

DRAFT

REPORT TO: CHIEF EXECUTIVE

REPORT ON: EDUCATION DEPARTMENT: REVIEW OF PRIMARY PROMOTED POST STRUCTURE

REPORT BY: DIRECTOR OF EDUCATION

1.0 PURPOSE OF REPORT

1.1 The purpose of this report is to propose the restructure of primary promoted posts. This phased process will begin to take effect from January 1st 2011.

2.0 RECOMMENDATIONS

2.1 It is recommended that the proposed savings described in this report be taken forward to the appropriate Committee for approval.

3.0 FINANCIAL IMPLICATIONS

3.1 The implementation of this proposal would result in estimated savings of £931,300 in financial year 2011-12, £831,300 in 2012-13 and £771,300 in all future years. The reduction in savings is required to contribute to the funding of the 'new build' projects at the West End, Whitfield and Balgarthno Road.

4.0 MAIN TEXT

4.1 There is an imperative to identify and achieve significant savings in each of the financial years 2011-12, 2012-13 and 2013-14.

4.2 The promoted post structure in primary schools in Dundee is in excess of national guidelines (circular 819 - see appendix). This has created a situation where a school of 100 pupils has the same promoted structure as a school of 220 pupils. This has created an obvious imbalance in schools across the city.

4.3 The current promoted post structure is:-

- roll up to 326 - 1 HT and 1 DHT, both non-class committed
- roll above 326 -1 HT and 2 DHTs, of which the second DHT is class committed
- all Enhanced Provisions are managed by a Principal Teacher other than those at Hillside and Fintry which are managed by a DHT

4.4 The early retirement scheme has reduced the number of DHTs in primary schools by 9 and these posts are currently filled by persons holding acting positions. The department can move to the proposed promoted post structure by removing the acting DHT posts and the phased redeployment of remaining DHTs where practical. Through natural wastage, promotions to HT positions and future retirements, it is envisaged that the department will be able to move in large measure to the new proposed structure by session 2011-2012.

4.5 The proposal also recommends the introduction of Principal Teacher posts in the Primary sector in schools with a roll of 221-325 but saving on teaching costs by

giving the DHT in these schools a 0.5 FTE teaching commitment. In schools with a role of 326-500 there would be 2 DHTs with a combined teaching commitment of 1.5 FTE.

4.6 Specific proposals are to:

- remove DHTs in 15 primary schools with a roll of 220 or less, in line with national guidelines (Circular 819);
- appoint Principal Teachers in 11 primary schools with a roll of 221-325 and give the existing DHT a 0.5 FTE teaching commitment;
- maintain 2 DHTs in 10 primary schools with a roll of 326-500 with a combined teaching commitment of 1.5 FTE in each school;
- introduce a third DHT in 1 primary school with a roll greater than 500 pupils with a combined teaching commitment for the three DHTs of 2.0 FTE; and
- ensure that all Enhanced Provisions in the primary sector are managed by a Principal Teacher accountable to the Head Teacher of the school.

5.0 POLICY IMPLICATIONS

5.1 This report has been screened for any policy implications in respect of sustainability, strategic environmental assessment, anti-poverty, equality impact assessment and risk management. An Equality Impact Assessment has been prepared and will be published as per agreed arrangements.

6.0 CONSULTATIONS

6.1 This report has been subject to consultation with the Chief Executive, Depute Chief Executive (Support Services) and Director of Finance.

7.0 BACKGROUND PAPERS

7.1 Equality Impact Assessment

Jim Collins
Director of Education

13th December 2010

JC/MM

EDUCATION DEPARTMENT: REVIEW OF PRIMARY PROMOTED POST STRUCTURE

SED CIRCULAR 819, DATED 14 MARCH 1972

The above circular provides for the following promoted staff entitlement within primary schools:

- where the roll exceeds 220 pupils - 1 DHT
- where the roll exceeds 325 pupils - 2 DHTs
- where the roll exceeds 500 pupils - 3 DHTs

FINANCIAL SAVINGS CALCULATION

	Financial Year	
	2011-12	2012-13
School Roll 0 - 220 (Currently 15 schools)		
Removing DHT in all schools	£760,000	£760,000
School Roll 221- 325 (Currently 11 schools)		
Appointing Principal teachers in 11 schools; (assuming from existing workforce and paid top scale)	(£63,000)	(£63,000)
Management responsibility for PTs of 0.2 FTE	(£69,000)	(£69,000)
DHTs in classes 0.5 FTE - teacher saving	£173,000	£173,000
School Roll 326 - 500 (Currently 10 schools)		
DHT in class additional 0.5 FTE - teacher saving	£157,000	£157,000
School Roll greater than 500 (Currently 1 school)		
Additional DHT	(£58,000)	(£58,000)
Reduction in teaching costs - DHT in class	£31,300	£31,300
Add back the saving related to the West End, Balgarthno and Whitfield projects- savings required to fund project.		(£100,000)
TOTAL	£931,300	£831,300

The savings achieved in financial year 2011-12 will need to be reduced to fund the "new build" projects in financial year 2012-13. The assumption is the projects will be complete by the following dates; West End by August 2012; Balgarthno by January 2013 and Whitfield by April 2012. The full year impact for 2013-14 of the reduction in the savings would be £160,000.

Appendix 2

	Total Roll	Current DHT nos.	DHT entitlement under 819	PT entitlement
Ancrum Rd	341	2	2	
Ardler	136	1	0	
Barnhill	416	2	2	
Blackness	305	1	1	1
Charleston	139	1	0	
Claypotts	381	2	2	
Clepington	432	2	2	
Craigiebarns	351	2	2	
Craigowl	491	3	2	
Dens Road	255	1	1	1
Downfield	359	2	2	
Eastern	342	2	2	
Fintry	325	2	1	1
Forthill	520	2	3	
Glebelands	347	2	2	
Gowriehill	151	1	0	
Hillside	286	1	1	1
Lochee	98	1	0	
Longhaugh	277	1	1	1
Mill of Mains	248	1	1	1
Newfields	206	1	0	
Our Lady's	100	1	0	
Park Place	151	1	0	
Rosebank	130	1	0	
Rowantree	258	1	1	1
Sidlaw View	128	1	0	
St Andrew's	330	2	2	
St Clement's	157	1	0	
St Fergus	141	1	0	
St Joseph's	285	1	1	1
St L&M	258	1	1	1
St Mary's	245	1	1	1
St Ninian's	159	1	0	
St P&P	313	1	1	1
St Pius	115	1	0	
St Vincent's	212	1	0	
Whitfield	106	1	0	
Total		50	34	11