

Why do people change jobs?

Flexibility

- WFH
- Hours of space to do the work
- Start and Finish Times

Workload

- Number of teaching hours
- Admin burden
- Needless paperwork

Funded CPD

- How are we progressing them?
- Are they improving at their craft?
- Do they feel supported to be the best?

Best benefit (except pay) that would cause someone to move:

Benefit	%
Agile / flexible working	40.2%
More PPA / administrative time	18.9%
Funded CPD	9.4%
Ability to book term-time leave	9.1%
Enhanced pension	5.1%
Company car	5.1%
Housing / relocation support	3.9%
Mental health support	1.6%

Biggest factor to cause people to leave:

Factor	%
Pay	26.0%
Workload	11.0%
Organisation Atmosphere	9.1%
Type of work	7.9%
Location or commute	6.3%
Opportunities for flexible working	5.5%
Work–life balance	5.1%
Poor job satisfaction	4.7%

Wellbeing:

Those who are reporting high stress, what would help relieve it?

Suggested intervention	%
More staffing or resource support	17.8%
Reduced workload / more realistic expectations	10.1%
Hybrid or remote working options	10.1%
Greater flexibility in working hours	10.1%
Improved communication from leadership	8.9%
Increased pay or financial support	8.3%
More time for planning and preparation	7.7%

Pay Satisfaction:

Satisfaction Level	FE
Very satisfied	10.5%
Satisfied	33.1%
Neutral	27.8%
Dissatisfied	20.2%
Very dissatisfied	8.5%
DISSATISFIED + VERY DISSATISFIED	28.7%
SATISFIED + VERY SATISFIED	43.6%

Why does this matter?

- Purpose
- Autonomy
- Mastery
- After pay – this is what matters most.

Rules for a great 121

- Three SMART goals – One Group/Dept/Shared Goal
- Two personal – they must create the idea, guided with you. Think 70/30 Talk/Listen
- Personal Goals and Dreams – map these to benefits and progression
- Progression
- Upcoming CPD – who they need to speak to? Learn from? Who can support them on that specific skill?