



**REPORT TO: EDUCATION CHILDREN'S AND LEISURE SERVICES
COMMITTEE ON 8 JUNE 2022**

SUBJECT: ALLOCATION OF EDUCATION FUNDING (UPDATE)

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND
ORGANISATIONAL DEVELOPMENT)**

1. REASON FOR REPORT

- 1.1 To update the Committee on progress with agreed action from this Committee on 9 March 2022 (para 12 of the minute refers) with regards to the Allocation of Education Funding.
- 1.2 This report is submitted to Committee in terms of Section III (D) (1) of the Council's Scheme of Administration relating to all the functions of the Council as an Education Authority.

2. RECOMMENDATION

2.1 It is recommended that Committee:-

- i) considers and notes the allocation of Newly Qualified Teachers (NQTs) to date including additional offer from Scottish Government:**
- ii) agrees that any secondary subject vacancies arising due to NQTs not taking up a place in Moray, are advertised as maingrade teaching posts on a temporary basis as set out in para 3.9 this report as soon as possible after this Committee so that appointments can be made in time for the new school term in August.**

3. BACKGROUND

- 3.1 A report was presented to this Committee on 26 January 2022, (para 14 of the minute refers) providing detail of additional education funding and options for spend as laid down in the recommendations of the report.

- 3.2 A further report was presented to this Committee on 9 March 2022, (para of the minute refers) to update Committee on the allocation of funding for Education in the 2022/23 revenue grant settlement from Scottish Government. The paper included the raising of known budget pressures, the ongoing impact of the Covid-19 pandemic and asked Committee to consider the allocation of the funding, taking account of these issues.
- 3.3 A number of options were discussed by Committee and it was agreed to request additional 21 NQTs across Primary and Secondary and officers were instructed to do this along with the annual return to Scottish Government. This was broken down to 13 secondary NQTs and 8 primary NQTs.
- 3.4 The normal annual staffing exercise was undertaken by officers in order to complete the return. Head Teachers in Primary identified where they were requesting NQTs for any staffing vacancies or using their devolved powers within the Devolved Management Scheme (DSM) for example to cover the class commitment of a senior leader where there is budget to do so.
- 3.5 In addition to this, officers worked with Secondary Head Teachers to identify subjects where there were vacancies from August 2022.
- 3.6 Within the annual return to Scottish Government on the 18 March 2022, where the formal request for vacancies were noted, 13 secondary NQTs were requested in identified subject areas and 8 primary NQTs over and above the normal request for newly qualified teachers to fill vacancies in schools. The total number of NQTs therefore requested for session 2022-23 was 36 Primary and 18 Secondary. Within the secondary return, individual subject requests are noted.
- 3.7 Scottish Government have given authorities an early indication of how successful these requests have been in a report received on the 13 April 2022. To date we are aware that we have not been successful in gaining an NQT in all secondary subjects requested, leading to challenging staffing situations in some secondary schools where timetables and subject choices cannot yet be confirmed.
- 3.8 Officers will start to confirm placements once offers are made to students. This occurs over the course of the month of May once allocation letters are sent out. There are always risks once this happens which include:
- The student teacher failing their degree or post graduate certificate
 - The student not wishing to take a place in Moray
 - The student deciding to take the alternative route which is not a mentored NQT experience in a school (this often happens when they have family commitments and wish to work closer to home)
 - Any other reasons personal to the NQT
 - Some NQTs may also withdraw from the scheme once they have started in post

- 3.9 In order that schools can be fully staffed in August it is essential that the service can advertise posts as soon as they arise once a vacancy as a result of an NQT not taking up their place in Moray is known. Subsequent information has been received from Scottish Government and early indications of those NQTs who will not be coming to Moray for reasons detailed in para 3.8 above. At the time this report was finalised the up-to-date position is that 7 of the 13 subject secondary NQTs will not be coming and so these posts will have to be advertised in order for secondary timetables to run in August. The differential in cost between an NQT and teacher appointed will be subsumed by the school Devolved School Management (DSM) budget.

4. **SUMMARY OF IMPLICATIONS**

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

This report was informed by the priorities within the Corporate Plan and 10 Year Plan and in particular to Our People, Building a better future for our children and young people in Moray.

(b) Policy and Legal

There are no legal implications arising directly from this report.

(c) Financial implications

The financial figures presented in previous reports did not include any pay awards for this year. Teacher pay awards have now been agreed and will cost an additional £12,000, this can be funded from the current budget allocation. However if an additional NQT is filling a vacancy and the NQT withdraws for any reason, they would need to be replaced by a main grade teacher at an additional cost of £29,750 per position. In order to accommodate this change, the number of posts to be recruited to would be reduced to ensure that the overall spend remains within budget. As an indication, the budget for an NQT would fund approximately 0.75 fte of a main grade teacher depending upon the placing on the salary scale. The maximum differential between an NQT and a top of the scale teacher is £29,750 with on costs. Any deficit in budget will be charged to DSM.

(d) Risk Implications

The issues being observed and experienced during the covid pandemic have been summarised in previous reports to this Committee. There are risks that these impacts cannot be fully addressed as a result of the ongoing pandemic and of restrictions on the budget and human resources available. Raising attainment is a key priority of the Council, however available monies will not provide the capacity or ability to pursue or continue efforts to date to raise standards in all of our schools.

Additional monies were received to provide additional staffing to schools however staff absence has been an issue and continues to have an impact across schools. Failure to secure the number of NQTs required puts an additional strain on school staffing, particularly if these vacancies were for particular subject areas or to fill known vacancies.

There is also a risk that as the funding for teaching and support roles continues to increase nationally that demand for employees outstrips supply. The Education and Human Resources services will work together to develop and update a workforce plan to ensure effective arrangements and monitoring are in place to manage this risk. There is a national informal agreement that all teaching posts for session 2022/23 are advertised on 18 February and so there may be a risk that the current NQTs already have a full-time permanent posts in Moray or elsewhere.

In addition, due to the rural location of Moray, many NQTs, once allocated a post, decide not to take this up which adds additional risk and pressure to fill vacancies when posts elsewhere in Scotland have been advertised and filled. Being able to advertise posts as soon as we know there is a vacancy is a key mitigation to support schools and the Education service.

Furthermore if staff absences, either Covid related or for other reasons, continue over session 2022/23, we may have a shortage of staff and this will impact on the continuity of learning for pupils and may result in classes or year groups being sent home for remote learning or, and particularly in secondary, not having access to a subject specialist.

With the previous Committee decision taken that posts should not be permanent in order to provide flexibility to meet future budget pressures, we will not meet the Scottish Government commitment to increase the number of permanent teacher posts in Moray. Committee should also be aware that with class contact time due to reduce in future, that we may be at risk of not having enough staff to mee this manifesto commitment.

A further risk has been identified if any of the 7 posts cannot be filled in August then supply cover will be required which may not be in the specific subject area and so this will impact negatively on pupil experience, and learning and teaching in that particular subject which will impact on workload for the Principal Teacher and potentially other staff in the department as well as this could impact on pupil attainment.

(e) Staffing Implications

The budget pressures set out in the paper would require the recruitment of additional teaching staff from August 2022. A number of staff are currently employed on a temporary contract basis due to previous covid funding and these arrangements will come to an end in June 2022. With the decision to request additional NQTs, we were unable to offer permanent posts to the current year's NQTs and so they may now have achieved posts elsewhere. However, if not, this could have a positive impact on our supply lists where we may have additional teachers applying to be on the list.

(f) Property

There are no property issues arising from this report.

(g) Equalities/Socio Economic Impact

There are no implications arising directly from this report, however, equalities impacts and considerations have been taken into account in the previous deployment of resources to support the covid impacts and would be factored into any development of options directed by the committee beyond the budget pressures set out.

(h) Climate Change and Biodiversity Impacts

None

(i) Consultations

The Head of Education Resources and Communities, the Head of Financial Services, Head of HR, ICT and OD, Quality Improvement Manager, the Business Support Team Manager, and Tracey Sutherland, Committee Services Officer, have been consulted on this report and agree with the sections of the report relating to their areas of responsibility.

5. CONCLUSION

- 5.1 This paper updates Committee on the current position with regards to NQTs in Moray and officers seek approval to advertise and fill any posts where vacancies arise due to an NQT not taking up an allocated post in Moray for reasons identified within the report.**

Author of Report: Vivienne Cross, Head of Education
Background Papers: [ECLS Committee 09 March 2022](#) (Item 11)
[ECLS Committee 26 January 2022](#) (Item 8a)
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