

EAST AYRSHIRE COUNCIL
EDUCATION COMMITTEE – 3 APRIL 2001
PERMANENT SUPPLY TEACHING STAFF

Report by Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1. To seek approval for the establishment of a pool of permanent supply teachers.

2. BACKGROUND

- 2.1 Difficulties have been experienced over the last few years in obtaining supply teachers particularly for short term supply in the winter months.

The number of temporary teachers currently employed in East Ayrshire is as follows:

	2 Years Continuous Service			1-2 Years Continuous Service			Others with contracts		
	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE
Primary	11	24	23.4	7	13	13	8	6	11.1
Secondary	3	10	9.1	1	3	3.5	10	15	18.1
Others	6	3	7.5	1	7	5	1	1	1.4
TOTAL	20	37	40.0	9	23	21.5	19	22	30.6

These figures do not include those doing short term supply on a day to day basis who do not have contracts.

The Authority currently employs some 61.5 FTE temporary teachers who have employment rights. The Authority takes its obligation in this area very seriously.

3. PROPOSALS

3.1 Long Term Supply Teachers

Long term temporary teachers with employment rights will be offered employment for the next session in their existing school. Or, if there is no requirement in relation to their continuous service/FTE employment, the teacher having the longest continuous service will have first choice of available temporary posts. To date this approach has worked very well.

Some two years ago, permanent part-time teaching posts were introduced. The need for additional permanent part-time teaching posts is reviewed on an annual basis with applications being restricted to those with at least two years continuous temporary service. In practice this means that the main source of recruits to the personnel pool will

be very recent entrants to the profession. It is proposed that this be expanded to include all temporary teachers with at least one year's continuous temporary service.

This does not address the position of full-time temporary teachers who have employment rights. All temporary teaching staff who have at least two years continuous service are guaranteed an interview for a permanent basic teaching post for which they apply. It is considered that a pool of permanent long-term full-time supply teachers should be established. Initially, since it is difficult to anticipate the subjects that would be required in the secondary sector, this pool will be for primary schools. It is proposed that ten full-time permanent long-term supply posts be established in the primary sector on an area basis.

These teachers would be used in long term supply posts of three weeks or more in their designated area. Excess travelling expenses would be payable if teachers are required to work outside their designated area. For staff development/mentoring purposes, each teacher will be allocated a base school.

These posts will be ring fenced for all temporary primary qualified teachers who have at least one years' continuous service at the closing date for applications.

3.2 Short Term Supply Teachers

To address the difficulty of securing quality supply teachers, it is proposed that a pool of 10 permanent short-term supply teachers will be established on the same area basis, distribution and conditions as proposed above for long-term supply. However, these posts would be advertised in the Press.

There are many advantages in employing permanent supply area-based teachers and these include schools/pupils having more continuity of supply teachers which should assist learning and teaching, supply teachers getting to know schools/routines better making for a more secure working environment.

These proposals have been discussed with Primary Head Teachers and with the appropriate Trade Unions and are seen as a welcome development.

4. POLICY/LEGAL IMPLICATIONS

4.1 Nil

5. FINANCIAL IMPLICATIONS

Costs will be met from existing budgets in particular recharging to schools delegated budgets.

6. RECOMMENDATIONS

6.1.1 It is recommended that Members of the Education Committee:

- (i) agree to the appointment of 20 permanent supply teaching staff;

- (ii) invite the Director of Educational and Social Services to make the necessary practical arrangements for this scheme in consultation with the JCC and Head Teachers;
- (iii) agree to the review of this provision with a possible extension to other sectors;
- (iv) agree that the qualifying period to be considered for ring-fenced permanent part-time teaching posts be reduced to one years continuous service; and
- (v) otherwise note the contents of this report.

John Mulgrew
Director of Educational and Social Services

GRS/JS/JH
15 March 2001

LIST OF BACKGROUND PAPERS

Nil

Members requiring further information should contact Graham Short, Head of Schools (01563) 576089.

Implementation Officer: Graham Short

PERMANENT LONG AND SHORT TERM SUPPLY TEACHERS

Schools to cover in each area

Kilmarnock Area

Annanhill Primary
Bellfield Primary
Crosshouse Primary
Gargieston Primary
Hillhead Primary
Kirkstyle Primary
Loanhead Primary
Mount Carmel Primary
New Farm Primary
Onthank Primary
Shortlees Primary
Silverwood Primary
St. Columba's Primary
St. Matthew's Primary

Total 14 Schools

New Cumnock/Cumnock/Muirkirk Area

Barshare Primary
Cairnhill Primary
Castle Primary
Greenmill Primary
Logan Primary
Muirkirk Primary
Netherthird Primary
St. John's Primary

Total 8 Schools

Auchinleck/Mauchline Area

Auchinleck Primary
Catrine Primary
Crossroads Primary

Mauchline Primary
Ochiltree Primary
St. Patrick's Primary

Total 6 Schools

Irvine Valley (including Hurlford – Sorn)

Darvel Primary
Galston Primary
Hurlford Primary
Newmilns Primary
Sorn Primary
St. Sophia's Primary

Total 6 Schools

Doon Valley Area etc.

Bellsbank Primary
Dalmellington Primary
Dalrymple Primary
Drongan Primary
Littlemill Primary
Patna Primary
St. Xavier's Primary

Total 7 Schools

Stewarton Area etc.

Dunlop Primary
Fenwick Primary
Kilmaurs Primary
Lainshaw Primary
Nether Robertland Primary

Total 5 Schools

TOTAL 46 Schools

AGENDA