
Report To:	Education & Lifelong Learning Committee	Date:	12 May 2009
Report By:	Corporate Director Education and Social Care	Report No:	EDUC/44/09/CL
Contact Officer:	Colin Laird	Contact No:	01475 712824
Subject:	Proposal to Create Principal Teacher Posts in the Visual Impairment (VI) and English as an Additional Language (EAL) Services		

1.0 PURPOSE

- 1.1 The purpose of this report is to propose that consideration be given to the creation of Principal Teacher posts in both the Visual Impairment and the English as an Additional Language Services.

2.0 SUMMARY

- 2.1 The Visual Impairment teachers work with young people in mainstream settings who suffer from visual sensory impairments of varying degrees.
- 2.2 The team maintains close contact with the Psychological Service and with the providers of external placements such as Ross Hall Academy and the Darnley Visual Impairment Unit.
- 2.3 The team has expertise across a range of strategies which assist both the relevant young people and those who assist them in class. The expertise includes an excellent knowledge of Braille and the training associated with it.
- 2.4 Both the VI and EAL teams consist of 1.2 FTE teachers and both teams are located in secondary schools: VI in St Stephen's High School and EAL in St Columba's High School. Both teams are under the management of the Head Teacher of the school in which the service is based.
- 2.5 The EAL service works with young people who have English as an Additional Language. The teachers support the young people themselves and assist class teachers in developing strategies to support young people between visits. The range of languages found in our schools is substantial and is subject to frequent change.
- 2.6 EAL teachers contribute to census work required by the Scottish Government at various points in the year, advise schools on the purchase of materials in first languages and provide advice to parents in maintaining contact with the culture surrounding the child's first language.
- 2.7 The appointment of Principal Teachers would provide a tier of middle management and a basis for future expansion for either of these important services.
- 2.8 The costs of these additional posts would be met from existing budgets offset by a corresponding reduction in unpromoted posts. Principal Teacher posts already exist in Communication and Language Bases which are parallel types of service.

3.0 RECOMMENDATIONS

3.1 It is recommended that:

- i) Consideration be given to the creation of these posts
- ii) Education Services collaborates with Human Resources and other partners in the evaluation of such posts
- iii) Appropriate specifications and advertisements be prepared if i) above is approved

4.0 IMPLICATIONS

4.1 Financial implications –

Cost Centre	Budget Heading	Budget Year	Proposed full year costs	Net effect of adjustment to posts	Virement from
St Columba's HS	Principal Teacher – point 1 of scale	2009-10	£44,567	£3,687	Special General Inclusion
	Unpromoted Teacher – top of scale		Offset by - £40,880		
St Stephen's HS	Principal Teacher – point 1 of scale	2009-10	£44,567	£3,687	Special General Inclusion
	Unpromoted Teacher – top of scale		Offset by - £40,880		

Ian Fraser
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