

## REPORT TO EDUCATION & CHILDREN'S SERVICES COMMITTEE – 1 FEBRUARY 2018

### Teacher Recruitment

#### 1 Recommendations

The Committee is recommended to:

- 1.1 Note the update regarding measures being taken to address teacher recruitment issues in Aberdeenshire schools; and
- 1.2 Comment on the impact on service delivery of the continued drive to maintain a secure teaching staffing position.

#### 2 Background / Discussion

- 2.1 The purpose of this report is to update members of the Education & Children's Services Committee regarding measures being taken to address teacher recruitment issues in Aberdeenshire schools.
- 2.2 Recruitment pressures have been more acute in primary schools in north Aberdeenshire and for specific subjects in secondary schools.
- 2.3 By way of context there are currently 151 Primary, 17 Secondary and 4 Special Schools in Aberdeenshire. The teaching staff numbers at the last two annual September censuses were as follows: -

	2016	2017
Primary	1,362	1,383
Secondary	1,192	1,199
Special	51	52
Employed centrally in ECS	50	41
<b>Total</b>	<b>2,655</b>	<b>2,675</b>

This gave a pupil to teacher ratio of 13.3 in September which is a slight improvement on the 13.4 achieved in September 2016

- 2.4 The vacancy rate fluctuates however as an indication of the level of vacancies the advertised vacancies as of 19 January 2017 were:
  - Non-Promoted Posts – 29 primary vacancies and 30 secondary vacancies.
  - Promoted Posts – 7 primary vacancies and 1 secondary vacancies.
  - Additional Support for Learning Posts – 13 vacancies.

It should be noted that efforts are being focussed on recruiting to classroom teacher vacancies.

- 2.5 In the last 6 months 466 teaching staff have been recruited.

**Teacher New Starts by month 2017**

April	May	June	July	August	Sept	Total
42	28	13	11	340	32	466

2.6 However in the same period 465 teaching staff have left

**Teacher Leavers by month 2017**

April	May	June	July	August	Sept	Total
57	25	98	13	234	38	465

2.7 The turnover rates for teaching staff for the first two quarters of 2017/18 is as follows:

**Quarter 1 April – June 2017**

All Employees	Teaching	Primary Teachers	Secondary Teachers
3.2%	2.8%	2.6%	3.1%

**Quarter 2 July – September 2017**

All Employees	Teaching	Primary Teachers	Secondary Teachers
5.4%	9.1%	9.5%	8.4%

Overall, the budget impact is limited as vacancies are covered in other ways including the use of supply teachers.

**Actions taken to date**

A range of actions have been taken including:

2.8 In 2014 the Distance Learning Initial Teaching Education (DLITE) flexible learning programme was implemented. The next cohort of 22 students will commence in January 2018.

This innovative programme has been recognised with awards from COSLA and Holyrood Events.

2.9 A new Framework Contract was put in place in 2017 to use 6 specialist recruitment agencies based across the UK to secure teaching staff. To date further candidates through this route have been very limited with only one permanent appointment made as at 5 December 2017. The agencies have reported difficulty in attracting candidates to the North East of Scotland.

2.10 In February 2017 the location Incentive Scheme was reinstated. This gives the opportunity for teachers coming into Aberdeenshire to have an upfront payment of £5,000 forming part of the Corporate Relocation and Resettlement package. Since the scheme was reinstated there have been 39 teachers who took up posts which were paid through this scheme.

2.11 In 2017 similar actions to previous years were taken to ensure the service retained as many of the current year probationers as possible. As a result, the service again retained a significant number of probationers.

	Primary Probationers	Retained	%	Secondary Probationers	Retained	%
2015/16	118	84	71%	48	35	73%
2016/17	100	76	76%	36	25	69%

For the 2017/18 session the probationer numbers are:

	Starting Total	Placed	Withdrawn
<b>Primary</b>	130	105	25
<b>Secondary</b>	67	48	19

- 2.12 In the 2016/17 session Aberdeenshire Council participated in the Transition into Education Scheme (TIES). The scheme targeted graduates in STEM subjects who had been made redundant from the oil and gas sector. Out of the twelve candidates who commenced the four-year scheme in August 2016, eight completed the post-graduate course in September 2017, which means 75% of candidates completed the course. Four candidates (25%) did not complete their studies for a variety of reasons. One, for example, secured a job in the oil and gas sector just before the programme started in earnest.
- 2.13 During January 2017 Return to Teaching sessions were held in Peterhead, Inverurie and Stonehaven aimed at those who have teaching qualifications but had either not undertaken their probationary year or are currently out of the profession. These sessions generated 40 initial enquiries, which led to intensive support being provided to a number of teachers. There are now 12 additional teachers in teaching posts or on the supply list because of this initiative.
- 2.14 There has also been a continued flexibility in contracts offered to new teaching staff with an option to appoint on a permanent basis with an initial placing in a school for a fixed term basis and the guarantee of a job in another school at the end of the fixed term period.
- 2.15 There has been an increased focus in using social media channels to promote vacancies. This enables a greater range of targeted advertising opportunities at considerably less cost. These have also linked to national recruitment teaching campaigns. In addition, a specific website is used to highlight vacancies and the benefits of a teaching career in Aberdeenshire.

#### **Recruitment Advertising Costs**

2015/16	£127,000
2016/17	£ 19,000
2017/18	£ 9,000

#### **Social Media Reach (Example; Belfast Recruitment Event)**

Facebook and LinkedIn	
Total Reach	8,607
Total Interactions	104
Traffic to webpage	42

- 2.16 A Pathways in Teaching Strategy developed by HR Resourcing has been agreed, providing a clear action plan of short, medium and long-term

objectives for teacher recruitment. This is supplemented by a quarterly report on recruitment activity, workforce planning and measuring effectiveness of recruitment activity and initiatives.

- 2.17 In November 2017 a secondary Head Teacher and Depute Head Teacher visited Belfast to recruit teaching staff. The results are being evaluated.
- 2.18 An additional £350,000 was allocated to the ECS budget in 2017/18 to support teacher recruitment. This funding has been used to support the DLITE, TIES and Return to Teaching programmes, and to fund relocation expenses for teachers moving to the area. Financially supporting current teaching students is still being explored to ensure that individual benefits are targeted appropriately and do not inadvertently effect other benefits for students.
- 2.19 The additional £350,000 has been beneficial in allowing dedicated resources for the actions that lead to increased teaching recruitment.
- 2.20 An internal working group has been established with representation from Trade Unions and officers to review the staffing model for primary schools. Different models are being considered to ensure that primary schools are staffed appropriately but importantly also have flexibility.

### **Further Measures**

- 2.21 Monthly reports are being produced to identify teaching posts which have been advertised but not filled. The HR Resourcing Team contact the Head Teachers of these schools to support the schools in enhancing the advertising for each vacancy.
- 2.22 There is no capacity within the Council to run a further internal Return to Teaching programme. Options are being explored to engage a partner provider who to deliver a return to teaching online programme.
- 2.23 Scottish Government are keen to run TIES again and discussions are ongoing within the Northern Alliance to start post-graduates in August 2018.
- 2.24 Eight students joined a new secondary DLITE programme which commenced in August 2017.
- 2.25 In addition, acknowledging the issues experienced in primary teaching in north Aberdeenshire, there have been additional 12 primary DLITE places for January 2018 start. These additional places will be targeted to north Aberdeenshire.
- 2.26 Discussions are ongoing through the Northern Alliance with Scottish Government to look at ways difficulties currently being experienced could be mitigated and look at longer term solutions. A dedicated work stream, has been established to consider specific actions including more innovative ways to ensure training can be delivered in rural areas. This will be included in the Northern Alliance development plan which will be finalised in spring 2018.

- 2.27 There are strong working relationships between management and teaching trade unions and the service will continue to work in partnership with the unions to consider innovative ways to recruit and retain teachers.
- 2.28 Education & Children's Services has an on-going commitment to the delivery of high quality education in Aberdeenshire schools and will continue to keep councillors up-dated regarding progress.
- 2.29 The Head of Finance, Head of HR&OD and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within the report and they are satisfied that the report complies with the Scheme of Governance and relevant legislation.

### **3 Scheme of Governance**

- 3.1 The Committee is able to consider this item in terms of Section E.3.4 of the List of Committee Powers in Part 2A of the Scheme of Governance as the report refers to the functions of the Council under the Education (Scotland) Acts, the Education (Additional Support for Learning) (Scotland) Act 2004, and all other relevant legislation and regulations.

### **4 Equalities, Staffing and Financial Implications**

- 4.1 An equality impact assessment is not required because the report is to inform committee and there will be no differential impact, as a result of the report, on people with protected characteristics.
- 4.2 There are no staffing and financial implications arising directly from this report.
- 4.3 The following Risks have been identified as relevant to this matter on a Corporate Level:

AORP003 Workforce. The actions in this report help to address attracting and retaining the right skills. Link to [Corporate Risk Register](#)

On a Service Level:  
ECSR002 Developing Excellence and Equity. The actions in this report help to ensure that there is a full complement of teachers in all Aberdeenshire schools. Link to [Directorate Risk Registers](#)

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