

ANGUS COUNCIL**CHILDREN AND LEARNING COMMITTEE****23 SEPTEMBER 2014****PRIMARY STAFFING FORMULA****Background**

This schedule sets out the amendments made to the primary staffing formula for teaching staff and highlights the plan to review the extant model. The current primary staffing formula has not been formally reviewed since 2008. With the introduction of Curriculum for Excellence, legislation to legally limit primary one class sizes to 25 and a clear focus on early intervention, there is a need to undertake a full review the Primary staffing standard.

Up until the beginning of session 2014/15, the staffing calculation was based on a pupil roll formula as per Committee report 244/06 and 1177/08. A Concordat exists between Scottish Government and Local Government. This requires that all education authorities endeavour to reduce class sizes in P1-P3 to a maximum of 18. Local government is expected to show year on year progress towards delivery of the class size reduction policy.

In addition to the Concordat commitment there is a contractual national agreement that no teacher will normally be asked to teach a class of primary pupils with more than 33 children in it. There is also a national agreement which means that no teacher will normally be expected to teach a composite primary class with more than 25 pupils in it. Scottish Government legislation also stipulates that no P1, P2 or P3 class should have more than 30 pupils in it, class sizes for P1 pupils be limited to 25. It should also be noted that in December 2008 the Early Years Framework was launched which emphasised the need for greater intervention in Early Years and tackling areas of deprivation

Between 2011 and 2014, the initial allocation of teachers to primary schools in Angus was calculated in accordance with the formula described in Committee report 1177/08. However, adjustments have been made to this formula to accommodate revised class sizes, maximising expectations and to allow appropriate management time depending on the number of classes to be formed. Adjustments have also been made to enhance staffing levels to meet the higher needs of those children in deprived areas.

In session 2014/15, modifications were made to the above formula to take into account the need for smaller class sizes in lower primary, the level of cover required for class teacher non-contact time (2.5 hours per week per full-time teacher) and the need for additionality based on the number of promoted staff in a school. Further additionally for the top ten schools identified as having high levels of deprivation (data taken from the Scottish Index of Multiple Deprivation) and additionality for shared headship schools was also taken in to account.

The above methodology has worked well in session 2014/15 and has enabled a more transparent and fair allocation to schools with judgements relating to additionality being used as opposed to sole use of a simple formula driven model.

In order to ensure even greater transparency and with awareness that the original staffing standard outlined in Committee report 1177/08 no longer meets the requirements of current legislation and expectations, it is proposed to carry out a full, formal review of the primary staffing standard beginning 8 September 2014. This review will be completed by December 2014 and a full report will be available for decision making at the Children and Learning Committee of 13 January 2015.

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