

# EAST AYRSHIRE COUNCIL

## EDUCATION COMMITTEE - 25 MAY 2004

### A TEACHING PROFESSION FOR THE 21<sup>ST</sup> CENTURY REDUCTION OF CLASS CONTACT WEEK FOR EARLY YEARS TEACHING STAFF

#### Report by Executive Director of Educational and Social Services

#### 1. INTRODUCTION

- 1.1 The purpose of this paper is to outline the models of employing additional teaching staff in Early Years Establishments in order to meet the requirements of the Scottish Executive document "A Teaching Profession for the 21<sup>st</sup> Century" (TP21).

#### 2. BACKGROUND

- 2.1 Within East Ayrshire, significant progress has been made to meet the requirements of TP21. Previous papers approved by the Education Committee have dealt with revised school management structures, job sizing, the introduction of Chartered Teachers, the revised scheme for Probationer Teachers, the introduction of additional support staff and the reduction of the class contact week for primary teaching staff. This paper deals with another key element of TP21 – the reduction of the class contact week for early years teachers.
- 2.2 TP21 indicated that the class contact hours for early years and primary teachers would be reduced to 23.5 hours per week from August 2004. Further, the class contact hours for these teachers would be reduced to 22.5 hours per week from August 2006. This will reduce the class contact week for early years and primary teachers to the same level as that for secondary teachers; this has been negotiated and agreed as part of the national conditions of service for teachers.
- 2.3 This now requires local authorities to make significant investment in additional teaching staff through the financial allocations provided by the Scottish Executive to meet the implementation of TP21.

#### 3. ADDITIONAL TEACHING STAFF

- 3.1 In order to determine the level of additional teaching staff required in each establishment, the following process will apply:
  - The staffing complement for each establishment will be determined by Teacher's Personnel Section by applying the revised class contact hours arrangements. This will provide the full-time equivalent (FTE) required in overall terms and for each establishment; this will normally mean an increase in teacher FTE per establishment, subject to the normal calculations based on pupil roll etc.

- Additional teaching staff will be recruited from the following sources:
  - East Ayrshire Permanent supply teacher pool.
  - East Ayrshire Temporary supply teacher pool.
  - Teachers completing their probationary period in East Ayrshire.
  - By open advertisement.

**3.2** Significant work has been undertaken with each early years establishment on the requirements for additional teachers. It is anticipated that the following additional teaching staff are required:

- August 2004 – 2.5 FTE
- August 2006 – 1.7 FTE approximately

**3.3** Each early years establishment is effectively having an increase in staffing complement, subject to the revised calculations with regard to pupil roll etc. It is anticipated that the additional teaching staff may be allocated across a number of establishments. These teachers will be allocated contracts with a clear statement regarding their place(s) of work, consistent with the normal practice in the authority.

#### **4. LEGAL/FINANCIAL/POLICY IMPLICATIONS**

**4.1** This significant investment in additional teaching support will be funded by the ring-fenced additional resources allocated to East Ayrshire Council by the Scottish Executive to implement TP21.

There will be no additional funding demands on East Ayrshire.

**4.2** Full consultation has taken place with Heads of Establishments and Trade Union colleagues and this will be continued with regard to the detailed implementation of this policy.

#### **5. RECOMMENDATIONS**

**5.1** The Education Committee is recommended to:

- (i) Approve the additional teaching staff for August 2004 as outlined in section 3 above;
- (ii) Approve the additional teaching staff for August 2006 as outlined in section 3 above; and
- (ii) Otherwise note the contents of this report.

John Mulgrew  
Executive Director of Educational and Social Services

JMcC/EO'N  
05/05/04

## **List of Background Papers**

1. A Teaching Profession for the 21<sup>st</sup> Century, Scottish Executive
2. A Teaching Profession for the 21<sup>st</sup> Century: Reduction of Class Contact Week for Primary Teaching Staff; Education Committee, 23 March 2004

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