



## Confidential Employment Follow-up Survey 2009 – 2010 Probationer Teachers June 2011

### Results from Analysis of Survey Responses

#### Introduction

Each Autumn the General Teaching Council for Scotland conducts a survey of teachers who completed their Induction year in June and who obtained full registration. The survey offers a snapshot of the post-Induction employment outcomes for these newly qualified teachers at that point in the year. Due to the high level of public interest in the outcomes of the survey, the Council conducted follow-up surveys in the Spring of 2008, 2009 and 2010. This exercise has been undertaken again to continue to measure any changes in employment outcomes since the Autumn survey.

In the Autumn of 2009 the format of the survey report was revised to enable respondents to provide more specific details of their employment status so that this would in turn improve the clarity of the data included in the report. This approach has been continued.

To provide consistent data across Scotland, respondents were asked to respond positively to the survey in respect of their **employment status** on Thursday 24 March 2011. This date was chosen because of variations in Easter holidays between local authorities. Those whose employment status included supply work on that date were asked to indicate the number of days they had worked from August 2010 until 24 March.

As a result, while the report format is similar to those in previous years to enable trend comparisons, tables have been revised, giving details of the numbers of respondents who have obtained various types and lengths of contract. We hope that these additions will assist in clarifying the meaning of the figures in the report.

It should be noted that, as a minority of respondents reported having had more than one form of employment (for example a part-time temporary contract and some work as a supply teacher) the main tables represent the most substantial form of employment indicated by each respondent. Table A3 in the Appendix contains a more comprehensive breakdown of such instances.

#### 1 Response Rate

1222 responses were received out of a total population of 2914, a response rate of 41.9% (Spring 2010: 41.5%, Spring 2009: 39.4% and Spring 2008: 33.4%). For comparison, the response rates for recent Autumn surveys were 2010: 48.1%, 2009: 48.4% and 2008: 44.0%. This response rate should be remembered when interpreting subsequent figures, as they may or may not be representative of the whole population. In terms of age and gender distribution, however, the responding population was reasonably representative of the distribution of the whole survey population.

It should also be borne in mind that there is no way to tell whether those who did **not** respond to the survey were more successful or less successful in obtaining employment than those who responded.

Please note for the purpose of direct comparison, only the figures for surveys undertaken at the same time of each year are presented in this report i.e. the figures for the initial surveys undertaken in the Autumn of 2005 to 2010 have been excluded from the main report but are provided as Tables A1 and A2 in the Appendix. Also, in all tables, figures may not add up to 100% because of rounding of fractions.

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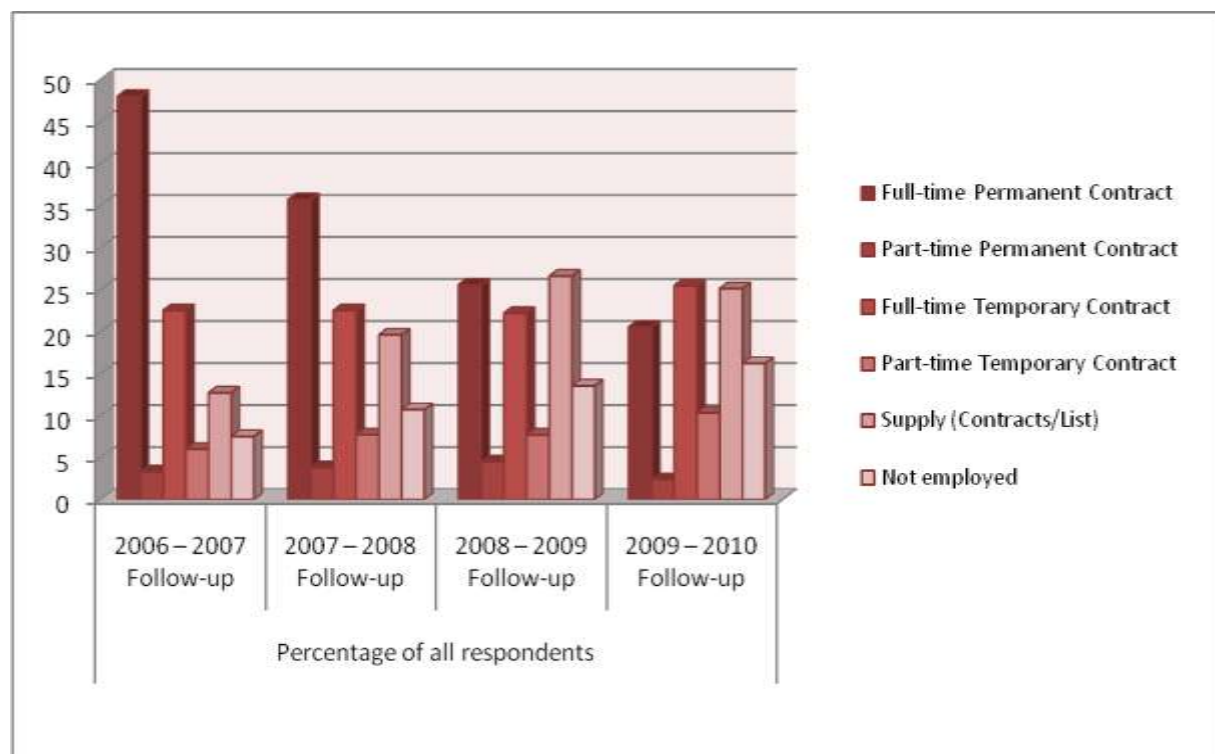
## 2 Employment Experiences

The following table indicates how many respondents had obtained some employment. Equivalent figures for previous years are provided for comparative purposes.

**Table 1: Employment basis of all respondents**

Type of employment as a teacher in Scotland	Percentage of <b>all respondents</b>			
	2006 – 2007 Follow-up	2007 – 2008 Follow-up	2008 – 2009 Follow-up	<b>2009 – 2010 Follow-up</b>
Full-time Permanent Contract	48.0	35.7	25.5	20.5
Part-time Permanent Contract	3.3	3.8	4.5	2.4
Full-time Temporary Contract	22.5	22.5	22.2	25.5
Part-time Temporary Contract	6.0	7.7	7.7	10.3
Full-time Supply Contract	12.7	19.6	6.2	8.6
Part-time Supply Contract			3.6	5.4
Supply List			16.7	11.1
Not employed	7.3	10.6	13.5	16.2

Trends over this period are illustrated in the following graph:



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### 3 Employment Basis

The following table breaks down the types of work obtained by those who indicated they had obtained some form of employment. As above, the previous years' corresponding figures are shown for comparative purposes.

**Table 2: Employment basis of respondents who have obtained some teaching employment in Scotland**

Employment Basis	Percentage of those <b>respondents</b> who have obtained some teaching employment in Scotland			
	2006 – 2007 Follow-up	2007 – 2008 Follow-up	2008 – 2009 Follow-up	<b>2009 – 2010 Follow-up</b>
Full-time Permanent Contract	51.8	39.9	29.5	24.5
Part-time Permanent Contract	3.5	4.3	5.2	2.8
Full-time Temporary Contract	24.3	25.2	25.6	30.4
Part-time Temporary Contract	6.5	8.6	8.9	12.3
Full-time Supply Contract	13.7	21.9	7.2	10.3
Part-time Supply Contract			4.2	6.4
Supply List			19.4	13.3

The proportion of those obtaining some form of employment in Scotland this year in **permanent** teaching positions is, at 27.3%, 7.4% lower than in Spring 2010 and 16.9% below the figure in Spring 2009. The proportion of those undertaking supply work (totalling 30.0%) remains similar to that in Spring 2010.

One hundred and five respondents reported having experience of two forms of employment. For details please refer to Table A3 in the Appendix.

Table 3 shows that 49.7% of those who obtained temporary contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 19.3% were on contracts of 5 months or less.

**Table 3: Lengths of temporary contracts**

Temporary Contracts	Full-time (n=311)		Part-time (n=126)		Total (n=437)	
	Number	%	Number	%	Number	%
More than 1 year	12	3.9	1	0.8	13	3.0
10-12 months	155	49.8	49	38.9	204	46.7
6-9 months	94	30.2	42	33.3	136	31.1
3-5 months	37	11.9	22	17.5	59	13.5
< 3 months but > 2 weeks	11	3.5	12	9.5	23	5.3
2 weeks or less	2	0.6	0	0.0	2	0.5

**Table 4/...**

**Table 4: Lengths of supply contracts**

Length of Supply Contracts	Full-time (n=105)		Part-time (n=66)		Total (n=171)	
	Number	%	Number	%	Number	%
More than 1 year	2	1.9	0	0.0	2	1.2
10-12 months	31	29.5	17	25.8	48	28.1
6-9 months	38	36.2	17	25.8	55	32.2
3-5 months	21	20.0	21	31.8	42	24.6
< 3 months but > 2 weeks	12	11.4	11	16.7	23	13.5
2 weeks or less	1	1.0	0	0.0	1	0.6

**Table 5: Number of supply days (as per Supply List)**

Number of Supply days worked to date (i.e. from August to 24 March)	List (n=136)	
	Number	%
More than 90 days	56	41.2
61-90 days	25	18.4
31-60 days	26	19.1
11-30 days	22	16.2
1-10 days	7	5.1

#### 4 Employment Basis by Sector

For those respondents who have obtained some teaching employment in the primary and secondary sectors in Scotland, their employment basis (% of respondents in each sector) is detailed below.

**Table 6: Employment basis for primary and secondary sectors of those who have obtained some teaching employment in Scotland**

Employment Basis	Percentage of those <b>respondents</b> who have obtained some teaching employment in Scotland	
	Primary (n=559)	Secondary (n=390)
Full-time Permanent Contract	14.7	39.0
Part-time Permanent Contract	1.3	4.9
Full-time Temporary Contract	32.2	26.4
Part-time Temporary Contract	14.3	10.3
Full-time Supply Contract	11.8	7.4
Part-time Supply Contract	7.7	5.1
Supply List	18.1	6.9

This shows that 16.0% of these primary teachers are in permanent posts (Spring 2010: 24.0%, Spring 2009: 30.2% and Spring 2008 40.3%) and that 43.9% of secondary teachers are in permanent posts (Spring 2010: 48.0%, Spring 2009: 62.2% and Spring 2008 74.2%).

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## 5 Employment Status by Gender and by Age

Of all those who responded to the questionnaire 21.7% were male. Of the male respondents, 26.8% (71) were in full-time permanent employment, with the figure for females respondents being 18.8% (180).

**Table 7: Employment basis by gender – all respondents**

Employment Basis	Percentage of <b>all respondents</b> by gender	
	Female (n=957)	Male (n=265)
Full-time Permanent Contract	18.8	26.8
Part-time Permanent Contract	2.3	2.6
Full-time Temporary Contract	26.3	22.3
Part-time Temporary Contract	11.3	6.8
Full-time Supply Contract	9.2	6.4
Part-time Supply Contract	5.1	6.4
Supply List	11.7	9.1
Not employed in Scotland	15.3	19.6

**Table 8: Employment basis by age – all respondents**

Employment Basis	Percentage of <b>all respondents</b> by age						
	21-25 (n=499)	26-30 (n=352)	31-35 (n=125)	36-40 (n=81)	41-45 (n=89)	46-50 (n=57)	51+ (n=19)
Full-time Permanent Contract	21.8	24.4	16.0	12.3	18.0	17.5	0.0
Part-time Permanent Contract	3.4	1.7	1.6	1.2	3.4	0.0	0.0
Full-time Temporary Contract	29.3	24.4	23.2	23.5	16.9	19.3	26.3
Part-time Temporary Contract	8.4	8.5	11.2	18.5	16.9	7.0	31.6
Full-time Supply Contract	8.6	9.1	7.2	8.6	10.1	8.8	0.0
Part-time Supply Contract	3.2	6.5	8.0	7.4	7.9	5.3	5.3
Supply List	8.6	8.0	16.8	14.8	19.1	19.3	21.1
Not employed in Scotland	16.6	17.3	16.0	13.6	7.9	22.8	15.8

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## 6 Not Teaching in Scotland

16.2% (n=198) of respondents indicated that they had not obtained any teaching employment in Scotland.

**Table 9: Respondents who had not obtained any teaching employment in Scotland**

	Number of respondents who had not obtained teaching employment in Scotland			
	2006 – 2007* Follow-up (n=83)	2007 – 2008* Follow-up (n=142)	2008 – 2009 Follow-up (n =169)	2009 – 2010 Follow-up (n =198)
Currently employed as a teacher <b>outwith</b> Scotland	28	50	76	<b>90</b>
Plan to return to Scotland to teach				
Yes	20	38	47	<b>53</b>
No	8	7	29	<b>37</b>
Not currently in a teaching post:				
Actively seeking employment in the teaching profession				
Yes	24	55	63	<b>79</b>
No	25	32	30	<b>29</b>
Seeking teaching employment in the future				
Yes	17	23	19	<b>17</b>
No	10	10	11	<b>12</b>

\* In these years some respondents did not complete all questions in the survey.

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