

# **West Dunbartonshire Council**

## **Report by the Executive Director of Educational Services**

**Education and Lifelong Learning Committee: 14 September 2011**

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**Subject: Teacher Staffing and Recruitment**

### **1. Purpose**

**1.1** This report seeks:

- 1) to advise Education and Lifelong Learning Committee on the staffing and recruitment position for session 2011/2012 in light of the Scottish Negotiating Committee for Teachers (SNCT) agreement;
- 2) to advise Education and Lifelong Learning Committee on 2011/12 probationer allocations; and
- 3) to recommend that further reports are received by the Education and Lifelong Learning committee.

### **2. Background**

**2.1** During session 2010/11 a programme of teacher refresh was put in place to address succession planning and recruitment. This programme was funded by a grant of £552,000 from the Scottish Government. As a result, over 60 staff were recruited for 2011/2012 there being 45 posts in primary, 20 posts in secondary and 2 posts in special.

**2.2** The total of 67 advertised posts includes all those permanent and fixed term, full time and part time. The high number of advertised posts partly reflects the turnover of staff as a result of retirement granted to teachers in promoted posts who are due to be replaced by class teachers resulting in a net saving to the authority on staffing costs.

**2.3** It should be noted that all fixed term posts of more than a four week duration are now advertised rather than being filled by supply staff as was formerly the case. This allows all staff seeking employment, including newly qualified teachers, to have an equal opportunity to be considered for appointment.

**2.4** Since 2008 West Dunbartonshire has had 290 probationers. 45 probationers started teaching in West Dunbartonshire in August 2011 (22 in primary and 23 in secondary). This year sees a reduction in probationer numbers which is linked to Scottish Governments strategy to maintain teacher numbers and to reduce the number of unemployed teachers. This session, probationer teachers have a maximum teaching commitment of 0.8 (FTE) and 0.2 allocated for professional development. In previous years, the split was 0.7/0.3.

**2.5** To date 39 probationers from last session's cohort have been appointed to permanent, fixed term or supply posts in West Dunbartonshire schools. 28 primary, 11 secondary). The wider economic context means that

opportunities for probationers securing permanent posts are more limited but we will continue to keep this under review locally.

### **3. Main Issues**

- 3.1** The SNCT agreement requires authorities to have places for all probationers who require a place under the induction scheme in August 2011; sufficient teaching posts available for probationers who achieve Standard for Full Registration in summer 2011; and a reduction in the total number of unemployed teachers.
- 3.2** West Dunbartonshire has been able to keep within the requirement and the spirit of the agreement in order to secure a quality workforce for session 2011/2012.
- 3.3** The Education and Lifelong Learning Committee should be kept informed of the staffing position in West Dunbartonshire to ensure that a sustainable and high quality workforce is in place for future years.

### **4. People Implications**

- 4.1** The issues mentioned within the report are subject to regular discussion with Education Services HR Business Partner and Trade Unions through the Local Negotiating Committee for Teachers (LNCT). It will be important to monitor the staffing position to ensure West Dunbartonshire can continue to provide a high quality education service.

### **5. Financial Implications**

- 5.1** There are no financial consequences as a direct result of this report. Staffing budgets will require to be closely monitored against the background of wider economic and resource challenges.

### **6. Risk Analysis**

- 6.1** This report is concerned with teacher staffing in schools. The risk to the Service if we fail to monitor the staffing position and associated budgets could be significant in the current climate.
- 6.2** This report details the recruitment position for 2011/2012 as this is vital to the SNCT agreement. Further reports to Committee will keep Members informed.

### **7. Equalities, Health & Human Rights Impact Assessment (EIA)**

- 7.1** No issues were identified in a screening for potential equality impact of this report.

### **8. Strategic Assessment**

- 8.1** The Council has identified four main strategic priorities for 2011/2012, namely Social & Economic Regeneration, Financial Strategy, Asset Management Strategy; and Fit for Purpose Services.

**8.2** The content and recommendations contained within this report are in keeping with the Council's main strategic priorities.

## **9. Conclusions and Recommendations**

**9.1** The Education and Lifelong Learning Committee is asked to:

1. note the current staffing position and acknowledge the commitment to the SNCT agreement;
2. acknowledge the impact of the continued drive to maintain a secure workforce in West Dunbartonshire's education establishments; and
3. receive a further report at the appropriate time regarding staffing issues as they impact on West Dunbartonshire.

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**Background Paper:** None

**Wards Affected:** All wards