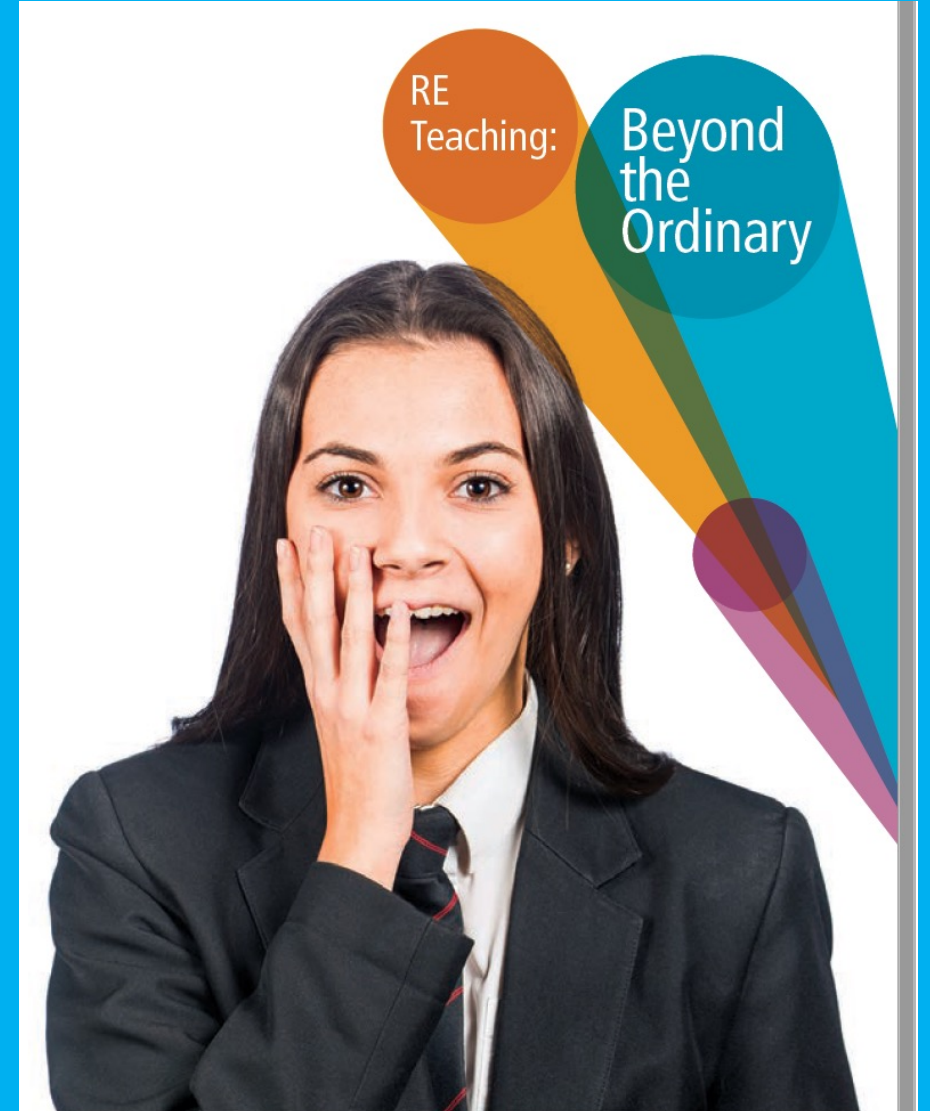
<https://www.cstg.org.uk/campaigns/teacher-recruitment/>

How can you help?



Be informed

- You don't need a theology degree to teach RE
- You can do a funded subject knowledge enhancement course to support your entry into the profession.
- There are lots of routes into teaching



Know how to get into teaching

- There are a wide range of routes to enter teaching. You don't have to become a 'full-time' student again.
- Help potential applicants find the right route for them – know what is on offer!

- Qualified Teaching Status (QTS) Only
 - QTS with PGCE
 - Post Graduate University Route
 - School Centred Initial Teacher Training (SCITT)
 - School Direct Salaried and Unsalariated
 - Post Graduate Teaching Apprenticeships
 - Undergraduate University Route
 - Teach First
 - Teach Now
- <https://nowteach.org.uk/> (for career changers)

Tweet and retweet!

- Visit and share our campaign website on your social media and networks
- Re-tweet our messages and videos on Twitter at @ReThinkREnow, @RECouncil, @NATREupdate @reonline_tweets and @aulretweets
- Share Instagram posts to your own feed
- Share our award-winning campaign film across your networks
- Follow Culham St Gabriel's Trust on LinkedIn and share our content
- Invite potential applicants to the webinar later this month

Write for your context

- Use some of the information from today's session to write an article for your own context e.g. a newsletter or blog...
- We can provide support/template if that would be helpful.

BLOG

Behind the RE Teacher Recruitment Crisis

08 February, 2023, [Heather Marshall](#)

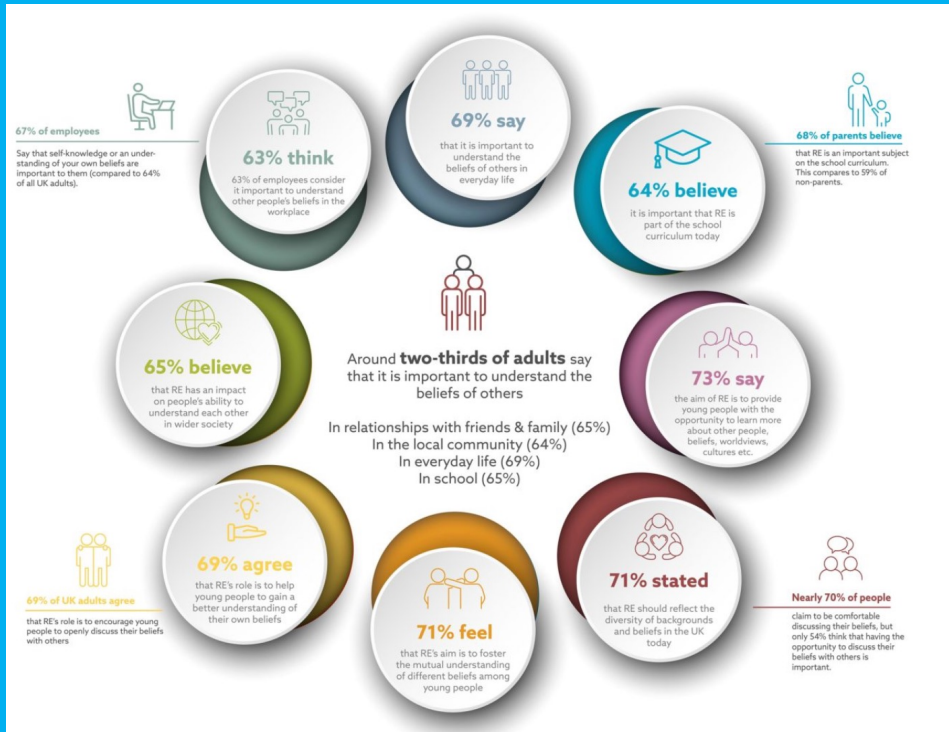
[f Share](#) [Share](#)

Beyond the headlines about teachers' strikes, there is a serious crisis brewing around recruitment of teachers through the initial teacher training (ITT) scheme. Despite the DfE's targets for ITT trainees, numbers have fallen short. According to UCAS data, the 2021/22 academic year had a 36% shortfall of the target of 32,600 trainees, a 10% increase from the previous year. Despite the offer of a starting salary of £30,000, it is unlikely to boost ITT applications for the upcoming September intake.

The shortage of trainee teachers is particularly affecting Religious Education (RE). Research by NATRE (2022) shows that nearly all Higher Education Institutions offering RE ITT courses have experienced a decline in trainee numbers, with some courses facing an 83% drop and others facing closure. This creates a patchy availability of RE teacher training, with areas like the West Midlands and North East being most affected. The Department for Education (DfE) has been aware of this problem for some time. Research by the RE Policy Unit (2022) found that it missed its target for recruiting RE teachers in nine out of the last ten years, even with lowered targets. Other subjects facing similar shortage issues have been offered consistent or reinstated bursaries that have been successful in attracting applicants. Geography, for instance, shows signs of bucking the trend, with trainees eligible for a £25,000 bursary for the 2023/24 PGCE course.

The removal of the 2021/22 bursary for ITT religious education (RE) teachers has clearly had an impact on recruitment. Given this year's data, it's now clearly needed as a part of a broader strategy to reverse the decline. The Government has said it prioritises 'investing in raising the standard of the workforce: to ensure all children in all schools are taught by well trained and qualified teachers'. RE is a subject where action on this commitment is much needed. The problem of using non-specialist teachers in RE occurs three times more frequently than in subjects like History. NATRE's 2019 survey found that over half of RE teachers (53.6%)

Showcase an education in religion and worldviews



CAMPAIGNS // PROMOTING AN EDUCATION IN RELIGION AND WORLDVIEWS

Promotional film collection

Culham St Gabriel's are delighted to have commissioned this series of short films to promote an education in religion and worldviews across many areas of public life. Individuals from a range of different perspectives and from different walks of life explain why an education in religion and worldviews matters to them. The films are freely available for all to use to show the importance of religion and worldview literacy in a multi religious, multi secular world.

01:49
an independent cross-hatch peer
in the hopes of leading a more positive future

Lord Karan Bilimoria of Chelsea
CBE DL Former President of
Confederation of British
Industry, Chancellor of
University of Birmingham

The public value the subject. Spread the word and inspire future teachers!

<https://www.cstg.org.uk/campaigns/public-perception/>

Use the film collection in your own contexts. Could you showcase one at an event to inspire future teachers?

<https://www.cstg.org.uk/campaigns/promotional-film-collection/>

Work with our champions

- Our Champions are supporting our campaign.
- Look out for comments they make about RE and utilize them!
- Follow them on social media.

CAMPAIGNS // PROMOTING AN EDUCATION IN RELIGION AND WORLDVIEWS

Religion and Worldviews

Culham St Gabriel's is delighted to support a champions programme. These champions come from different walks of life but are united in their understanding of the value and importance of an education in religion and worldviews.

RELIGION AND WORLDVIEWS CHAMPION



"When young people have dedicated school-based teaching that explains different values, traditions and beliefs they can better understand others."
-Sabah Ahmed, Imam

RELIGION AND WORLDVIEWS CHAMPION



"An education in religion and worldviews is at the heart of understanding what it means to be human; it also allows us to better understand real-world struggles."
-Professor Francesca Stavropoulou, Professor of Hebrew Bible and Ancient Religion, Department of Theology and Religion, University of Exeter, UK

RELIGION AND WORLDVIEWS CHAMPION



"An education in religion and worldviews is the best way to ensure students leave school with an understanding of common values as well as the practical life skills to raise issues with respect."
-Bushra Nasir CBE DL

RELIGION AND WORLDVIEWS CHAMPION



"An education in religion and worldviews is the cornerstone to understanding each other in the twenty first century...it's the grounding we need."
-Paul Kerensa, comedy writer and stand-up comedian

RELIGION AND WORLDVIEWS CHAMPION



"An education in religion and worldviews offers a great opportunity to grapple with some of the most important issues people throughout the world have faced since time began."
-John de Bono, QC, Barrister and parent

RELIGION AND WORLDVIEWS CHAMPION



"By enabling pupils to take each religion and worldviews seriously, we equip young people with the essential knowledge to understand a vital phenomenon that continues to shape today's world: religious tradition, belief and practice."
-Christine Counsell, historian and curriculum developer

Talk to people who might be interested

- Every conversation helps. We know that career changers often opt to go into teaching and great teachers come from all backgrounds. Looking for someone interested in tackling the big questions in life in the classroom? RE could just be for them.



“Being able to deal with challenging and biased questions and turn that into fascination and wonder is very rewarding.”

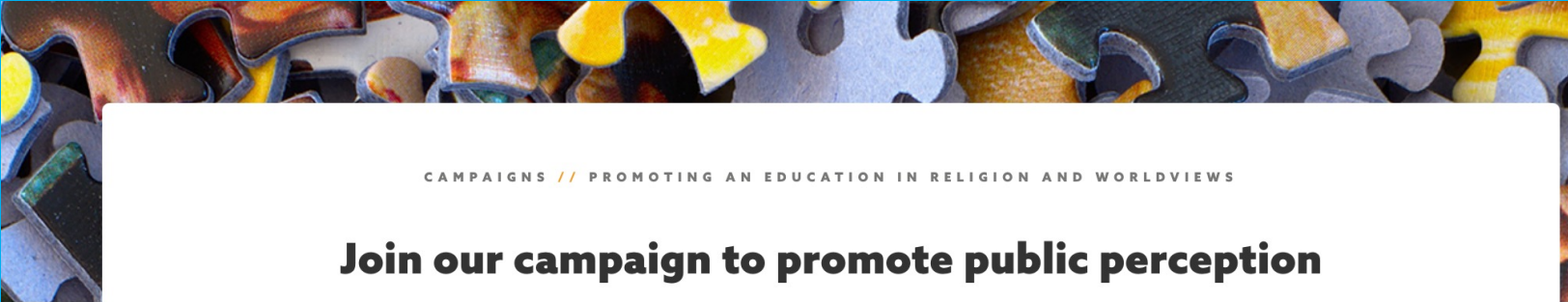
Invite people to the recruitment webinar



Monday 27th March 7-8pm

<https://www.eventbrite.co.uk/e/considering-re-teaching-as-a-career-tickets-538506135347>

Write to your MP



CAMPAIGNS // PROMOTING AN EDUCATION IN RELIGION AND WORLDVIEWS

Join our campaign to promote public perception

As a new term approaches and as parliamentarians return from their summer recess, now is the time to bring the importance and value of an education in religion and worldviews to the forefront of MPs minds. We therefore invite you to use the [template](#) to write to your MP. The letter can be adapted easily to focus on issues that matter to you personally and to your school. The letter highlights the lack of funding and the need for a credible teacher recruitment strategy for RE.

Please join our campaign!! If your MP contacts you about your letter please let us know by emailing enquiries@cstg.org.uk

Download the template

MP Letter Template	.DOCX	22.5 KB	Download resource
--------------------	-------	---------	-----------------------------------

<https://www.cstg.org.uk/campaigns/join-our-campaign-to-promote-public-perception/>

HOW
TO

support our campaign



Identify your MP using [this](#) website. You could use our template but share your personal experience to support the case for action

WRITE TO YOUR MP



A face to face meeting provides an opportunity for you to question your MP and deal with specific points

VISIT YOUR MP IN A SURGERY



Follow @RECouncil @NATREupdate etc and retweet or quote retweet posts that you support

SPREAD THE MESSAGES VIA SOCIAL MEDIA



You can help our messages reach a far wider group of people if you include our campaign news in your news

POST NEWS ON YOUR WEBSITE



OUR TARGET

all children in all schools have a high-quality Religious Education/ an education in religion and worldviews



CONTACTS

Can you put us in touch with parliamentarians or influencers who might support our campaign?



PRINT AND ONLINE MEDIA

Could you work with our media consultants to broker an article from a well-known person linked to your organisation?



RADIO AND TV

Could you speak on local or special interest radio or TV stations about our campaign messages?



RESOURCES

Could you share our promotional films, public surveys and data with a wider audience?