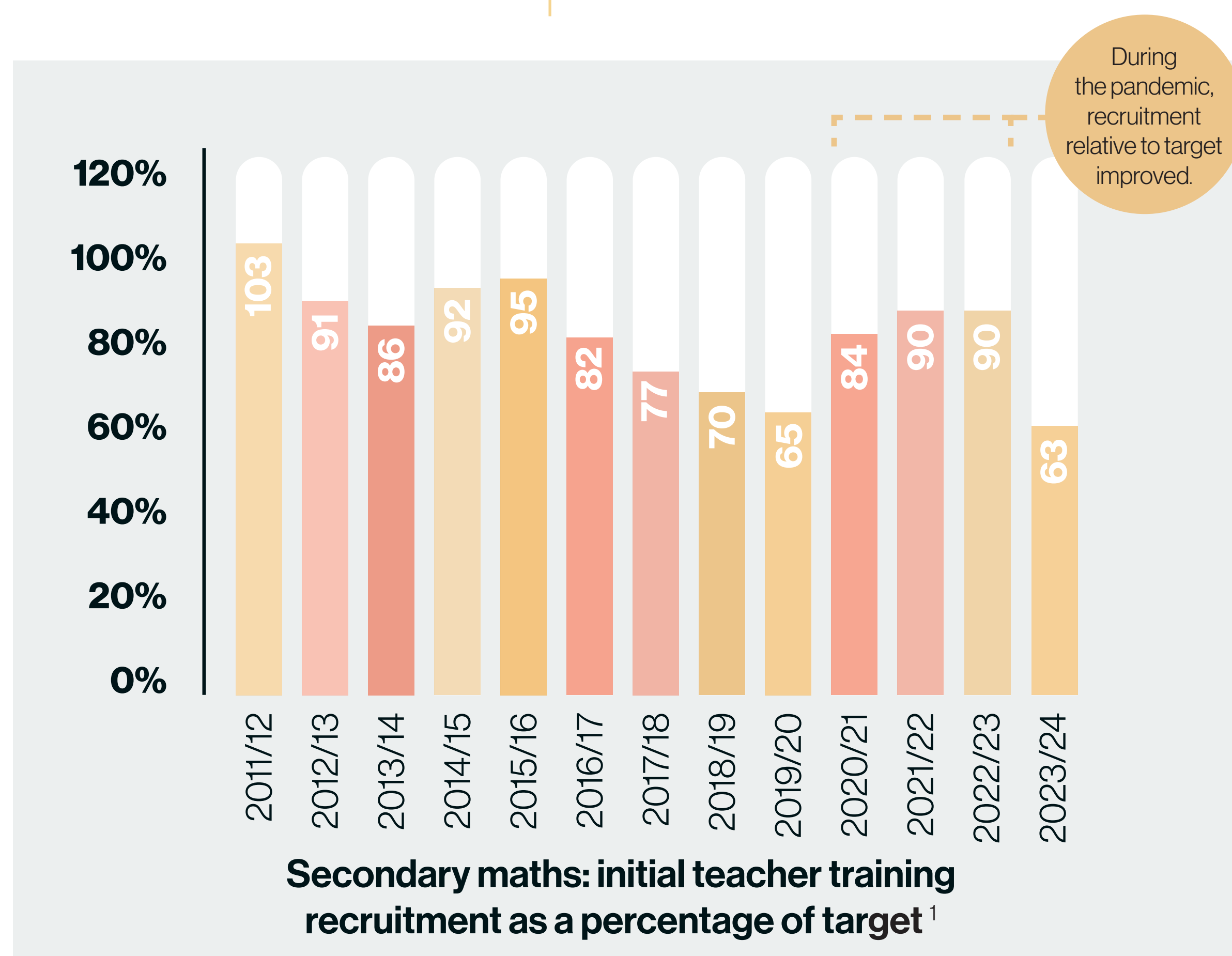


# MATHS TEACHER WORKFORCE

There is a shortage of secondary maths specialists in England

England has not met its secondary maths teacher recruitment target since 2011/12, leading to a shortfall of thousands of specialist teachers.



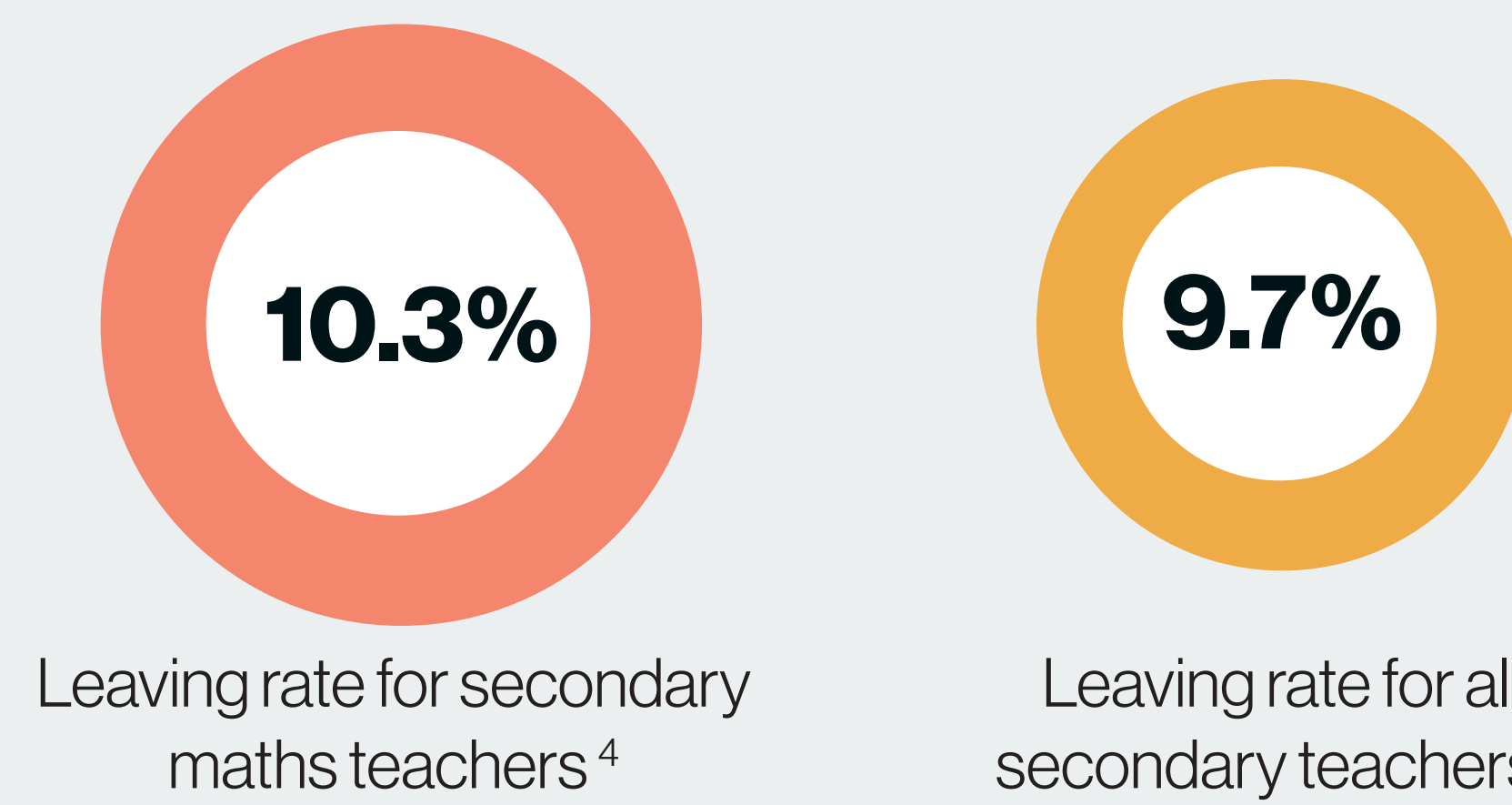
## Factors driving the recruitment and retention challenge

- 1 A competitive graduate labour market
- 2 A fall in the competitiveness of teacher pay
- 3 Non-financial factors, e.g. teacher workload

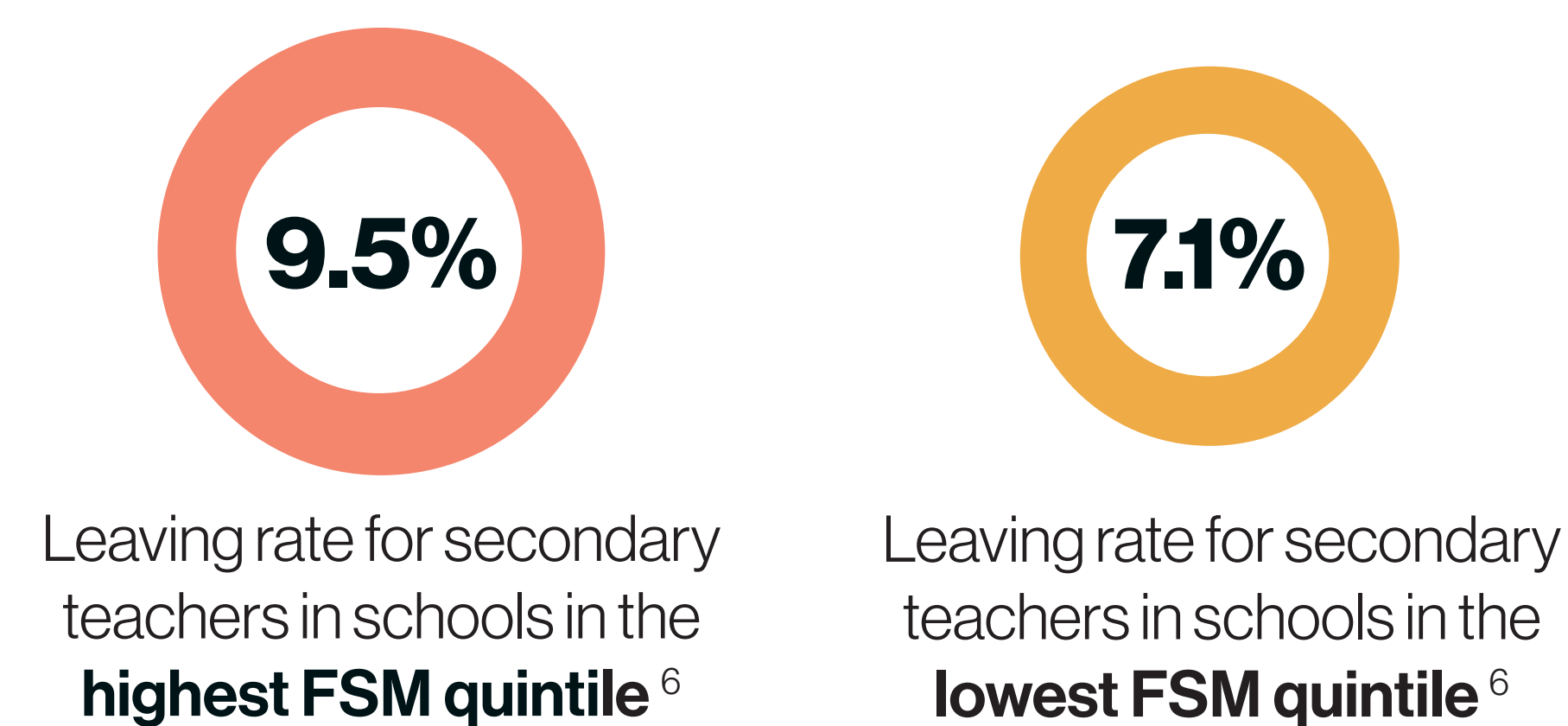
These factors affect teacher recruitment and retention across all subjects, but they are compounded in maths. Maths graduates command a premium in the labour market, which makes teaching a relatively less attractive option:

2020/21	Starting salary	3 years after graduation	5 years after graduation
Maths graduates <sup>2</sup>	£25,200	£31,000	£37,600
Maths teachers <sup>3</sup>	£25,700	£29,600	£34,100
Difference	-£500	+£1,400	+£3,500

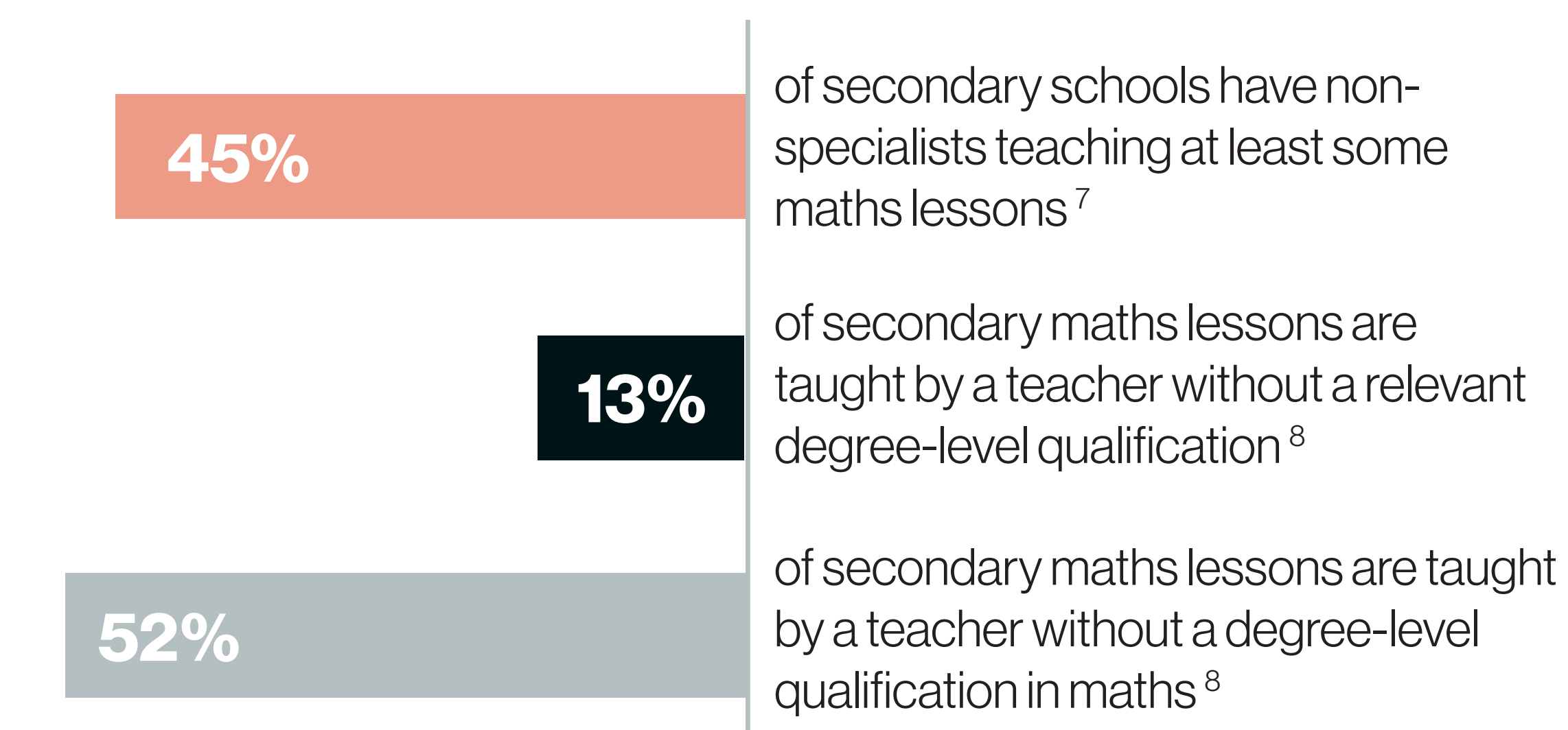
In state-funded schools, leaving rates for secondary maths teachers are above average



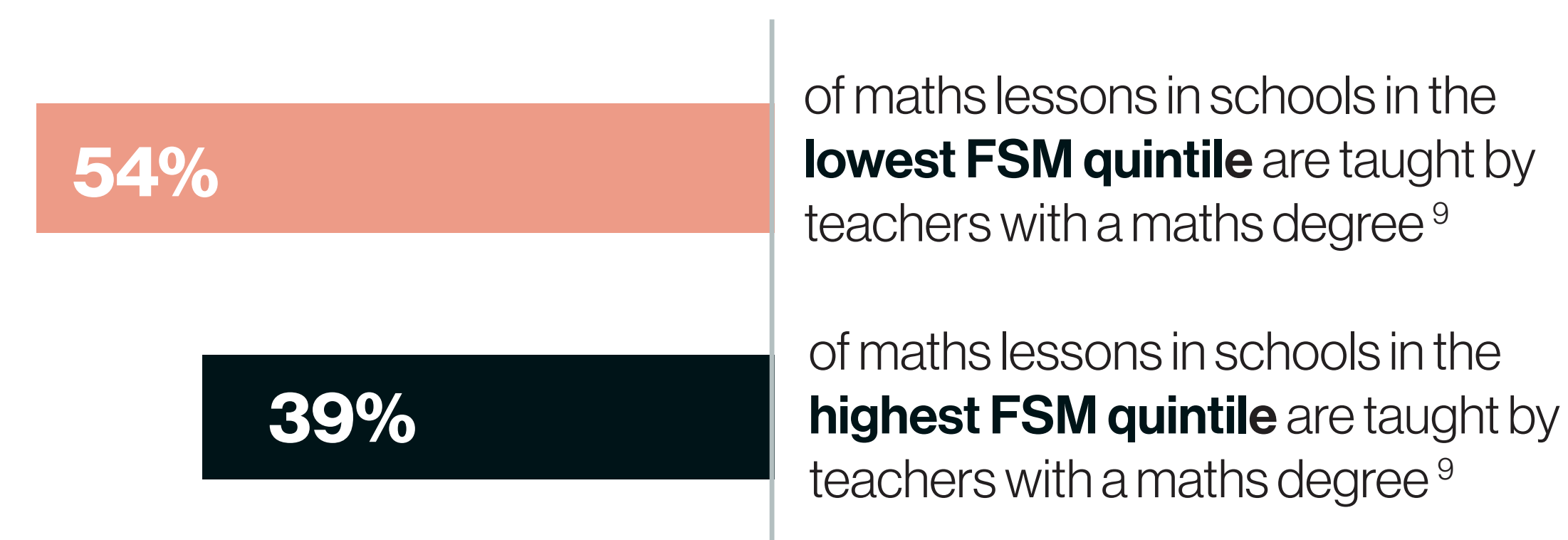
State-funded schools with a high percentage of FSM-eligible pupils have higher leaving rates<sup>5</sup>



The shortage of secondary maths specialists results in many non-specialists teaching maths

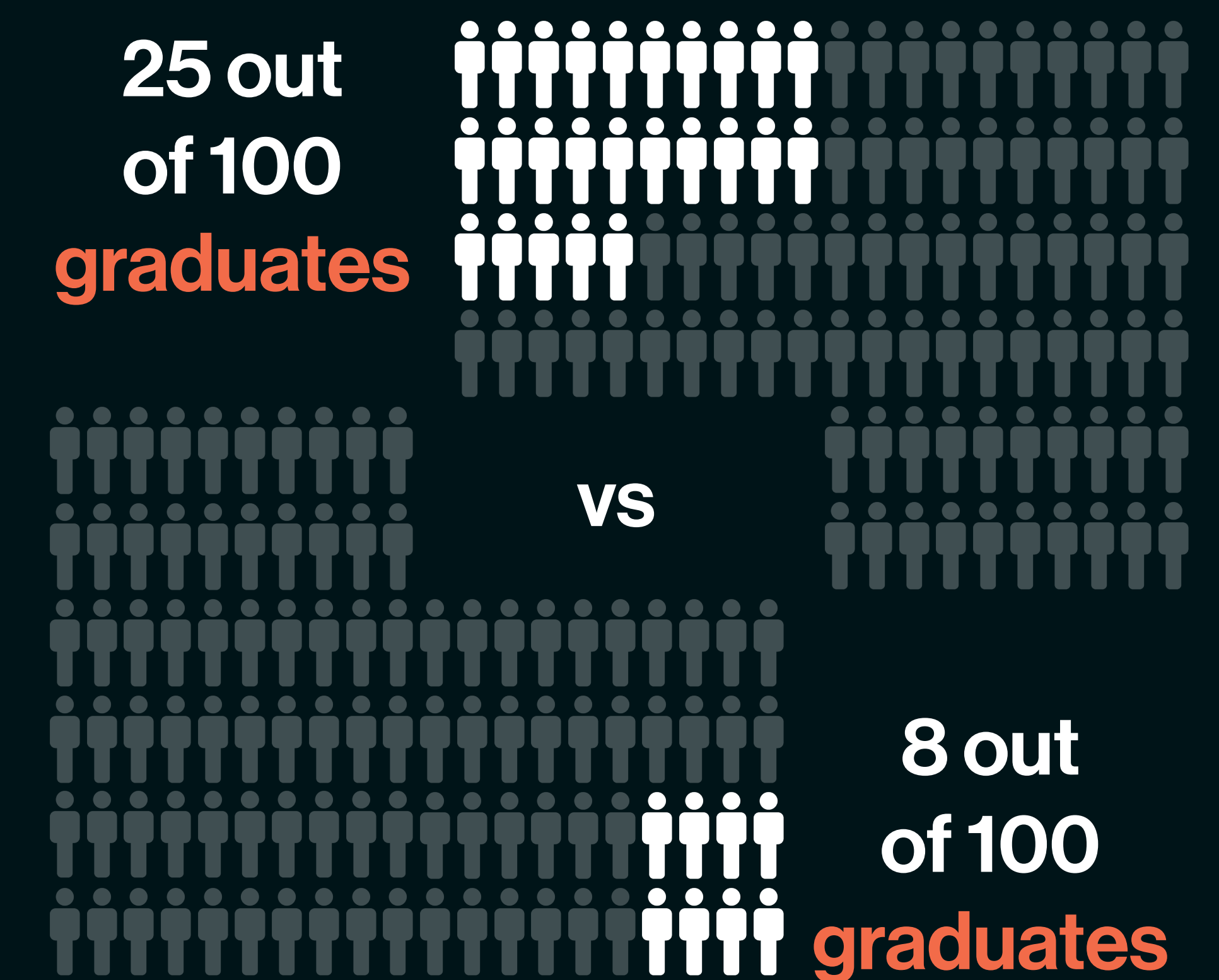


Secondary schools with a high percentage of FSM-eligible pupils are more likely to have non-specialists teaching maths



Maths graduates from lower tariff universities are much more likely to go into jobs in education<sup>10</sup>

25% of maths graduates from universities with the lowest entry requirements (bottom quintile) go into jobs in education, compared to 8% from those with the highest entry requirements (top quintile).



Maths graduates from the most deprived backgrounds are twice as likely to go into jobs in education compared to those from the least deprived backgrounds

