



**Confidential Employment Survey
2006 – 2007 Probationer Teachers
October 2007**

Results from Analysis of Survey Responses

1 Response Rate

1575 responses were received out of a total population of 3388, a response rate of 46.5% (2006: 51.8%).

2 Teaching in Scotland

At the date of the survey (October 2007) 87.8% (n=1383) of respondents were employed teaching in Scotland. This covers all forms of teaching contract, including supply.

These figures show a decline of 4.0% on 2005 - 2006.

Employed as a teacher in Scotland	Percentage of respondents		
	2004 - 2005	2005 - 2006	2006 - 2007
Yes	94.7 %	91.8 %	87.8 %
No	5.3 %	8.2 %	12.2 %

Of those teaching in Scotland, 70.8% (n=979) are teaching in the same local authority that they spent their Induction year (2006: 71.8%).

{Of all respondents, including those not teaching in Scotland, 62.2% are still teaching in their Induction year local authority (2006: 66.0%).}

3 Employment Basis

Those teaching in Scotland are employed on the following basis. As above the previous years' corresponding figures are shown for comparative purposes.

Employment Basis	Percentage of those respondents 'Teaching in Scotland'		
	2004 - 2005	2005 - 2006	2006 - 2007
Full Time Permanent	66.8 %	52.1 %	46.4 %
Part Time Permanent	2.9 %	2.6 %	3.0 %
Full Time Temporary	15.4 %	22.9 %	23.9 %
Part Time Temporary	3.2 %	7.3 %	8.0 %
Supply	11.7 %	15.2 %	18.7 %

The/...

The proportion of those teaching in Scotland this year in **permanent** teaching positions is, at 49.4%, 5.3% lower than in the previous year and 20.3% below the figure for 2004 - 2005. The proportions of those undertaking temporary or supply work have both increased over the same period.

The following table shows that 52.4% of those who obtained **temporary** contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 18% were on contracts of 5 months or less.

Temporary Contracts	Full-time (n=330)		Part-time (n=110)		Total (n=440)	
	Number	%	Number	%	Number	%
More than 1 year	4	1.2	2	1.8	6	1.4
10-12 months	169	51.2	57	51.8	226	51.4
6-9 months	54	16.4	15	13.6	69	15.7
3-5 months	36	10.9	10	9.1	46	10.5
Less than 3 months	25	7.6	8	7.3	33	7.5
Maternity cover	6	1.8	4	3.6	10	2.3
Unknown/indefinite/not specified	36	10.9	14	12.7	50	11.4

Figures may not add up to 100% because of rounding of fractions. A breakdown by sector is provided for information in Table 1 in the Appendix.

4 Employment Basis by Sector

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

Employment Basis	Primary (n=692)	Secondary (n=621)
Full Time Permanent	27.5%	68.0%
Part Time Permanent	3.0%	2.9%
Full Time Temporary	30.6%	14.8%
Part Time Temporary	11.6%	4.0%
Supply	27.3%	10.3%

This shows that 70.9% of secondary sector teachers are in permanent posts (2006: 68.6%) as opposed to only 30.5% of primary teachers (2006: 44.9%).

5 Employment status by gender and by age

Of **all** those who responded to the questionnaire 20.1% were male. Of the male respondents, 54.4% (172) were in full-time permanent employment, with the figure for females being 37.4% (470). Most of the males who had obtained such contracts were in secondary education, only 24 (7.6%) being in the primary sector. A change from previous years was that more females (276: 21.6%) obtained full-time permanent posts in the secondary sector than in the primary sector (166: 13.0%). This reflects the lower overall proportion of primary teachers obtaining permanent posts, as noted above. (See tables 2 and 3 for detailed breakdown.)

As/...

As in 2006, it was more common for respondents under the age of 35 to obtain permanent posts than for those over 35. (See table 4 for detailed breakdown.)

6 Not Teaching in Scotland

12.2% (n=192) of respondents indicated that they were not teaching in Scotland.

The supporting data gathered from these respondents is not conclusive as some respondents did not complete all questions in the survey. With this caveat, it can be reported that:

	Number of respondents		
	2004 – 2005 (n = 50)	2005 – 2006 (n = 110)	2006 – 2007 (n = 192)
Not employed as a teacher in Scotland			
Currently employed as a teacher outwith Scotland	14	29	48
Plan to return to Scotland to teach	n/a	n/a	36
Not currently in a teaching post:			
Actively seeking employment in the teaching profession	15	109	105
Seeking teaching employment in the future	15	37	33

Ian Matheson
Educational Planning and Research Officer

Patricia Morris
Researcher

4 December 2007

Table 1: Employment status by length of contract: All temporary employed

	More than 12 months		10-12 months		6-9 months		3-5 months		Less than 3 months		Maternity cover		Unknown / not specified	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Nursery F/T			17	85.0	1	5.0	2	10.0						
Nursery P/T			1	33.3			1	33.3	1	33.3				
Primary F/T	2	0.9	111	52.4	31	14.6	21	9.9	16	7.5	5	2.4	26	12.3
Primary P/T			44	55.0	7	8.8	8	10.0	7	8.8	4	5.0	10	12.5
Secondary F/T	1	1.1	40	43.5	20	21.7	11	12.0	9	9.8	1	1.1	10	10.9
Secondary P/T	2	8.0	11	44.0	8	32.0							4	16.0
SEN F/T	1	16.7	1	16.7	2	33.3	2	33.3						
SEN P/T			1	100.0										
Other							1	100.0						
Totals	6	1.4	226	51.4	69	15.7	46	10.5	33	7.5	10	2.3	50	11.4

Some figures may not add to 100% because of rounding of fractions.

Table 2: Employment status by gender (percentages) – Totals including nursery, SEN and other

	Full-time permanent	Part-time permanent	Full-time temporary	Part-time temporary	Supply	Not employed in Scotland
Male n=316	54.4	0.3	16.1	2.8	13.3	13.0
Female n=1257	37.4	3.3	22.2	8.0	17.2	12.0

Figures may not add up to 100% due to rounding of fractions. Two respondents did not indicate their gender. These figures relate to the total number of respondents, not purely to those teaching in Scotland.

Table 3: Employment status by gender (percentages) – Primary-secondary comparison

	Full-time permanent		Part-time permanent		Full-time temporary		Part-time temporary		Supply		Not employed in Scotland
	Primary	Secondary	Primary	Secondary	Primary	Secondary	Primary	Secondary	Primary	Secondary	
Male n=316	7.6	46.2	0	0.3	4.7	10.8	0.9	1.9	5.4	7.9	13.0
Female n=1275	13.0	21.6	1.6	1.3	15.5	4.5	6.0	1.5	13.5	3.0	12.0

Figures do not add up to 100% as the percentages are of the total survey returns, which also include nursery, SEN and other staff. Two respondents did not indicate their gender.

Table 4: Employment status by age range (percentages) – Totals including nursery, SEN and other

	Full-time permanent	Part-time permanent	Full-time temporary	Part-time temporary	Supply	Not employed in Scotland
Age 21-25 n=640	44.1	1.4	23.1	3.4	16.3	11.7
Age 26-30 n=426	44.8	2.8	18.8	5.2	15.5	12.9
Age 31-35 n=164	40.9	4.3	17.1	8.5	15.9	13.4
Age 36-40 n=121	28.9	4.1	22.3	14.0	20.7	9.9
Age 41-45 n=139	30.2	5.0	20.1	16.5	15.8	12.2
Age 46-50 n=60	25.0	1.7	26.7	13.3	21.7	11.7
Age 51+ n=23	43.5	4.3	8.7	17.4	8.7	17.4

Figures may not add up to 100% due to rounding of fractions. Two respondents did not indicate their age range. These figures relate to the total number of respondents, not purely to those teaching in Scotland.