



I am writing to request information under the Freedom of Information Act 2000.

I kindly ask for the following year-by-year statistical and policy-related data for schools within your local authority. Please note that I do not require any personal or identifiable data.

1. Teacher Retention and Attrition Rates (2014 to 2024)

Please see table below which details information requested for part A and part B.

- a. Aggregated data for each year, broken down by:
- b. School type (mainstream, SEND, and SEMH settings) Retention/attrition rates for teachers leaving within 1, 3, and 5 years of service Teachers leaving before reaching retirement age

2. SEND and SEMH Student Numbers (2014 to 2024)

The information requested is published by the DFE. It can be found here:

- a. Aggregated data for each year, broken down by:
- b. Students with an Education, Health, and Care Plan (EHCP) Students receiving SEN support but without an EHCP

[Explore Education Statistics](#)

3. Policies and Initiatives

- a. Any policies, strategies, or initiatives your local authority has implemented to support:
- b. Teacher retention

Staff well-being and workload management in schools

Schools will have their own individual initiatives to support wellbeing. Schools are able to buy back our policy services which contains a number of health and wellbeing policies and support and guidance tools, such as Supporting Attendance. The Wellbeing offer includes OHS, physiotherapy, EAP, support on matters such as financial wellbeing, mental health and menopause.

There are also statutory policies and procedures such as ETC induction, appraisal directed time policies.

HR Response to FOI17587

1 Teacher Retention and Attrition Rates (2014 to 2024)

a. Aggregated data for each year, broken down by:

b. School type (mainstream, SEND, and SEMH settings) Retention/attrition rates for teachers leaving within 1, 3, and 5 years of service Teachers leaving before reaching retirement age

Academic Year	Retention and Attrition	School Type	
		Mainstream	SEND
01/09/2014 - 31/08/2015	Retention	86.87%	92.21%
	Attrition All Leavers	13.19%	7.79%
	Leaving within 1 Year	4.08%	1.30%
	Leaving Between 1 and 3 Years	2.04%	2.60%
	Leaving Between 3 and 5 Years	0.38%	0.00%
01/09/2015 - 31/08/2016	Retention	85.83%	86.67%
	Attrition All Leavers	14.21%	12.90%
	Leaving within 1 Year	3.73%	1.29%
	Leaving Between 1 and 3 Years	2.53%	1.29%
	Leaving Between 3 and 5 Years	1.20%	1.29%
01/09/2016 - 31/08/2017	Retention	83.88%	95.12%
	Attrition All Leavers	16.35%	5.06%
	Leaving within 1 Year	3.87%	1.27%
	Leaving Between 1 and 3 Years	3.49%	1.27%
	Leaving Between 3 and 5 Years	1.90%	1.27%
01/09/2017 - 31/08/2018	Retention	86.15%	89.01%
	Attrition All Leavers	14.42%	10.87%
	Leaving within 1 Year	4.43%	1.09%
	Leaving Between 1 and 3 Years	3.08%	1.09%
	Leaving Between 3 and 5 Years	1.41%	1.09%
01/09/2018 - 31/08/2019	Retention	87.88%	94.57%
	Attrition All Leavers	12.31%	5.24%
	Leaving within 1 Year	4.36%	1.05%
	Leaving Between 1 and 3 Years	2.35%	0.00%
	Leaving Between 3 and 5 Years	0.90%	0.00%
01/09/2019 - 31/08/2020	Retention	90.52%	91.09%
	Attrition All Leavers	9.52%	9.00%
	Leaving within 1 Year	3.43%	2.00%
	Leaving Between 1 and 3 Years	2.10%	2.00%
	Leaving Between 3 and 5 Years	1.05%	0.00%
01/09/2020 - 31/08/2021	Retention	91.74%	94.95%
	Attrition All Leavers	8.29%	4.93%
	Leaving within 1 Year	2.74%	0.99%
	Leaving Between 1 and 3 Years	1.69%	1.97%
	Leaving Between 3 and 5 Years	0.63%	0.00%

01/09/2021 - 31/08/2022	Retention	88.68%	91.67%
	Attrition All Leavers	11.45%	7.89%
	Leaving within 1 Year	2.93%	0.88%
	Leaving Between 1 and 3 Years	2.93%	0.88%
	Leaving Between 3 and 5 Years	1.36%	0.88%
01/09/2022 - 31/08/2023	Retention	84.18%	86.84%
	Attrition All Leavers	16.01%	13.10%
	Leaving within 1 Year	3.43%	1.75%
	Leaving Between 1 and 3 Years	3.50%	0.87%
	Leaving Between 3 and 5 Years	1.42%	0.87%
01/09/2023 - 31/08/2024	Retention	85.39%	94.87%
	Attrition All Leavers	14.67%	5.02%
	Leaving within 1 Year	4.18%	0.84%
	Leaving Between 1 and 3 Years	2.96%	1.67%
	Leaving Between 3 and 5 Years	1.06%	0.84%