



## The Guardian View on Teacher Shortages: Signs of a Profession in Crisis

## 《卫报》评教师短缺：教师职业陷入危机的迹象

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Do more with less. This has been the government's expectation of every public sector employee since 2010. In education, this has led to **stagnant** wages and unsustainable workloads, **compounded** by a punitive **Ofsted** inspection process that **heaps** stress upon teachers and can condemn a school to failure in a single sentence. Many are leaving the profession: **vacancies** in England have almost doubled since the pandemic, according to a recent report. As a result, teachers are being forced to teach more classes outside their **specialism**. The risk is a **creeping** deprofessionalisation of the sector that will have a negative impact on learning.

少拿钱多干活，这是英国政府自 2010 年以来对每一位公共部门员工的期望。在教育领域，这导致了工资增长停滞，工作量难以承受，英国教育标准局的惩罚性检查程序更是雪上加霜，这一程序给教师施加了巨大的压力，一句话就能宣告一所学校失败。许多人正在离开教育行业：根据最近的一份报告，自疫情以来，英国的教职空缺几乎翻了一番。因此，教师们被迫教授更多本专业以外的课程。风险在于，教育行业的去职业化正在悄然发生，这将对学生的学习产生负面影响。

This crisis has been building for years. **Austerity** has led to fewer support staff, leaving teachers to cope with a rising tide of mental health and social issues. Meanwhile, **a succession of** below-inflation pay rises over the last decade means teacher earnings have fallen by 13% **in real terms** since 2010. It is not just absolute pay that is forcing teachers to leave or **dissuading** people from applying, but the growing gap between teacher pay and salaries in other graduate professions. This is particularly

**stagnant** ['stægnənt] *adj.* 停滞的，不发展的；（水或空气）不流动而污浊的 | a stagnant economy 停滞的经济

**compound** [kəm'paʊnd] *v.* 使加重，使恶化；混合；由……构成 | The problems were compounded by severe food shortages. 严重的食物短缺使问题进一步恶化。

## ◇ 背景知识

**Ofsted**

英国教育标准局，是英国国家教育、儿童服务和技能培训机构的官方监管机构。其主要职能是对所有公立学校，以及一小部分私立学校的教育质量进行定期审查。Ofsted 的总评定分为 4 个等级，分别是：Outstanding（杰出）；Good（优秀）；Satisfactory（合格）；Inadequate（不合格）。去年 11 月，英国一所小学的校长露丝·佩里被告知，她所在的学校从“杰出”降级为“不合格”，她称这是“她一生中最糟糕的一天”。今年 1 月，她自杀身亡。

**heap** [hi:p] *v.* 堆积，堆放；大加赞扬（或批评等） *n.* 堆；大量，许多 | He heaped praise on his team. 他高度赞扬了他的团队。

**vacancy** ['veikənsi] *n.* 职位空缺；

**acute** in secondary schools, which have struggled to recruit maths and science graduates who can get better-paid jobs elsewhere.

这场危机已经酝酿多年。财政紧缩导致学校里的支持人员减少，教师不得不应对日益增多的心理健康和社会问题。与此同时，在过去十年中，教师的工资增长持续低于通货膨胀率，这意味着自 2010 年以来，教师的实际收入下降了 13%。迫使教师离开或使人们不愿申请教师岗位的原因不仅仅是绝对的工资水平，还有教师与其他毕业生岗位之间日益扩大的工资差距。这种情况在中学尤为严重，学校一直很难招到数学和科学专业的毕业生，因为他们可以在其他地方找到薪水更高的工作。

The obvious way to make the profession more attractive, both to potential and existing teachers, is raising pay. The government has tried to **square the circle** by targeting **incentives** towards early-career teachers. It has introduced more generous **bursaries** for trainees and committed to raising starting salaries in England to £30,000 by next year. Though early-career funding will help with recruitment, it has no impact on the **deteriorating** pay of experienced teachers, for whom the Department for Education has proposed a **meagre** 3% increase to be taken out of the existing schools budget. A government ideologically opposed to public sector pay rises may find it easier to **countenance** targeted payments, but if ministers are serious about retaining teachers, higher salaries are needed across the board. They should take note of the 8% fully funded rise agreed in Wales, and provide a more generous offer in England.

显而易见，让教师这个职业对潜在的和现有的教师都更有吸引力的方法就是提高工资。政府试图通过为初入职场的教师提供激励来解决这个问题。政府为实习教师提供了更丰厚的奖学金，并承诺到明年将英格兰的教师起薪提高到 3 万英镑。虽然入职资助将对招聘新教师有帮助，但对经验丰富的教师越来越差的工资却没有任何影响，教育部提议从现有的学校预算中拿钱给在职教师涨工资，只涨微不足道的 3%。一个在思想上反对给

空房 | The council is making every effort to fill the vacancies. 地方议会正想方设法填补这些空缺。

**specialism** ['speʃəlaɪzəm] *n.* 专业，专长；专业化 | a teacher with a specialism in mathematics 一位数学专业的老师

**creeping** ['kri:pɪŋ] *adj.* 悄悄发生的，慢得令人注意不到的

**austerity** [ɔ:'sterəti] *n.* (经济的) 紧缩；艰苦，朴素 | War was followed by many years of austerity. 紧随战争的是多年的经济紧缩。

**a succession of** 连续不断的 | A succession of visitors came to the door. 登门造访者接踵而至。

**in real terms** 实际，按实价 | In real terms the cost of driving is cheaper than a decade ago. 开车的实际成本比 10 年前降低了。

**dissuade** [dɪ'sweɪd] *v.* 劝阻，劝(某人)勿做(某事) | I tried to dissuade him from giving up his job. 我劝过他不要放弃自己的工作。

**acute** [ə'kju:t] *adj.* 十分严重的；(疾病)急性的；敏锐的 | Competition for jobs is acute. 求职竞争非常激烈。

**square the circle** 尝试做不可能的事，化圆为方

**incentive** [ɪn'sentɪv] *n.* 激励，刺激 | We want to give people incentives to use public transport. 我们想鼓励民众使用公共交通工具。

**bursary** ['bɜ:rsəri] *n.* 奖学金

公共部门加薪的政府更有可能支持有针对性的加薪，但如果部长们真的想留住教师，就需要全面提高教师工资。他们应该注意到威尔士已经同意全面加薪 8%，也该在英格兰给出更大方的薪资。

A bad Ofsted inspection can make recruiting teachers even more **tricky**. The result is a **vicious spiral**: schools that have a series of below-good Ofsted grades tend to have higher teacher **turnover**, which in turn makes it more difficult for school leaders to **turn** standards **around**. Disadvantaged schools suffer the most, leaving the remaining teachers to take on classes outside their specialism. Only 15% of physics teachers in disadvantaged schools outside London have a physics degree, for example. Unsurprisingly, teachers live in fear of a bad Ofsted inspection. One solution would be replacing the current system of ratings with a more **nuanced** range of **indicators**, providing parents with information without penalising schools.

英国教育标准局一次糟糕的检查会让教师招聘变得更加棘手。结果是一个恶性循环：连续被教育标准局评为“优秀”以下等级的学校往往教师流失率更高，这反过来又使学校领导更难提升学校等级。贫困学校受到的影响最大，余下的教师只能承担他们本专业之外的课程。例如，在伦敦以外的贫困学校中，只有 15% 的物理教师有物理学位。教师们生活在对教育标准局糟糕检查的恐惧中也就不足为奇。一个解决方案是用更细致的指标范围取代当前的评级系统，在不惩罚学校的情况下为家长提供信息。

The recent death of the headteacher Ruth Perry, who took her own life while awaiting the results of an inspection that downgraded her school, has revealed the cruelty of this regime. In response, Michael Gove has insisted Ofsted plays a “vital role”, despite his decision in 2012 to **exempt** schools like Perry’s, which was previously rated “outstanding”, from routine inspections. The stress of Ofsted inspections has also been cited as a factor in the deaths of other teachers. Across the sector, **burnout** is widespread. Ministers should **heed** teachers’ warnings over the problems that Ofsted creates, and accept that

**deteriorate** [diˈtɪəriəreɪt] v. 变坏，恶化 | The weather conditions are deteriorating. 天气变得越来越糟。

**meagre** [ˈmiːɡər] adj. 数量很少的，微薄的，不足的 | He supplements his meager income by working on Saturdays. 他靠周六做工来补贴他微薄的收入。

**countenance** [ˈkaʊntənəns] v. 支持，赞成 n. 面容，表情 | The committee refused to countenance his proposals. 委员会拒不同意他的方案。

**tricky** [ˈtrɪki] adj. 难办的，棘手的；狡猾的，诡计多端的 | That’s a tricky question because there are many things to consider. 那个问题很棘手，因为要考虑很多因素。

**vicious spiral** 恶性循环

**turnover** [ˈtɜːrnəʊvər] n. (人员的) 流动率；营业额 | Low pay accounts for the high turnover. 低薪是人员流动大的原因。

**turn sth. around** (使) 复苏，(使) 好转；调转方向

**nuanced** [ˈnuːɑːnst] adj. 细致入微的

**indicator** [ˈɪndɪkeɪtər] n. 指标，指示物；指针

**regime** [reɪˈʒiːm] n. 管理制度，组织方法；政权 | Investors will benefit from recent changes in the tax regime. 投资者将受益于最近的税制变化。

**exempt** [ɪɡˈzempt] v. 免除，豁免

