

REPORT TO: POLICY AND RESOURCES COMMITTEE - 10th FEBRUARY 2011

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

REPORT BY: DIRECTOR OF EDUCATION

REPORT NO: 87-2011

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 April 2011.

2.0 RECOMMENDATIONS

- 2.1 It is recommended that the proposed savings described in this report be approved.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The implementation of this proposal would result in overall 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.
- 3.2 The overall figure of £931,300 is made up of savings of £854,000 from the revised promoted post structure, augmented by savings of £77,300 from a reduction in the number of excess staff in the primary sector (para. 4.2.7 below)

4.0 MAIN TEXT

4.1 Background

- 4.1.1 There is an imperative to identify and achieve significant savings in each of the financial years 2011-12, 2012-13 and 2013-14.
- 4.1.2 The promoted post structure in primary schools in Dundee is in excess of national guidelines as outlined in Circular 819. This 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
- 4.1.3 This has created a situation in Dundee 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.

4.1.4 The current promoted post structure in Dundee 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
- the Enhanced Provisions at Fintry and Hillside are managed by a DHT, and almost all other Enhanced Provisions are managed by a Principal Teacher

4.2 Proposal

4.2.1 This proposal in this report differs from the original draft proposal, and has come about following discussion during the consultation period, and in particular with primary Head Teachers who submitted this alternative proposal for consideration.

4.2.2 The original draft proposal was to amend the promoted post structure as follows:

School roll (no.)	Management Allocation		Saving
up to 220 (15)	1 HT	1.0 FTE	£760,000
221 - 325 (11)	1 HT + 1 PT	1.7 FTE	£41,000
326 - 500 (10)	1 HT + 2 DHT	1.5 FTE	£157,000
500+ (1)	1 HT + 3 DHT	2.0 FTE	(£27,300)
Total saving			£931,300

4.2.3 In deciding to go with an alternative proposal, the Director of Education has continued to pay heed to the nationally agreed guidelines as set out in Circular 819, but has amended these, having been persuaded of the need for equity and fairness (but not identical) distribution of management resources, and a sliding scale of allocated management time linked to school roll.

4.2.4 The alternative proposal which the Policy and Resources Committee is now asked to support is summarised by school in the Appendix and is as follows:

School roll (no.)	Management Allocation		Saving
up to 109 (3)	1 HT	1.0 FTE	£163,000
110 to 220 (12)	1 HT + 1 PT	1.2 FTE	£398,000
221 - 325 (11)	1 HT + 1 DHT	1.5 FTE	£172,000
326 - 500 (10)	1 HT + 1 DHT + 1 PT	1.7 FTE	£135,000
500+ (1)	1 HT + 2 DHT + 1 PT	2.2 FTE	(£14,000)
Total saving			£854,000

4.2.5 The attractions of the alternative proposal are that it extends opportunities for the appointment of Principal Teachers, it leaves very few schools with only the Head Teacher in a managerial role, and it allows for all schools with nursery provision, except Lochee, to have a Depute Head Teacher or Principal Teacher (Lochee Primary School is scheduled to merge with Charleston Primary School in due course).

4.2.6 This alternative proposal is paid for in large measure by a reduction in the number of DHTs in primary schools. The early retirement scheme offered in 2009-2010 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 the removal of the acting DHT posts and the phased redeployment of remaining DHTs where practical. Through natural wastage, internal 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.

- 4.2.7 The level of savings achieved by this proposal falls short of the required level of savings by £77,300. There are currently 3.2 FTE excess teachers in the primary sector, and it is proposed to remove these through a combination of: the voluntary early retirement scheme; the careful management of the allocation of staff in session 2011-12; and a review of the arrangements for the allocation of reduced contact time (RCT) for primary teachers.

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. There are no major issues. An Equality Impact Assessment has been prepared and will be made available on the Council website: <http://www.dundee.gov.uk/equanddiv/equimpact/>.

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

27th January 2011

JC/LW/MM

Appendix

	Total Roll	Current DHT nos.	DHT entitlement under proposal	PT entitlement under proposal
Ancrum Rd	341	2	1	1
Ardler	136	1	0	1
Barnhill	416	2	1	1
Blackness	305	1	1	0
Charleston	139	1	0	1
Claypotts	381	2	1	1
Clepington	432	2	1	1
Craigiebarns	351	2	1	1
Craigowl	491	3	1	1
Dens Road	255	1	1	0
Downfield	359	2	1	1
Eastern	342	2	1	1
Fintry	325	2	1	0
Forthill	520	2	2	1
Glebelands	347	2	1	1
Gowriehill	151	1	0	1
Hillside	286	1	1	0
Lochee	98	1	0	0
Longhaugh	277	1	1	0
Mill of Mains	248	1	1	0
Newfields	206	1	0	1
Our Lady's	100	1	0	0
Park Place	151	1	0	1
Rosebank	130	1	0	1
Rowantree	258	1	1	0
Sidlaw View	128	1	0	1
St Andrew's	330	2	1	1
St Clement's	157	1	0	1
St Fergus	141	1	0	1
St Joseph's	285	1	1	0
St L&M	258	1	1	0
St Mary's	245	1	1	0
St Ninian's	159	1	0	1
St P&P	313	1	1	0
St Pius	115	1	0	1
St Vincent's	212	1	0	1
Whitfield	106	1	0	0
Total		50	23	23