

**PERTH AND KINROSS COUNCIL**

**Lifelong Learning Committee**

**27 January 2016**

**Teacher Numbers & Recruitment - Update**

**Report by Director (Education and Children's Services)**

**PURPOSE OF REPORT**

This report provides an update on the outcomes of the September 2015 pupil and staff census and the Council's progress in meeting the agreement with Scottish Government to maintain teacher numbers and the pupil-teacher ratio. It also provides an update on actions to address the difficulties being experienced by the Council in the recruitment of teachers, including supply staffing.

**1 BACKGROUND**

- 1.1 In August 2015, the Committee considered a report ([15/335](#) refers) providing background to the agreement, the monitoring process put in place and the staff and pupil numbers that were predicted at that time. The Committee also endorsed the initiatives established, or to be investigated, to address difficulties experienced by the Council in recruiting permanent and supply teachers. This report provides an update on the issues raised.
- 1.2 In February 2015, The Scottish Government stated its commitment to maintaining teacher numbers and as part of its budget process for 2015/16 invited individual local authorities to agree to specific requirements, namely:
- Maintaining, as a minimum, the total teachers full-time equivalent (FTE) at 2014/15 levels and also maintaining, as a maximum, the pupil:teacher ratio at the 2014/15 levels.
  - Providing places for all probationers who require one, under the teacher induction scheme.

**2 UPDATES**

**Outcome of September 2015 Pupil and Teacher Census**

- 2.1 Table 1 shows the 2014/15 and 2015/16 teacher and pupil numbers as calculated for the statistical return that informs the Scottish Government agreement. The total teacher number figure includes those working in a publicly-funded early learning and childcare (ELC) setting, as well as those teaching in primary and secondary schools. However, the pupil:teacher ratio excludes ELC pupils and teachers as there is no census of ELC pupils. The figures for 2015/16 confirm that the Council was successful in meeting the requirements of the Scottish Government agreement, as indicated by L1 and L4 in the table.

**Table 1: Teacher and Pupil Numbers Summary 2014/15 and 2015/16**

	2014/15	2015/16	Difference
L1. Total Teacher FTE (including ELC)	1,374	1,378	+4
L2. Total Pupils (excluding ELC)	17,750	17,821	+71
L3. Total Teacher FTE (excluding ELC)	1,336	1,337	+1
L4. Pupil:Teacher Ratio (using $\frac{L2}{L3}$ )	13.3	13.3	Unchanged

- 2.2 Of the 86 probationers the Council requested, a total of 68 (46 Primary and 22 Secondary) were allocated to Perth and Kinross. A total of 62 were confirmed in post at census (43 Primary and 19 Secondary).
- 2.3 From January to Mid-December 2015, 415 individual teaching vacancies have been processed<sup>1</sup>. There were 106 instances of a post being unfilled, including where the same post is re-advertised, sometimes more than once. A total of 56 of these instances were in primary with the majority being class teachers outwith Perth city. In secondary, posts in subjects such as craft, design/ engineering & technology, home economics and biology have been more problematic to fill.
- 2.4 At the time of the staff census a total of 48 teaching posts (37.8 FTE) were in the process of being filled via recruitment processes.

### **Update on measures to address difficulties in teacher recruitment**

#### **Learn to Teach Programme and Return to Teach**

- 2.5 A total of 14 existing Council employees have been successful in securing a place on the Learn to Teach Programme, a joint partnership with the University of Dundee and Scottish Government. The aim of the Programme is to retrain existing staff into teaching posts, whilst supporting the Council's transformation agenda. The programme will take 18 months to complete and it is anticipated all will move over to teacher's terms & conditions upon successful completion of the course. They will join the Council's probationer cohort in August 2017 with a view to being offered a permanent teaching post in Perth & Kinross if their probationary period is successfully completed.
- 2.6 For those who have been away from the profession for a time, encouraging and supporting qualified teachers to return to teaching is seen as an effective recruitment measure for local teacher resources. Discussions are in progress with the University of Dundee around the development of appropriate refresher training (delivered online) which would prepare individuals for a return to the classroom in PKC schools. This would be developed in collaboration with Dundee, Angus and Fife local authorities.

#### **Staffing and Supply Planning**

<sup>1</sup> A proportion of these will be for the same post that is readvertised after being unfilled.

- 2.7 We recognise the key role that the Annual Staffing Exercise plays in ensuring that our schools are fully staffed for the start of the school session in August. Work is underway to develop our systems to capture and facilitate longer term resource planning for teachers.
- 2.8 The Council continues to make good progress in taking forward the recommendations set out by the Scottish Negotiating Committee for Teachers (SNCT) Supply Teachers Review Group to increase the numbers of supply teachers across Local Authorities. For example we have streamlined the process of supporting retiring teachers to join the supply register, and existing part-time staff members are approached when there are supply opportunities. In terms 1 and 2 of 2015/16 there were 651 individual requests from schools for supply cover and 32% of these were not met (compared to 39% for academic year 2014/15).

### **Specialist Press**

- 2.9 The Council is working in partnership with a media group to maximise the pool of applicants to teaching posts which have experienced recruitment challenges in the past. A recent article in the Teaching Scotland publication was used to promote Perth and Kinross as an attractive place to live and work, and highlighted the benefits of working within the teaching profession within Perth and Kinross. A specialist recruitment website is also used to promote all teaching posts across the UK and visit numbers show that visibility is increasing. In general it is too early to tell if new measures are having a significant impact on recruitment.

## **3. CONCLUSION AND RECOMMENDATIONS**

- 3.1 It is recommended that the Committee:
- (i) Notes the success in meeting the requirements of the Scottish Government agreement on teacher numbers and pupil:teacher ratio; and
  - (ii) Notes the progress reported in measures that aim to address difficulties in teacher recruitment and supply staffing.

### **Author(s)**

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### **Approved**

<b>Name</b>	<b>Designation</b>	<b>Date</b>
<b>Sheena Devlin</b>	<b>Director (Education and Children's Services)</b>	<b>18 January 2016</b>

## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

<b>Strategic Implications</b>	<b>Yes / None</b>
Community Plan / Single Outcome Agreement	<b>Yes</b>
Corporate Plan	<b>Yes</b>
<b>Resource Implications</b>	
Financial	<b>Yes</b>
Workforce	<b>Yes</b>
Asset Management (land, property, IST)	<b>No</b>
<b>Assessments</b>	
Equality Impact Assessment	<b>N/A</b>
Strategic Environmental Assessment	<b>N/A</b>
Sustainability (community, economic, environmental)	<b>N/A</b>
Legal and Governance	<b>N/A</b>
Risk	<b>Yes</b>
<b>Consultation</b>	
Internal	<b>Yes</b>
External	<b>N/A</b>
<b>Communication</b>	
Communications Plan	<b>N/A</b>

### 1. Strategic Implications

#### Community Plan / Single Outcome Agreement

- 1.1 The proposals relate to the delivery of the Perth and Kinross Community Plan / Single Outcome Agreement through Objective No 2: Developing educated, responsible and informed citizens.

#### Corporate Plan

- 1.2 The Perth and Kinross Community Plan 2013-2023 and Perth and Kinross Council Corporate Plan 2013/2018 set out five strategic objectives:
- (i) Giving every child the best start in life;
  - (ii) Developing educated, responsible and informed citizens;
  - (iii) Promoting a prosperous, inclusive and sustainable economy;
  - (iv) Supporting people to lead independent, healthy and active lives; and
  - (v) Creating a safe and sustainable place for future generations.

This report relates to Objective No. (ii)

- 1.3 The report also links to the Education & Children's Services Policy Framework in respect of the following key policy area: Maximising Resources.

## 2. Resource Implications

### Financial

- 2.1 The additional promotional activity through specialist press was done at a combined cost of £5,800. Meeting the terms of the Scottish Government agreement on teacher numbers and pupil:teacher ratio mean there are no further financial implications.

### Workforce

- 2.2 The Corporate Human Resources Manager has been consulted on the contents of the report.

### Asset Management (land, property, IT)

- 2.3 N/A

## 3. Assessments

### Equality Impact Assessment

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties. Proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) and assessed as **not relevant** for the purposes of EqIA.

### Strategic Environmental Assessment

- 3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals. However, no action is required as the Act does not apply to the matters presented in this report.

### Sustainability

- 3.3 N/A

### Legal and Governance

- 3.4 N/A

### Risk

- 3.5 The risks involved with teacher numbers are monitored as part of Education and Children's Service risk profile.

## 4. Consultation

### Internal

- 4.1 HR (Chief Executive's Service) - The Corporate Human Resources Manager has been consulted on the contents of the report.

### External

- 4.2 N/A

## 5. Communication

- 5.1 N/A

## 2. BACKGROUND PAPERS

Teacher Numbers [report](#) (15/335) to Lifelong Learning Committee 26 August 2015.

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