
Report To:	Education and Communities Committee	Date:	06 September 2016
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	EDUCOM/52/16/RB
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Subject:	Teacher Numbers for the Academic Year 2016/17		

1.0 PURPOSE

- 1.1 The purpose of this report is to inform the Education and Communities Committee about the anticipated position for Inverclyde in relation to the 2016 census on teacher numbers and the requirement to maintain the Pupil/Teacher Ratio (PTR) at 13.5.

2.0 SUMMARY

- 2.1 In 2015/16 Inverclyde reported 734 teachers who contributed to our PTR. With 9,928 pupils, this resulted in an overall PTR of 13.5. The position at that time was that 12.6 fte teaching staff were over the allocated budget.
- 2.2 For 2016/17, with an anticipated static pupil roll, we have a budget for 728.5 teachers. This would result in a PTR of 13.6. If we do not maintain our PTR at 13.5, we are at risk of receiving a financial penalty from the Scottish Government.
- 2.3 The Council needs to employ an additional 4.7 teachers above the current requirements to maintain the PTR at 13.5. The additional teachers will be employed as supernumerary to primary schools and will cover for absence and backfill where required.
- 2.4 Although Inverclyde bid for 53 probationer teachers overall, only 37 were allocated. Of the 37 allocated probationer teachers, 7 have withdrawn. As a result of this, and also because of the difficulty filling vacancies, we are starting the academic term with several unfilled vacancies.

3.0 RECOMMENDATIONS

- 3.1 The Education and Communities Committee is asked to note the current position in Inverclyde with respect to maintaining the PTR for the September 2016 census.

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Corporate Director
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4.0 BACKGROUND

- 4.1 For 2015/16, Local Authorities were required to maintain not only teacher numbers but to maintain their PTR at the same level as 2014/15. The September 2015 census showed that the national commitment to maintain teacher numbers and the overall PTR was not maintained. Local Authorities who did not maintain their teacher numbers and PTR received a financial penalty from the Scottish Government. (We are not aware of the exact financial penalties received by each council who did not meet the target).
- 4.2 For the September 2014 census, Inverclyde reported 725 teachers who contributed to our PTR. With 10,011 pupils this resulted in an overall PTR of 13.8. There was no financial penalty for not achieving the nationally agreed PTR for the September 2014 census.
- 4.3 For the September 2015 census, the position was that Inverclyde had 734 teachers who contributed to the PTR. With 9,928 pupils, this resulted in an overall PTR of 13.5. The reason behind this increase was 3.6 fte additional teachers were allocated because of late placing requests (2.6 fte to Notre Dame High School and 1.0 fte to St. Mary's Primary School). Five additional teachers were surplus to requirements, but at the time of the census had been unable to be redeployed. Whilst they were supernumerary at the time of the census, the staff were subsequently relocated into vacant posts. In addition, an 0.5fte extra Maths teacher at Clydevew Academy was employed with external funding from Education Scotland as part of an inter-authority initiative with Dunoon Grammar (Argyll & Bute Council).
- 4.4 The national agreed funding package for 2016-17 includes funding of £88 million to:
 - maintain the pupil teacher ratio nationally in local authority schools, at a level of 13.7 (the same level as in 2015) as shown in the Teacher and Pupil Census published in December 2016;
 - provide a place on the Teacher Induction Scheme for every probationer who needs one.
- 4.5 While this is a national commitment, if the overall national commitment is not met, then individual Authorities who have contributed to this by reducing their PTR from the 2015 census data may receive a financial penalty.

This means that a Local Authority which was lower than the 13.7 overall agreement (for example 13.5) has to maintain their PTR from their position in 2015 to avoid a possible financial penalty. Similarly a Local Authority which was higher than the overall figure of 13.7 (for example 14.1) will only be required to maintain this status from 2015 to 2016 to avoid a possible financial penalty.

5.0 CURRENT POSITION

- 5.1 Despite the national commitment to maintain the overall PTR at 13.7, Inverclyde Council has to maintain the PTR at 13.5 for the census date of 21 September 2016 because this maintains the PTR at the 2015 figure. It is anticipated that pupil numbers will remain broadly the same for the 2016 as they were for 2015, although exact figures will not be known until the beginning of the academic session 2016/17.
- 5.2 For the academic session 2016/17, in order to reach a PTR of 13.5 we need to employ 734 teachers. Therefore for the purposes of the 2016 census day, in order to maintain our PTR and to avoid a financial penalty from the Scottish Government, we would need to employ an additional 5.5 teachers. This figure is based on our pupil numbers staying the same but would need to be increased if our pupil numbers rise. Based on the 2015 census pupil numbers can rise by 19 and we would still maintain our 13.5 ratio
- 5.3 Inverclyde has been allocated a fully funded probationer for the academic year 2016/2017. This means that in order to maintain our PTR we now need to employ 4.7 fte teachers above budget for the census. Teachers employed for the Attainment Challenge cannot be counted in these figures.

- 5.4 The proposal is to allocate the additional 4.7 staffing to primary schools at the start of the year. The supernumerary staff would cover supply and any absences. The lack of availability of supply has been well recorded over recent years and this will hopefully go some way to redressing the balance. We expect this to be cost neutral to the teaching budget as the cost of the extra teachers will be outweighed by the need to fund less cover.
- 5.5 For the academic year 2016/17 Inverclyde bid for 20 non-denominational primary, 10 denominational primary and 23 secondary probationer teachers. We were allocated a total of 20 non-denominational and 10 denominational primary and 7 secondary probationers. In total 7 have withdrawn, 6 from primary and 1 from secondary. Some of the withdrawals have been at very late notice (one was the day before the last day of the summer term), and this has meant that the Council has had to advertise some posts either very late in the recruitment process or has in some cases missed the deadline for the summer holidays. In all reality this can mean a delay of several weeks into the beginning of a new term before a teacher can be in post.
- 5.6 Every effort has been made to speed up the advertising and interviewing process for vacant posts. This has included meetings with secondary teachers to share information and staffing needs in order to secure an early advert, and panel interviews for primary schools. Despite this, we are starting the academic year with some vacant posts being filled on a supply basis. Although every single candidate who successfully interviewed for a post in our primary schools has been offered a contract, we will still start the year with several vacancies. In our secondary schools subjects that have been historically difficult to fill e.g. Home Economics and Physics have remained so with a severe lack of Home Economics teachers across the whole Council.

6.0 IMPLICATIONS

Finance

- 6.1 **Financial Implications: We expect the costs associated to teacher numbers to be maintained within the Education Services Budget.**

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments
N/A					

Legal

- 6.2 None

Human Resources

- 6.3 The proposals contained in this paper means that there may be some moving of the location of

staff during the tenure of their contract. This would be discussed with the affected staff prior to taking up post.

Equalities

6.4 Has an Equality Impact Assessment been carried out?

Yes See attached appendix

No This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

Repopulation

6.5 None

7.0 CONSULTATIONS

7.1 Finance, Human Resources and Unions have been consulted for the preparation of this paper.

8.0 CONCLUSIONS

8.1 The Education and Communities Committee is asked to note the current position for teacher numbers.

9.0 BACKGROUND PAPERS

9.1 None