

ANGUS COUNCIL

SPECIAL CHILDREN AND LEARNING COMMITTEE – 27 FEBRUARY 2020

ANGUS EDUCATION AND LIFELONG LEARNING BUDGET EFFICIENCIES

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ABSTRACT

This report summarises the progress of the implementation of efficiencies to the school staff budget and provides an updated programme of budget efficiencies.

1. RECOMMENDATIONS

1.1 It is recommended that the Children and Learning Committee:

- (i) Notes that the increasing secondary school roll has created a budget pressure for the 2020/21 budget setting process and the financial impact is £382,000 based on a realistic estimate of an additional 186 pupils. The financial impact in 2021/22 is £212,000 due to the effect of the academic year and is before Council for consideration later today.
- (ii) Notes the continued revised budget efficiencies from the gradual reduction of additional primary teachers over 3 years as outlined in table 2 which is before Council for consideration later today.
- (iii) Notes the continued annual teacher savings as detailed in (ii) will be subject to annual monitoring as to impact on service delivery and pupil-teacher census;
- (iv) Notes that any alterations to the savings outlined in table 3 as the result of annual monitoring will be highlighted to Committee.

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 1179.53FTE 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 2019 – 13.35 (not including teachers funded by Pupil Equity Fund (PEF); 13.15 inclusive of PEF funded teachers)

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. Angus Council benefits from the Learn to Teach Programme for primary staff. This programme allows employees of Angus Council to retrain as teachers. In addition Angus uses the Supported Induction Route, a programme which has seen us recruit maths and business administration teachers. Both subjects which are difficult to recruit. We continue to over-recruit when carrying out our primary staffing exercise.

3.3 Council and Committee agreed the following recommendations in relation to the **teacher workforce** in February 2019:

- (i) Notes that the proposed secondary teacher savings in April 2019 was revised from £395,000 to £227,000 as a result of an increasing secondary school roll;
- (ii) Notes that the increasing secondary school roll has created a budget pressure for the 2020/21 budget setting process and the financial impact is £382,000 based on a realistic estimate of an additional 186 pupils. The financial impact in 2021/22 is £212,000 due to the effect of the academic year.
- (iii) Agrees to revised budget efficiencies from the gradual reduction of additional primary teachers over 3 years as outlined in table 2;
- (iv) Notes that annual teacher savings as agreed in (iii) will be subject to annual monitoring as to impact on service delivery and pupil-teacher census;
- (v) 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.

4. CURRENT POSITION

4.1 Teacher Workforce

The impact of year one and year two savings continues to be monitored. There has been minimal impact on the statistics we report for the teacher-pupil census.

4.1.1 Secondary Schools

Following a review of the secondary staffing formula projected savings for session 2018/19 and 2019/20 (for the part of the school year not aligning with the financial year) have been made. Overall secondary schools rolls are increasing and projected to increase until 2024. Session 2020/21 will see a significant increase.

4.1.2 Visiting Teacher Service

Recommendation (iii) from report 59/18 has been completed and recommendation (iv) is underway. 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

In session 2019/20 the reduction of primary absence cover continues to have little impact due to the ongoing lack of availability of supply staff. However in situations requiring absence cover the senior leadership team may be required to reduce their management time in order to undertake a greater teaching commitment. Continued reduction in primary teacher numbers and the subsequent reduction in management time may effect progress in the 'leadership of change' As result of this process, a budget saving of £1,056,000 over 5 years is proposed. This replaces the primary teacher savings proposals for 2019/20 and 2020/21 in report 59/18 (total 160K) and adds savings for years 2021/22, 2022/23 and 2023/24.

4.2 School Support Staff

Following the review of the primary school office and subsequent service redesign we continue to monitor the level of support provided to schools.

5.0 PROPOSALS

5.1 Teacher Workforce

Secondary Teachers: The £227,000 saving relating to a revision to the secondary teachers staffing formula was achieved in 2019/20. A budget issue was submitted for £382,000 which is required to address the increasing school rolls within secondary schools in 2020/21. A further £212,000 is required to address the issue in 2021/22 which occurs due to the impact of academic year.

Visiting Teachers: The visiting teacher service redesign is underway. It is planned to reduce the number of visiting specialist teachers over time from 18FTE to 8FTE. Removing vacant posts in this service in April 2018 and April 2019 has saved £77,000 and £46,000 respectively. In April 2020 the move to an alternative model of specialist provision is expected to save a further £310,000.

Primary Teachers: Angus has 586 FTE 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 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 technically need to cover classes.
8.5FTE	Added to staffing formula for nine schools (Hayshead, Warddykes, St Thomas, Ladyloan, Muirfield, Strathmore, Andover, Southesk, Southmuir) based on an analysis of SIMD.
25.5FTE	TOTAL COST £1,056,000

These were the identified posts for savings from the primary budget in 67/19.

Table 2: Five year Primary Additional Teachers Budget Saving Plan

YEAR	PROPOSED SAVING
19/20	204,000
20/21	304,000
21/22	300,000
22/23	198,000
23/24	50,000
TOTAL	1,056,000

The 2019/20 saving of £204,000 was achieved however the deliverability of further 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 taken with low impact on service delivery and the pupil-teacher census. In April 2019, further teacher budget efficiencies were taken amounting to £477,000. These savings related to £227,000 from the revision of the secondary teachers staffing formula; £46,000 due to the planned reduction in visiting teachers and £204,000 from the phased reduction of additional primary teachers.
- 6.2 Future savings proposed within the Change Programme including further teacher workforce budget efficiencies are detailed in the table below :-

Table 3: Summary of Change Programme Savings impacting on Schools & Learning

April 2020	Phased reduction of additional primary teachers	£304,000
April 2020	Reduction of Visiting Teachers	£310,000
April 2020	Brechin Rural Schools	£150,000
TOTAL 20/21		£764,000

April 2021	Phased reduction of additional primary teachers	£300,000
April 2021	Tayside Contracts – Central Production Unit	£107,000
TOTAL 21/22		£407,000
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
TOTAL 20/21 to 23/24		£1,419,000

- 6.3 Currently savings amounting to £1,419,000 are being proposed within the Change Programme between financial years 2020/21 and 2023/24. This includes further budget efficiencies within the teacher workforce of £1,162,000.

This means that total teacher workforce savings amounting to £1,639,000 from 2018-2023 and £2,399,000 from 2017-2023 will eventually be achieved.

7. EQUALITY IMPLICATIONS

- 7.1 As there are no decisions being taken by the committee and this report is simply an update on previous decisions made there is no new differential impact on persons with protected characteristics.

8. CONSULTATION

- 8.1 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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