

ANGUS COUNCIL**CHILDREN AND LEARNING COMMITTEE – 20 SEPTEMBER 2016****TEACHER NUMBERS AND RECRUITMENT – SEPTEMBER 2016 UPDATE****1.0 BACKGROUND**

- 1.1 This schedule provides a regular update to Committee about teacher numbers and recruitment.

2.0 Teacher Numbers

The following timetable illustrates tracking of teacher numbers since last year's census on the 16th September:

16 September 2015	1144.1
5 January 2016	1141.4
17 February 2016	1149.3
7 April 2016	1147.6
6 May 2016	1137.8
16 June 2016	1143.5
5 September 2016	1154.47

This year's census is planned for the 21st September and we anticipate being in a strong position to maintain our pupil to teacher ratio. The slight dip in overall teacher numbers prior to the school summer break reflects the cyclical nature of teacher recruitment and appointment procedures.

3.0 Teacher Vacancies

- 3.1 This report aims to provide more detail regarding the nature of teaching vacancies in Angus following discussion at August 2016 Children and Learning Committee. It should be noted that a small proportion of employee change in a staff group this size is always expected. Last session we made changes to the recruitment process for teachers to streamline the procedure and intend to undertake further work in this area. We also aim to continue to be proactive in vacancy management and have seen some initial small-scale positive impact of extending the Council's relocation package to teachers.

- 3.2 The number of current **primary teacher** vacancies is 6.8 FTE. This represents an increase in vacancies of 3.4FTE since the July update. This change has arisen from teacher movement at the start of session. Ten schools are affected with supply cover in place in three of these schools. All other schools are providing internal class cover from their existing complement of promoted teaching staff and Quality Improvement Officers are providing advice and guidance to ensure this is managed well and that any adverse impact on the pace of individual school improvement is minimised. A further national advert for primary teachers has been placed.

Five Primary Head Teacher posts will become vacant in October/November 2016 and these are in the process of being recruited in Arbirlot/Carmyllie,

Monikie/Newbigging, Maisondieu, Birkhill and Rosemount Schools. There are a number of candidates for all five posts.

- 3.3 At **secondary school** timetable change before the summer, secondary schools developed their curriculum to minimise the impact of any staffing issues and have been actively identifying supply staff. We have also secured NQTs to cover a number of posts. Some unplanned vacancies have arisen at the start of session as a result of the late withdrawal of candidates offered posts and unknown required maternity leave cover or intentions to retire/resign being shared. The staffing situation in each of our eight secondary schools is summarised below:

Arbroath

In Arbroath High, supply is in place for 2FTE Additional Support Needs Teachers and 1FTE English teacher. The school is actively recruiting to these posts and expects more vacancies in the additional support needs department in the near future. Arbroath Academy has arrangements in place to cover teaching posts and is not currently recruiting any teachers.

Brechin

As reported in the teacher staffing update to committee in August, Brechin High is recruiting to a 1FTE English post. Supply arrangements are currently in place and interviews are due to take place mid-September.

Carnoustie

The temporary English post at Carnoustie High highlighted in the last report has had no suitable candidates and internal cover in place. The school has also attempted to recruit to a 1FTE Computing post where supply is currently in place and a 1FTE Home Economics post which is currently covered internally. There have been no applicants to these posts. We have advertised, interviewed and are waiting to appoint a teacher of mandarin, subject to a Visa being granted and PVG being completed.

Forfar

Forfar Academy requires a 1FTE Additional Support Needs teacher due to an increase in additional support needs allocation and will also shortly be advertising for a History teacher as a member of the team has resigned from post.

Kirriemuir

Webster's High is currently not recruiting to any posts but will shortly be advertising a History post to replace a teacher who notified intention to move to a different local authority last week.

Monifieth

Monifieth High has arrangements in place to cover teaching posts and is not currently recruiting any teachers.

Montrose

Montrose Academy had success at the end of last session recruiting to the technical team following a number of vacancies in the department. In addition, timetable changes were made to minimise the impact on young people. The school now seeks to recruit a 1FTE Technical teacher to a post being internally covered in the school. The school also has internal arrangements in place to cover a 1FTE English post and

a 1FTE Additional Support Needs post which they will now seek to recruit to permanently. In addition, recruitment for a temporary Modern Languages post has become necessary to cover maternity leave.

- 3.4 As a result the number of current advertised secondary teacher posts is 5FTE in the following schools:

Teacher of English based at Montrose Academy.

Teacher of Modern Languages (French & German) based at Montrose Academy.

Teacher of Technical Education based at Montrose Academy.

Teacher of Pupils with Additional Support Needs based at Montrose Academy.

Teacher of History based at Forfar Academy.

Contact for further information: Pauline Stephen, Head of Schools and Learning

Email: ChildrenandLearning@angus.gov.uk