

## Examples of ideas to tackle housing issues for teachers

Extract from Small I, Trethewey A, Menzies L, Bowen-Viner K and Shaw B (2018) *Teach London: Improving teacher recruitment and retention in London*. LKMCo, forthcoming

### Compensatory reductions in costs of living: travel

The cost of living could be reduced by tackling travel costs. Roundtable attendees as part of LKMCo's research explained that they were aware of many schools that have already taken the initiative in this area by providing interest free loans so that staff can purchase annual travel passes.

### Compensatory reductions in costs of living: repayment of student loans

Current teachers who achieved Qualified Teacher Status (QTS) since 2013 in state-funded secondary and special schools in 25 local authorities (all outside London) may apply for reimbursements on payments to the Student Loans Company during the first 10 years of their employment (DfE, 2017c).

### Accommodation offered by schools on site

One roundtable attendee from a MAT reported repurposing a house that was formerly allocated to a caretaker. They now offer it as multi-occupier rental housing for their teachers. Another school said they were saving to buy a house for staff accommodation.

### Affordable house-shares sourced by the school community

Roundtable attendees explained that some schools help teachers find affordable house-shares, for example by advertising spare rooms in staffrooms. There may be scope to use social media and technology to do this at greater scale, for example through a rental app or website specifically for teachers. Traditional media such as TES and Schools Week could also play a role.

### 'Teachers Villages' and mixed-use sites

Roundtable attendees referred to a 'Teachers' village'<sup>1</sup> in Newark, New Jersey. This includes residential housing as well as three charter schools and day care for younger children. In England, it was recently announced that LocatED<sup>2</sup>, a government owned property company originally created to build new free schools, is considering creating mixed use developments in certain high needs areas which would have on-site accommodation for teachers (Robertson, 2017). Whilst some multi-academy trusts are considering building teacher housing, legislative hurdles around borrowing will need to be overcome first (Robertson, 2018).

## References

Department for Education (2017c) *Teachers' student loan reimbursement: guidance for teachers and schools: Eligibility criteria, payment rates and how to apply* <https://www.gov.uk/guidance/teachers-student-loan-reimbursement-guidance-for-teachers-and-schools>

Robertson, Alix (2017) 17<sup>th</sup> April 2018, *DfE property company considers onsite housing for teachers*, Schools Week

Robertson, Alix. 28<sup>th</sup> April 2018 *Funding rules prevent MATs from building affordable homes for teachers*, Schools Week <https://schoolsweek.co.uk/funding-rules-prevent-mats-from-building-affordable-homes-for-teachers/>

Unison (2017) 'London Allowances' <https://www.unison.org.uk/content/uploads/2017/04/London-allowances-May.pdf>

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<sup>1</sup> <http://www.teachersvillage.com/about.html>

<sup>2</sup> <https://located.co.uk/about-us/>

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**See information [here](#) on the Mayor of London's Teach London webpages on 'Affordable housing for teachers in London'**