

# Education, Children and Families Committee

**Tuesday, 6 March 2018, 10am**

## Teacher Recruitment Update

Item number	7.7
Report number	
Executive/routine	
Wards	
Council Commitments	<a href="#">29</a>

### Executive Summary

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At the Education, Communities and Families Committee 12 October 2017, Item 7.5, the committee requested officers to investigate the creation of a talent pool using available data from previous applications and current employees.

## Teacher Recruitment Update

### 1. Recommendations

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- 1.1 It is recommended that the committee note the contents of this report as follow-up to the previous report, submitted at the Education, Communities and Families Committee meeting on 12 December 2017, indicating progress on the medium-to longer-term strategic approaches to tackling teacher recruitment issues, and specifically responding to the request for investigation into the creation of a ‘talent pool’.

### 2. Background

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- 2.1 This report provides an update to a question at the last Education, Children and Families Committee on the 12 December 2017 which requests Officers to investigate the creation of a talent pool using available data from previous applications and current employees.

### 3. Main report

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In specific reference to the request to investigate the creation of a ‘talent pool’, the following can be reported:

- 3.1 All City of Edinburgh Council teaching vacancies are advertised on *Myjobscotland* and any teacher interested in working for the Council can ‘opt in’ and receive weekly updates on the vacancies that they potentially wish to apply for. Applicants are able to set their own defined criteria. Potential applicants who have gone through the relevant landing page on [www.edinburgh.gov.uk/teachinginedinburgh](http://www.edinburgh.gov.uk/teachinginedinburgh) are advised of this approach in response to any initial queries. This allows for interested parties to be advised timeously of the vacancies related to their particular area(s) of expertise.
- 3.2 As applications are made using the *Myjobscotland* Website, it is not possible for the Council to follow up any applications that are started but not completed. In addition, any direct approach to previous, unsuccessful applicants for one post to inform them of the opportunity of another could be construed as canvassing. Currently, e-mails through *Myjobscotland* to unsuccessful candidates highlight the existence of the alert system and encourages said candidates to register, if they have not already done so.

- 3.3 The *Myjobscotland* alert system allows for an objective approach to establishing contact with a large number of prospective applicants and informing them, as appropriate, of vacancies which occur within THE COUNCIL.
- 3.4 In addition, the Council already has a supply teaching talent pool with around 400 active members registered to work across the city and the Department is in regular contact with them around short-term vacancies. The supply pool can, and do, apply for any permanent vacancy as it arises.
- 3.5 The most recent advertisement to recruit more staff to the secondary supply list generated 29 applications which are currently with headteachers for processing.
- 3.6 Further developments in the interim have included the earlier than usual annual staffing return required from secondary schools (12 January 2018), stating their projected requirements for August 2018, which has resulted in an earlier than usual start to longer-term recruitment in that sector.
- 3.7 This allowed for an initial tranche of recruitment for permanent posts in identified shortage subject areas, starting in August 2018, and aimed at current probationers in the Council as well as existing staff on fixed-term contracts.
- 3.8 This recruitment exercise saw identified vacancies in mathematics filled in Broughton High School (2 posts), Firrhill High School, Holyrood Roman Catholic High School, Leith Academy, Liberton High School and Portobello High School (2 posts). In addition, three CDT vacancies were filled in Broughton High School, Craigroyston High School and Forrester High School; and a physics vacancy in Firrhill High School.
- 3.9 Vacancies not filled were carried over into a second tranche which went live on 23 February 2018. In total, some 40 vacancies, all with a start date of August 2018, will be advertised nationally. More immediate vacancies will be considered, as and when they arise, on a case-by-case basis as per previous practice at this stage in the session. Temporary vacancies ending in June 2018 will be advertised immediately. Temporary vacancies extending into session 2018-19 and permanent vacancies will either be advertised immediately as they stand or held over for potential probationer placement in 2018-19, with the period up to June 2018 being advertised immediately. Decisions will be informed by whether the post is in a shortage subject area and what are the initial requirements of the Council's target for probationers, as set by the Scottish Government. There remain short-term issues in filling current vacancies in certain subject areas (eg Computing) where a national shortage of teachers continues to impact.
- 3.10 The working group that was tasked with looking at teacher recruitment campaign planning, continues to meet weekly. In conjunction with the Recruitment working group established previously and involving representatives from primary, secondary and special schools. Films were produced ([Teaching in Edinburgh](#)) to support a social media recruitment campaign, which ran from 23 February 2018 in conjunction with the advertisements referred to in 3.9.

- 3.11 The above work is intended to improve the baseline position in the Council secondary schools for August 2018 as compared to August 2017.
- 3.12 For further information it should be noted that there will be a full complement of mathematics teachers at Trinity Academy during the half-term between February and Easter, following successful interviews there before the February half-term and the successful candidates working their agreed period of notice with their current employers.
- 3.13 The commitment to developing Gaelic education, both secondary Gaelic Medium Education (GME) and Gaelic for Learners Education (GLE) referred to in the previous report has led to the advertisement of a the Council citywide post to develop Gaelic education, both GLE and GME across Edinburgh schools. Additional external funding for such a post was secured and interviews were held on 22 February 2018. An additional GME classroom teacher has also recently been appointed to James Gillespie's High School.
- 3.14 Recruitment to primary vacancies is continuing along the lines of the established model. Following the submission of their annual staffing returns, centralised interviews have taken place with a matching process to follow.
- 3.15 Also factored in to any recruitment initiatives (as referenced above in 3.9) must be the expectations of Scottish Government as to the number of probationer placements for 2018-19 that the Council should bid for. Initial totals have been set at 128 for primary and 103 for secondary. Suitable vacancies have been identified from the respective staffing returns and these have been set aside in anticipation of more definitive data being forthcoming.

#### **4. Measures of success**

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- 4.1 The measure of success continues to be addressing the shortfall in teacher recruitment in the next few months. While there is a strategic approach to longer-term recruitment, there remain issues surrounding immediate recruitment to shortage subject areas in schools where staff may have moved to other posts mid-session. While additions to the supply list are intended to alleviate problems in the short- to medium-term, there is not always an exact match.
- 4.2 The timeline and strategy for the teacher recruitment planning campaign was intended, as intimated in the previous report, to improve procedures and result in earlier confirmation of appointments, going forward into session 2018-19. This has already borne some fruit in the timing and success of the first tranche of secondary appointments and should continue in the forthcoming second tranche, both of which are substantially earlier in the year than has previously been the case.

## **5. Financial impact**

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- 5.1 The cost implication of the social media campaign is expected to be around £2,000. A further £5,500 has been spent on the production of recruitment films as part of that campaign, with schools making a contribution to this expenditure.

## **6. Risk, policy, compliance and governance impact**

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- 6.1 As this report is an update, rather than containing any recommendations *per se*, there are no risk, compliance or governance impacts arising.

## **7. Equalities impact**

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- 7.1 As this report is an update, rather than containing any recommendations *per se*, there are no equalities impacts arising.

## **8. Sustainability impact**

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- 8.1 As this report is an update, rather than containing any recommendations *per se*, there are no sustainability impacts arising.

## **9. Consultation and engagement**

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- 9.1 Secondary headteachers, in whose sector there have been particular issues, have been consulted and will continue to be consulted through their regular meetings. Other headteachers have also been involved, especially in relation to the timeline for the longer-term recruitment strategy. Schools have also been asked to contribute statements and photographs to the landing page as part of the recruitment process as well as to provide volunteer staff to take part in the recruitment video.

## **10. Background reading/external references**

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## **11. Appendices**

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