

Challenge

- Capacity / cover
- Prioritising pupils
- Budget
- ECTs / Mentor Capacity
- School journey
- MHWB of Staff
- Negative past exp.
- Compare w/ other providers
- Placement Payments
- Lead mentor?
- Parental pressures

Mitigations

- Build capacity into Central team → offer support
- Incentivise schools by meeting their needs.
- Build strong relationships with schools.
- 'Grow your own' messaging.
- Statistics / stories around retention
- Solutions to staffing issues e.g. AO
- Clear comms - up front about realities
- Salaried 'swaps'
- Honesty & transparency from Day 1.
- ~~Build~~ Build in flexibility & agility.
- Value Added → INSET, CPD, Delivery etc.
- Share your training materials
- Benefit to schools - hosting a trainee = CPD for staff.

- Appetite for mentoring
- What is in it for me?
- Salaried vs tuition
- Salaried time out of School
- Time out generally e.g. ITaP etc.
- Wider staff input e.g. induction / safeguarding...
- Concerns about Ofsted
- Timetabling issues
- Lack of Subject expertise

- Simplify comms.
- Best use of tech to support workload.
- Be organised!
- Respond quickly.
- Recruit high quality trainees
- Involve schools in recruitment
- Understanding + addressing concerns.
- Keep schools 'warm'.
 - short placements, ITaP, ~~but~~ hosting a training day etc
- Track school involvement data / Partner engagement
- Value school's strengths
- Have a 'sales pitch'
- Network
- Flexible approaches to 2nd placements.