

**ANGUS COUNCIL**

**SPECIAL CHILDREN AND LEARNING COMMITTEE – 15 FEBRUARY 2018**

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**ANGUS SCHOOL STAFFING – BUDGET EFFICIENCIES**

**PAULINE STEPHEN, HEAD OF SCHOOLS AND LEARNING**

**ABSTRACT**

This report summarises the outcomes of work to review Angus schools' staffing and seeks approval for recommended changes to service delivery.

**1. RECOMMENDATIONS**

1.1 It is recommended that the Children and Learning Committee:

- (i) Agrees the adaption to Angus secondary schools staffing formula;
- (ii) Agrees to the reduction of secondary school teacher absence cover;
- (iii) Agrees to the removal of vacant Visiting Teacher posts;
- (iv) Agrees to a re-design of Visiting Teacher provision;
- (v) Agrees to budget realignment to account for previously agreed primary school management budget efficiency;
- (vi) Agrees to the removal of primary head teacher meeting cover budget;
- (vii) Agrees to the reduction of primary school teacher absence cover;
- (viii) Agrees to the removal of temporary school office positions;
- (ix) Agrees to the removal of absence cover for local government staff in schools;
- (x) Agrees to the removal of re-grading provision for local government staff that is no longer required; and
- (xi) Notes the proposed staffing reductions for 2019-21 in secondary school teacher absence cover and additional primary teacher staffing and that these will be reviewed as part of the 2019/20 budget process.

1.2 It is recommended that Angus Council:

- (i) Notes the consideration of Angus Children and Learning Committee on 15 February 2018;
- (ii) Agrees the adaption to Angus secondary schools staffing formula;
- (iii) Agrees to the reduction of secondary school teacher absence cover;
- (iv) Agrees to the removal of vacant Visiting Teacher posts;
- (v) Agrees to a re-design of Visiting Teacher provision;
- (vi) Agrees to budget realignment to account for previously agreed primary school management budget efficiency;
- (vii) Agrees to the removal of primary head teacher meeting cover budget;

- (viii) Agrees to the reduction of primary school teacher absence cover;
- (ix) Agrees to the removal of temporary school office positions;
- (x) Agrees to the removal of absence cover for local government staff in schools;
- (xi) Agrees to the removal of re-grading provision for local government staff that is no longer required; and
- (xii) Notes the proposed staffing reductions for 2019-21 in secondary school teacher absence cover and additional primary teacher staffing and that these will be reviewed as part of the 2019/20 budget process.

## **2. ALIGNMENT TO THE ANGUS LOCAL OUTCOMES IMPROVEMENT PLAN/CORPORATE PLAN**

- 2.1 This report contributes to the following local outcome contained within the Angus Local Outcomes Improvement Plan and Locality Plans:
- A skilled and adaptable workforce

## **3. BACKGROUND**

### **3.1 Teacher Workforce**

Angus Council employs 1,140FTE teachers across all sectors. The Scottish Government requires all local authorities to participate in a national census in September each year. The purpose of this census is to gather pupil numbers, teacher numbers and the pupil to teacher ratio in each of Scotland's 32 local authorities. The Scottish Government requires Scottish local authorities to ensure that they contribute to maintaining the national pupil/teacher ratio. The national ratio that requires to be maintained is 13.7. Angus Council has a more favourable pupil/teacher ratio as follows:

September 2017 – 13.3  
 September 2016 – 13.3  
 September 2015 – 13.2

### **3.2 School Support Staff**

A previous review into school local government staff resulted in the establishment of a generic support post in schools. At this time it was recommended that further work was undertaken to review the role of local government office clerical and administrative staff in schools.

## **4. CURRENT POSITION**

### **4.1 Teacher Workforce**

It is recognised that the intention to maintain teacher numbers is valued. However, it is also necessary to recognise that national teacher workforce planning is not an exact science. As local authorities are required to maintain teacher numbers even where pupil rolls decline, this has arguably contributed to the lack of available teachers moving between local authorities, compounding teacher recruitment issues. Angus Council, like others has had some issues ensuring adequate teacher recruitment particularly in specific subjects in the secondary sector. A number of local initiatives have been undertaken to enhance teacher recruitment. This includes targeted over-recruitment at certain points of the year, ongoing recruitment campaigns and the development of a 'grow our own approach' that supports Council staff to retrain as teachers. Despite this focused recruitment issue, it is recognised that there is scope to reduce teacher numbers in Angus whilst contributing to the maintenance of the national pupil/teacher ratio.

- 4.1.1 A budget savings target of £1.590m in teacher costs over the next three years has been identified in Angus Council's Change Programme. The overall budget for teaching staff in Angus is £56.722m (excluding 2017 pay award). The planned phasing of this target is as follows:

2018/19:	£810,000
2019/20:	£520,000
2020/21:	£260,000

The budget efficiencies proposed in order to meet these targets are deliverable within the current educational landscape for year one. The outcomes of the Scottish Government's consultation into the fair funding of Scottish schools, report 318/17 refers, will provide a context for the exploration of the future deliverability of changes to school finance. Indicative savings are therefore provided for years 2 and 3 which will require further analysis within this context and in relation to the maintenance of pupil/teacher ratio.

#### 4.2 **School Support Staff**

A budget savings target of £100,000 for year 2018/19 has been identified in Angus Council's Change Programme. A review of school office staff has been undertaken. After the gathering of extensive information as to the work of school office staff, a rapid improvement event was held in May 2017. This three day event was attended by key stakeholders involving school office staff representatives, other school staff, associated Council staff and trade unions. The outcome of this event was a recommendation to explore more school cluster working practices. The outcome of this exploration is detailed in section 5 below.

### 5. **PROPOSALS**

#### **Teacher Workforce**

**Secondary Teachers:** It is proposed to refine the secondary teacher staffing allocation formula. The secondary teachers' budget has already been set for academic year 2017/18. The proposed saving will be implemented for the new school session starting August 2018 therefore the saving is phased 8 months and 4 months in financial years 2018/19 and 2019/20 respectively. This will result in an overall saving of 16FTE teachers at a saving of £680,000.

**Secondary Teachers:** a reduction in secondary teacher absence cover saves £100,000 in year one and potentially £168,000 in year two. The deliverability of the 2019/20 saving will be reviewed as part of the 2019/20 budget setting process taking account of the impact of the 2018/19 teacher staffing changes.

**Visiting Teachers:** It is proposed to reduce the number of visiting specialist teachers over time from 18FTE to 8FTE. The 8FTE posts will be assigned to secondary schools (1FTE to each school) to enhance cluster specialist provision. Removing vacant posts in this service in year one saves £77,000, in year two an anticipated future vacancy saves £46,000 and in year three the move to an alternative model of specialist provision saves a further £310,000.

**Primary Teachers:** Work has been undertaken to implement the recommendations of the primary management review as detailed in report 73/16. The associated saving of £94,000 can now be delivered.

**Primary Teachers:** a longstanding budget of £8,000 provided to primary schools to support teacher meeting cover is largely unused and can be removed.

**Primary Teachers:** a reduction in primary absence cover from 1.8 days to 1.5 days per teacher delivers a saving of £28,000.

**Primary Teachers:** 9 (8.5FTE teachers) primary schools have additional teaching staff provided on the basis of an analysis of the Scottish Index of Multiple Deprivation. There is the potential to reduce this resource from 8FTE to 4FTE from 2019 to 2021. This would deliver a saving of £160,000 over 2019/21. The deliverability of this saving will be reviewed as part of the 2019/20 budget setting process taking account of the impact of the 2018/19 teacher staffing changes.

#### **School Support Staff**

**Primary Schools:** Revision of the staffing allocation formula to a per pupil model with a minimum allocation for small, single staffed schools and the removal of vacant posts provides a saving of £100,000.

**Secondary Schools:** Refocusing the budget for secondary school administrative assistants to provide cluster support enables the saving in the primary schools to be taken.

### 6. **FINANCIAL IMPLICATIONS**

6.1 The proposed budget efficiencies are phased as follows:

	Proposed Savings £	Target £
Year 1	760,000	810,000
Year 2	548,000	520,000
Year 3	363,000	260,000
<b>TOTAL</b>	<b>1.671m</b>	<b>1.590m</b>

It is proposed that the savings are achieved as follows:

#### Teacher Workforce – Year 1 Savings

Secondary Teachers	453,000 (adaption to staffing formula) 100,000 (reduction in absence cover)
Visiting Teachers	77,000 (removal of vacant posts)
Primary Teachers	94,000 (removal of previously agreed saving) 8,000 (removal of meeting cover budget) 28,000 (reduction of absence cover)
<b>YEAR ONE TOTAL</b>	<b>760,000</b>

#### Teacher Workforce – Year 2 Indicative Savings

Secondary Teachers	227,000 (adaption to staffing formula) 168,000 (further reduction in absence cover)*
Visiting Teachers	46,000 (removal of anticipated vacant post)
Primary Teachers	107,000 (reduction of additional primary teachers)**
<b>TOTAL</b>	<b>548,000</b>

\*Any potential saving in this area will be confirmed following analysis of absence cover spend in year one including the impact of the adaption to the secondary school staffing formula. Impact on pupil/teacher ratio will also be risk assessed.

\*\* The impact of the saving on pupil/teacher ratio will be risk assessed.

#### Teacher Workforce – Year 3 Indicative Savings

Visiting Teachers (service redesign)	310,000 (service redesign)
Primary Teachers	53,000 (reduction of additional primary teachers) **
<b>TOTAL</b>	<b>363,000</b>

\*\* The impact of the saving on pupil/teacher ratio will be risk assessed.

- 6.2 The savings target for school local government staff was originally £100,000 in year one. This target will be exceeded as detailed in the following table, and the full £319,000 saving will be delivered in 2018/19:

#### School Support Staff – Year 1 Savings

Primary Office Staff	100,000 (removal of temporary posts)
Removal of LG primary staff absence cover	44,000
Removal of re-grading provision	175,000
<b>TOTAL</b>	<b>319,000</b>

**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.

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