

ANGUS COUNCIL

SPECIAL CHILDREN AND LEARNING COMMITTEE – 21 FEBRUARY 2019

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ANGUS SCHOOL STAFFING – BUDGET EFFICIENCIES

REPORT BY PAULINE STEPHEN, HEAD OF SCHOOLS AND LEARNING

ABSTRACT

This Report summarises the progress of the implementation of efficiencies to the school staff budget and provides an updated programme of budget efficiencies. Approval is sought for this updated programme of delivery as part of Angus Council's overall change programme.

1. RECOMMENDATIONS

1.1 It is recommended that the Children and Learning Committee:

- (i) Agrees to revise the proposed secondary teacher savings in April 2019 from £395,000 to £227,000;
- (ii) Notes the proposed teacher workforce budget efficiencies for 2019 to 2024 outlined in table 3;
- (iii) Notes that the increasing secondary school roll is a likely budget pressure for the 20/21 budget setting process;
- (iv) Agrees to revised budget efficiencies from the gradual reduction of additional primary teachers over 4 years as outlined in table 2;
- (v) Notes that annual teacher savings as agreed in (iv) will be subject to annual monitoring to manage any risk on service delivery and pupil-teacher census;
- (vi) Notes that any alterations to the savings outlined in table 3 as the result of annual monitoring will be highlighted to Committee for further scrutiny.

1.2 It is recommended that Angus Council:

- (i) Agrees to revise the proposed secondary teacher savings in April 2019 from £395,000 to £227,000;
- (ii) Notes the proposed teacher workforce budget efficiencies for 2019 to 2024 outlined in table 3;
- (iii) Notes that the increasing secondary school roll is a likely budget pressure for the 20/21 budget setting process;
- (iv) Agrees to revised budget efficiencies from the gradual reduction of additional primary teachers over 4 years as outlined in table 2;
- (v) Notes that annual teacher savings as agreed in (iv) will be subject to annual monitoring to manage any risk on service delivery and pupil-teacher census;
- (vi) Notes that any alterations to the savings outlined in table 3 as the result of annual monitoring will be highlighted to Council for further scrutiny.

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 1,136.3FTE 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 continues to have a more favourable pupil/teacher ratio than this as follows:

September 2018 – 13.4 (not including teachers funded by Pupil Equity Fund (PEF);
13.1 inclusive of PEF funded teachers)
September 2017 – 13.3
September 2016 – 13.3
September 2015 – 13.2

3.2 The intention to maintain teacher numbers across Scotland continues to be recognised. However, it is also necessary to acknowledge that national teacher workforce planning is not an exact science. As local authorities are required to maintain teacher numbers even where pupil rolls decrease, 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. This session secondary recruitment in English and Mathematics and to some extent Technologies has been a focus. A number of local initiatives continue to enhance teacher recruitment. This includes targeted over-recruitment at certain points of the year, ongoing recruitment campaigns and the extension of our 'grow our own approach' that supports Council staff to retrain as teachers to now include local residents. In February 2018 (report 59/18) it was recognised that despite our recruitment best efforts, there was scope to reduce teacher numbers in Angus whilst contributing to the maintenance of the national pupil/teacher ratio.

3.3 The overall budget for teaching staff in Angus is £57.253million (per 18/19 Final Budget Volume). As part of its budget setting process the Children and Learning Committee and Angus Council approved proposals in February 2018 to deliver budget efficiencies that were to be phased as follows:

2018/19:	£760,000
2019/20:	£548,000
2020/21:	<u>£363,000</u>
TOTAL:	£1.671m

3.4 It was recognised at the time of approval that the budget efficiency for year one, 2018/19) was deliverable within the then current educational landscape. It was identified that the outcomes of the Scottish Government's consultation into the fair funding of Scottish schools, report 318/17 refers, would provide a context for the exploration of the future deliverability of changes to school finance. Indicative savings were therefore provided for 2019/20 and 2020/21 which would require further analysis within this context and in relation to the maintenance of pupil/teacher ratio. Children and Learning Committee and Angus Council therefore noted the proposed staffing reductions for 2019-21 in secondary school teacher

absence cover and additional primary teacher staffing and agreed that these would be reviewed as part of the 2019/20 budget process.

4. CURRENT POSITION

4.1 Teacher Workforce

The impact of the agreed 2018/19 savings has been carefully monitored for impact upon the provisions of effective school education and on the teacher-pupil census. There has been minimal impact on the teacher-pupil census. The outcome of the national work on fair funding to schools is likely to be available by the end of school session 18/19 and this will inform future considerations.

4.1.1 Secondary Schools

As agreed through report 59/18 the Angus secondary school staffing formula has been reviewed, the resulting 2018/19 saving has been delivered and the element of this saving planned for 2019/20, due to the school session not aligning with financial year (£227K), will also be delivered. In terms of the daily operations of secondary schools, the year one saving has had low to medium impact. In some cases this has resulted in larger classes, year groups being full due to practical sets operating at capacity and less in-school cover available. However, from the analysis it is clear that progressing with year two secondary teacher savings as originally proposed would have a greater impact in schools. This is as result of an increasing secondary school roll. More young people in Angus are staying on at school for longer due in part to our encouragement of this as a positive life choice and also in response to the more flexible curricular offers in place. Furthermore the secondary roll is projected to increase over the next five years, with a large increase planned for school session 2020/21.

4.1.2 Visiting Teacher Service

The agreed review and re-design of the Visiting Teacher Service is being implemented and plans are developing for the alternative delivery of a reduced specialist teaching resource. This work will involve the visiting teacher service in the design of the new provision.

4.1.3 Primary Schools

Recommendations (v) and (vi) from report 59/18 are complete with no impact on service delivery. The agreed reduction of primary absence cover has had no impact due to the ongoing lack of availability of supply staff and, in general, within school cover being available. The primary education budget was subject to further scrutiny through the corporate zero-based budgeting and organisation design process in September 2018. As a result of this process, a revised budget saving of £1,056,000 over the next 5 years is proposed. This replaces the primary teacher savings proposals for 19/20 and 20/21 in report 59/18 (total £160K) and incorporates additional savings for years 21/22, 22/23 and 23/24.

4.2 School Support Staff

All the agreed recommendations in report 59/18, relating to school support staff, are complete with a review of the primary school office concluded and implemented.

5.0 PROPOSALS

5.1 Teacher Workforce

Secondary Teachers: As a result of a rising secondary school roll, it is proposed to revise the proposed secondary teacher staffing budget efficiency in April 2019 from £395K to £227K. As detailed in 4.1.1 above, £227K being the academic year 2019-2020 phase of savings previously agreed through a change to the staffing formula. It is proposed that the balance of £168K, currently budgeted for staff cover, will remain in the secondary budget.

Visiting Teachers: The agreed visiting teacher service redesign is underway. This will reduce the number of visiting specialist teachers over time from 18FTE to 8FTE. Removing vacant posts in this service in April 2018 saved £77,000. In April 2019 vacancy savings of £46,000 will be made, and in April 2020 the move to an alternative model of specialist provision saves a further £310,000.

Primary Teachers: Angus has 581FTE primary teachers. Teacher numbers are allocated to schools on the basis of the most efficient class configuration and in full cognisance of statutory class size requirements. Of this number, 25.5FTE is provided in addition to the required primary schools' class staffing allocation as follows:

Table 1: Primary Additional class teacher posts

17FTE	Added to overall primary staffing budget and proportion of cost, 'clawed back' from schools. All schools have between 0.1 and 0.6FTE more staffing than they need to cover classes.
8.5FTE	Added to staffing formula for nine schools based on an analysis of Scottish Index of Multiple Deprivation (SIMD).
25.5FTE	TOTAL COST £1,056,000

Report 59/18 proposed potential future savings through the phasing out of the additional resource provided to 9 (8.5FTE teachers) primary schools on the basis of an analysis of the Scottish Index of Multiple Deprivation. At February 2018 it was intimated that there was the potential to reduce this resource from 8FTE to 4FTE from 2019 to 2021 delivering a saving of £160,000 over 2019/21. In order to respond to Angus Council's financial challenge, a review of this original proposal has determined that there is potential to phase out all primary budget additionality – the equivalent of 25.5FTE posts over a five year period as follows:

Table 2: Five year Primary Additional Teachers Budget Saving Plan

YEAR	PROPOSED SAVING	SAVING PREVIOUSLY OUTLINED IN REPORT 59/18	DIFFERENCE
19/20	204,000	107,000	+ 97,000
20/21	304,000	53,000	+ 251,000
21/22	300,000	N/A	+ 300,000
22/23	198,000	N/A	+ 198,000
23/24	<u>50,000</u>	<u>N/A</u>	<u>+ 50,000</u>
TOTAL	1,056,000	N/A	+ 846,000

The deliverability of these proposed savings will be reviewed annually as part of the budget setting process.

6. FINANCIAL IMPLICATIONS

6.1 In April 2018, £760,000 of teacher budget efficiencies, £553,000 in secondary education and £207,000 in primary education, were delivered with overall low impact on service delivery and the pupil-teacher census.

6.2 Future teacher workforce budget efficiencies are proposed as follows:

Table 3: Summary of Total Teacher Workforce Savings

April 2019	Completion of saving from revision of secondary staffing formula	£227,000
April 2019	Reduction of Visiting Teachers	£46,000
April 2019	Phased reduction of additional primary teachers	£204,000
TOTAL 19/20		£477,000
April 2020	Phased reduction of additional primary teachers	£304,000
April 2020	Reduction of Visiting Teachers	£310,000
TOTAL 20/21		£614,000
April 2021	Phased reduction of additional primary teachers	£300,000
TOTAL 21/22		£300,000
April 2022	Phased reduction of additional primary teachers	£198,000
TOTAL 22/23		£198,000
April 2023	Phased reduction of additional primary teachers	£50,000
TOTAL 23/24		£50,000

6.3 Budget efficiencies in teacher workforce are therefore proposed to total £1,816,000 over the period 2018-2023.

7. CONSULTATION

7.1 The proposals outlined in this report have been subject to discussion with teacher trade union representatives and the Angus Schools Partnership, a representative group of Angus Head Teachers. Statutory officers have also been consulted. The outcome of this consultation is that there is a requirement to maintain robust annual monitoring of teacher workforce changes as well as assess the impact of any national conditions in relation to the funding of schools.

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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