

ANGUS COUNCIL

CHILDREN AND LEARNING COMMITTEE – 17 AUGUST 2017

TEACHER RECRUITMENT – AUGUST 2017 UPDATE

1.0 Background

- 1.1 This schedule provides an update to Committee about teacher recruitment at the start of school session 2017 to 2018. Angus Council will report on teacher numbers as part of the census of pupil and teacher numbers in September 2017.

2.0 Teacher Recruitment

- 2.1 An ongoing recruitment campaign to recruit **primary teachers** has resulted in the appointment of 38 primary teachers for the start of the school session. Angus Council also requested 42 probationer primary teachers from the Scottish Government and was provided with 41. The 'grow our own' approach to primary teachers in partnership with the Universities of Aberdeen and Dundee has resulted in the appointment of 7 primary teachers for the start of session. A further 6 Angus council employees are beginning this training. The number of current primary teacher vacancies as at the start of session is 0.6 FTE.
- 2.2 Recruitment for **secondary teachers** continued up to the end of session in June 2017 and over the summer recess. Whilst a number of key appointments were made, schools continue to experience some vacancies. Recruitment is continuing into the new school session. Two of the eight secondary schools currently have no vacancies. Centrally based staff have been returned to schools to support curriculum delivery wherever possible.

The number of current secondary teacher vacancies is 21FTE:

Principal Teacher of Languages and Communication (1FTE)

Teacher of Modern Languages (2FTE)

Teacher of Mathematics (4FTE)

Teacher of Biology (2FTE)

Teacher of English (2FTE)

Teacher of Home Economics (1FTE)

Depute Head Teacher (1FTE)

Teacher of Business Studies (1FTE)

Teacher of Additional Support Needs (1FTE)

Teacher of Physics (1FTE)

Teacher of Physical Education (5FTE, 2 of which are temporary)

Angus Council requested 40 secondary probationer teachers from the Scottish Government and was allocated 23. Angus Council is working in partnership with the University of Dundee to 'grow our own' secondary teachers and two Council employees are being supported to begin teacher training in the STEM subjects.

3.0 **Vacancy Management**

Report 2/16 outlined the Angus Council protocol for managing teacher shortages. A number of actions in stage 1 (within school options) of this protocol are now in place. Individual schools have sought to increase hours of part time workers, secondments have been recalled and curriculum delivery reviewed to reduce teacher demand. Schools have also had individual discussions, where possible, to explore the extension of retiral plans and reviewed flexible working arrangements. Initial work has taken place to explore stage 2 options. Further work will take place in the areas of identifying local agreements to share resources between schools, reassigning visiting specialist teachers and sharing resources between sectors if deemed necessary at the start of session 2017 to 2018.

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