

ANGUS COUNCIL

CHILDREN AND LEARNING COMMITTEE – 12 APRIL 2016

TEACHER NUMBERS AND RECRUITMENT

REPORT BY MARGO WILLIAMSON, STRATEGIC DIRECTOR – CHILDREN AND LEARNING

ABSTRACT

This report provides the monthly update to committee with regard to teacher numbers, recruitment and vacancies. It also summarises recent correspondence from the Scottish Government in relation to the maintenance of teacher ratios and outlines proposed further action.

1. RECOMMENDATIONS

It is recommended that the Committee:

- (i) Request a report to Committee in May 2016 on possible incentives to encourage new teachers to Angus;
- (ii) Request the continuance of an information schedule on teacher numbers, recruitment and vacancies to each Children and Learning Committee until census this year;
- (iii) Agree to a full evaluation of both the D'Lite and Learn to Teach programmes;
- (iv) Request the consideration of the establishment of a partnership agreement with providers to deliver D'Lite and Learn to Teach programmes.

2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/SINGLE OUTCOME AGREEMENT/COPORATE PLAN

This report contributes to the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016:

Angus is a good place to live in, work in and visit

Our children and young people are confident individuals, effective contributors, successful learners and responsible citizens

Adults maximise their potential through learning opportunities

3. BACKGROUND

3.1 Report number 2/16 (http://www.angus.gov.uk/meetings/meeting/169/children_and_learning) provided a summary of current issues in relation to teacher numbers and recruitment. It was agreed that a regular report be presented to Committee outlining current teacher numbers and vacancies.

3.2 In a letter to local authorities on the 27th January 2016, the Deputy First Minister outlined the financial settlement for the forthcoming financial year. This included guidance with regard to teacher numbers,

“The Scottish Government has been consistent that the protection of teacher numbers is a central part of our priority to raise attainment. Following our discussions and the further representations COSLA has made, the Scottish Government have agreed that the measure for the implementation of that target, against a forecast that pupil numbers will increase over the coming academic year, will be the maintenance at a national level of the pupil teacher ratio.

The objective will be to maintain the pupil teacher ratio nationally at a value of 13.7 (the same level as in 2015) in local authority schools as shown in the Teacher and Pupil Census published in December 2016 and the teacher and probationer commitments in 2016-17. In order to support delivery, the Scottish Government will continue to monitor these commitments throughout the year.”

- 3.3 This alters the previous agreement for local authorities to maintain their teacher to pupil ratio and teacher number as detailed in a Finance Circular 1/2015 on 5 February 2015 which set out the Scottish Government requirements in relation to teacher numbers for 2015/16. The Circular invited the Council to formally agree “to protect the number of teaching posts within their authority” in order to secure:

“The maintenance as a minimum of the total number of teachers employed by individual local authorities at 2014-15 levels and also the maintenance, as a maximum, of Pupil Teacher Ratio for schools within their authority at the 2014-15 levels, for each individual local authority both as reported in the Pupil and Teacher Census published in December 2014.”

4. CURRENT POSITION

4.1 Pupil to Teacher Ratio

Angus Council’s teacher to pupil ratio was 13.2 at September 2015 census. As at the 17th February 2016 this ratio was 13.0. We propose to maintain our ratio at, or as near to 13.2 as possible this year.

4.2 Teacher Numbers

The table below shows Angus Council’s teacher numbers (full time equivalent) as at September 2015, January 2016, and February 2016.

16 September 2015	1,144.1
5 January 2016	1,141.4
17 February 2016	1,149.3

Committee is asked to note that these figures are recorded slightly different to the information schedule submitted in February 2016. The above figures are the September census figure as verified by Scottish Government and subsequent months re-stated in the same manner. For consistency, all future reports will be calculated and recorded in this way.

4.3 Teacher Vacancies

- 4.3.1 There are 541.8FTE budgeted primary teacher posts in Angus. The table below shows the primary teacher vacancies for the eight Angus clusters as at 26th February 2016. All figures are shown as full time equivalent (FTE).

Cluster	Vacant Posts
Arbroath North	0
Arbroath West	2
Brechin	2
Carnoustie	0
Forfar	0.2
Kirriemuir	0
Monifieth	0
Montrose	1.4
TOTAL	5.6

- 4.3.2 There are 561.2FTE budgeted secondary teacher posts in Angus. The table below shows the secondary teacher vacancies for the eight Angus secondary schools as at 26th February 2016. All figures are shown as full time equivalent (FTE).

School	Number	Secondary Subject
Arbroath Academy	2	Mathematics Technical Education
Arbroath High	4	Additional Support Needs Biology English Mathematics
Brechin High	1	Technical Education
Carnoustie High	2	English RMPS
Forfar Academy	7	Additional Support Needs (2) Home Economics History Modern Languages (French and Spanish) Modern Languages (French) Technical Education
Monifieth High	4	Computing (2) Mathematics (2)
Montrose Academy	1	Technical Education
Webster's High	0	
TOTAL	21	

4.4 Teacher Recruitment

During February four Head Teachers were successfully recruited for Arbroath High, Southesk Primary School, Lochside Primary School and Tealing Primary School. A recruitment process is underway for the Shared Head Teacher post at Glamis and Eassie Schools. In line with national agreement, an advert was placed on Friday 26th February for teaching vacancies.

4.5 Probationer Teachers (NQTs)

- 4.5.1 Probationer teachers (NQTs) are essential to ensure that our schools are fully resourced and that we are developing our future workforce. Many of our NQTs go on to become successful teachers and leaders within this authority.
- 4.5.2 Each year the Scottish Government, sets targets for the number of places for NQTs that each local authority needs to offer in order to contribute to the national deployment of probationers. In the Primary sector, we have been set a high number of 45 NQTs to place in our schools. However given national demand we may be allocated less than 40. These teachers will be distributed across Angus.
- 4.5.3 In the Secondary sector, the target set for NQT posts is 29. However as part of the staffing exercise this year, we have already identified scope for 31 NQTs in our schools and we will be bidding for this number.
- 4.5.4 It should be noted that there is usually a 10-12% reduction in the number of probationers nationally. This is due to students not completing whilst others choose to withdraw from the probationary scheme and choose the Flexible Route to Registration instead. Scottish Government will inform Angus Council of the final allocations of NQTs in the first week of May 2016. Last year our target for primary was 42 and we were allocated 41, which resulted in 40 NQTs in place in August 2015. For secondary, our target was 28 and we were allocated 22, which resulted in 18 NQTs in place in August 2015.

4.6 Current Probationers

There are currently 39 probationer teachers working in primary schools and 18 probationers working in our secondary schools. An internal recruitment process for both primary and secondary probationer teachers was undertaken in February 2016. 37 primary probationers have since been offered permanent contracts with Angus for August 2016 and all have confirmed acceptance. 14 secondary probationers have been recommended for employment

in Angus in August and a matching exercise is underway to fill as many of our secondary subject vacancies as we can from this cohort.

4.7 Innovative Practices

- 4.7.1 Partnership working with Aberdeen and Dundee Universities has enabled 10 current employees of Angus to undertake a distance learning Post Graduate Diploma in Primary Education which will qualify them to work as a primary school teacher. 7 employees are enrolled on the Aberdeen University D'Lite (Distance Learning in Initial Teacher Education) course and 3 employees are undertaking the Dundee University Learn to Teach programme. Both of these courses began in January 2016 and involve a mixture of distance learning online studies and face to face taught sessions. A learning agreement has been put in place between Angus Council and each participant. Participants have up to 20 weeks of school placements and will be released from their current posts on full pay to undertake their placements. Course fees have been paid for participants on the D'Lite course and a grant from Scottish Government has covered the course fees for those involved in the Dundee programme. Both courses finish in June 2017 and on successful completion of the qualification the NQTs will begin their probationary period in an Angus Council primary school. On successful completion of their probationary period, all participants, as part of the learning agreement, have agreed to commit to working for Angus Council for a further three years.
- 4.7.2 Further work on developing a potential 'offer' for new teachers as detailed in report 2/16 to incentivise a move to Angus is in process.

5. PROPOSALS

- 5.1 Provide a report to Committee in May on possible incentives to encourage new teachers to Angus
- 5.2 Continue to provide an information schedule on teacher numbers, recruitment and vacancies to each Children and Learning Committee until census 2016.
- 5.3 Undertake a full evaluation of both the D'Lite and Learn to Teach programmes and establish a partnership agreement with providers to deliver these programmes.

6. FINANCIAL IMPLICATIONS

The costs of the D'Lite/Learn to Teach programmes are being covered from existing Schools and Learning budgets. Any potential future costs of incentives for new teachers will be fully costed and subject to Committee approval.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

REPORT AUTHOR: Pauline Stephen
EMAIL DETAILS: PEOPLE@ANGUS.GOV.UK