



**Confidential Employment Follow-up Survey  
2007 – 2008 Probationer Teachers  
May 2009**

**Results from Analysis of Survey Responses**

## **Introduction**

Each year 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, which is issued in September for return by mid-October, 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, in 2008 the Council conducted a follow up survey in April for return in early May. For the same reason the exercise has been repeated this year.

For consistency, the format of the report follows the same pattern as in previous reports:

- 1 Response rate - giving the percentage of the total survey population who replied to the survey.
- 2 Teaching in Scotland - giving the percentage of respondents who were in some form of teaching employment and the percentage of those who were not employed in teaching.
- 3 Employment basis - giving the percentages **of those teaching in Scotland** who were employed on full-time permanent, part-time permanent, full-time temporary, part-time temporary or supply bases.

As the last of these represents a percentage of a percentage, caution should be exercised in interpreting this data.

Figures relating to Supply teaching should also be treated carefully. Where teachers who say they are 'Teaching in Scotland' indicate the basis of their employment as supply teaching this does not necessarily mean that they have regular employment. Some teachers write additional comments indicating that they are on one or more supply registers but have not been working regularly. For example, one has recorded working three days per week on supply, another had worked only twenty-two days since August and a third averages 6-8 days per month. In addition, some teachers say they are 'Teaching in Scotland' on a supply basis, but say they have had little or no work, while others who report that they have had little or no work answer "no" to the question of whether they are 'Teaching in Scotland'. Thus the figures relating to 'Teaching in Scotland' should be read with great caution, as should the figures for those on supply in the table for Employment Basis.

As a result of these concerns, the report format is the same as in previous years to enable trend comparisons, but additional tables are also being provided, showing the Employment Basis figures for **all respondents** (Table 2) and the lengths of supply posts (Table 5). We hope that these additions will assist in clarifying the meaning of the figures in the report.

Please note that figures in some tables throughout the report may not add up to 100% because of rounding of fractions.

### **1 Response Rate/...**

## 1 Response Rate

1334 responses were received out of a total population of 3389, a response rate of 39.4% (April 2008: 33.4%). For comparison, the response rates for recent autumn surveys were October 2008 44.0% and October 2007 46.5%. 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.

## 2 Teaching in Scotland

At the date of the survey (April 2009) 89.4% (n=1192) of respondents were employed teaching in Scotland. This covers all forms of teaching contract, **including supply**.

**Table 1: Proportion of respondents teaching in Scotland**

Employed as a teacher in Scotland	Percentage of <b>all respondents</b>					
	2004 – 2005	2005 – 2006	2006 – 2007	2006 – 2007 Follow-up	2007 – 2008	<b>2007 – 2008 Follow-up</b>
Yes	94.7	91.8	87.8	92.7	79.0	<b>89.4</b>
No	5.3	8.2	12.2	7.3	21.0	<b>10.6</b>

As indicated above, the following table provides a more detailed breakdown of the employment status of all respondents.

**Table 2: Employment basis of all respondents**

Employed as a teacher in Scotland	Percentage of <b>all respondents</b>					
	2004 – 2005	2005 – 2006	2006 – 2007	2006 – 2007 Follow-up	2007 – 2008	<b>2007 – 2008 Follow-up</b>
Full-time Permanent	63.3	47.8	40.8	48.0	30.6	<b>35.7</b>
Part-time Permanent	2.7	2.4	2.7	3.3	2.8	<b>3.8</b>
Full-time Temporary	14.5	21.1	21.0	22.5	16.1	<b>22.5</b>
Part-time Temporary	3.1	6.7	7.0	6.0	5.5	<b>7.7</b>
Supply	11.1	13.9	16.4	12.7	23.9	<b>19.6</b>
Not employed	5.3	8.2	12.2	7.3	21.0	<b>10.6</b>

Of **all respondents**, 62.0% are still teaching in their Induction year local authority (October 2008: 58.0%, April 2008: 62.8% October 2007: 62.2%).

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### 3 Employment Basis

Of those stating they have obtained some form of employment (i.e. permanent, temporary or supply) in Scotland, 69.4% (n=827) are teaching in the same local authority in which they spent their Induction year (October 2008: 73.4%, April 2008: 67.7%, October 2007: 70.8%).

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

**Table 3: Employment basis of respondents 'Teaching in Scotland'**

Employment Basis	Percentage of those <b>respondents</b> 'Teaching in Scotland'					
	2004 – 2005	2005 – 2006	2006 – 2007	2006 – 2007 Follow-up	2007 – 2008	<b>2007 – 2008 Follow-up</b>
Full-time Permanent	66.8	52.1	46.4	51.8	38.8	<b>39.9</b>
Part-time Permanent	2.9	2.6	3.0	3.5	3.5	<b>4.3</b>
Full-time Temporary	15.4	22.9	23.9	24.3	20.4	<b>25.2</b>
Part-time Temporary	3.2	7.3	8.0	6.5	6.9	<b>8.6</b>
Supply	11.7	15.2	18.7	13.7	30.2	<b>21.9</b>

The proportion of those teaching in Scotland this year in **permanent** teaching positions is, at 44.2%, 11.1% lower than in April 2008.

The following table shows that 45.6% of those who obtained **temporary** contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 11.7% were on contracts of 5 months or less.

**Table 4: Lengths of temporary contracts**

Temporary Contracts	Full-time (n=300)		Part-time (n=103)		Total (n=403)	
	Number	%	Number	%	Number	%
More than 1 year	8	2.7	1	1.0	9	2.2
10-12 months	140	46.7	35	34.0	175	43.4
6-9 months	60	20.0	19	18.4	79	19.6
3-5 months	28	9.3	9	8.7	37	9.2
Less than 3 months	7	2.3	3	2.9	10	2.5
Maternity cover	10	3.3	1	1.0	11	2.7
Unknown/indefinite/not specified	47	15.7	35	34.0	82	20.3

**Table 5/...**

**Table 5: Supply posts**

Length of Supply Posts	Total (n=261)	
	Number	%
More than 1 year	3	1.1
10-12 months	29	11.1
6-9 months	37	14.2
3-5 months	24	9.2
More than 10 days but less than 3 months	17	6.5
10 days or less	6	2.3
No days	3	1.1
Maternity cover	7	2.7
Casual (typically occasional days)	47	18.0
Unknown/indefinite/not specified	88	33.7

It should be noted that some supply posts were on a part-time basis.

#### 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.

**Table 6: Employment basis for primary and secondary sectors of those 'Teaching in Scotland'**

Employment Basis	Percentage of those <b>respondents</b> 'Teaching in Scotland'	
	Primary (n=633)	Secondary (n=479)
Full-time Permanent	26.4	57.6
Part-time Permanent	3.8	4.6
Full-time Temporary	32.1	16.3
Part-time Temporary	10.7	6.1
Supply	27.0	15.4

This shows that 30.2% of employed primary teachers are in permanent posts (October 2008: 29.5%, April 2008: 40.3%, October 2007: 30.5%) and that 62.2% of employed secondary teachers are in permanent posts (October 2008: 58.1%, April 2008: 74.2%, October 2007: 70.9%).

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## 5 Employment Status by Gender and by Age

Nineteen per cent of those who responded to the questionnaire were male. Of the male respondents, 46.5% (118) were in full-time permanent employment, with the figure for females being 33.1% (358). Most of the males who had obtained such contracts were in secondary education, only 15 being in the primary sector.

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

Employment Basis	Percentage of <b>all respondents</b> by gender	
	Female (n=1080)	Male (n=254)
Full-time Permanent	33.1	46.5
Part-time Permanent	4.1	2.8
Full-time Temporary	23.7	17.3
Part-time Temporary	8.7	3.5
Supply	20.1	17.3
Not employed in Scotland	10.2	12.6

One female respondent who was 'Teaching in Scotland' did not specify her employment basis.

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

Employment Basis	Percentage of <b>all respondents</b> by age						
	21-25 (n=481)	26-30 (n=345)	31-35 (n=154)	36-40 (n=120)	41-45 (n=139)	46-50 (n=68)	51+ (n=26)
Full-time Permanent	40.3	36.8	32.5	34.2	25.9	27.9	34.6
Part-time Permanent	2.7	2.6	4.5	4.2	8.6	0.0	19.2
Full-time Temporary	24.9	25.8	22.7	15.8	15.1	17.6	15.4
Part-time Temporary	5.4	6.1	5.8	10.0	15.1	17.6	7.7
Supply	16.6	14.5	22.7	24.2	30.2	26.5	23.1
Not employed in Scotland	9.8	14.2	11.7	11.7	5.0	10.3	0.0

One respondent, age 21-25, did not specify her employment basis.

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## 6 Not Teaching in Scotland

10.6% (n=142) 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:

**Table 9: Respondents not 'Teaching in Scotland'**

	Number of respondents					
	2004 – 2005 (n=50)	2005 – 2006 (n=110)	2006 – 2007 (n=192)	2006 – 2007 Follow- up (n=83)	2007 – 2008 (n=310)	<b>2007 – 2008 Follow- up (n=142)</b>
Not employed as a teacher in Scotland						
Currently employed as a teacher outwith Scotland	14	29	48	28	50	<b>50</b>
Plan to return to Scotland to teach	n/a	n/a	36	20	39	<b>38</b>
Not currently in a teaching post:						
Actively seeking employment in the teaching profession	15	109	105	24	222	<b>55</b>
Seeking teaching employment in the future	15	37	33	17	27	<b>23</b>

## 7 Future Plans

Due to changing patterns of response it is intended to review the survey format to offer respondents clear options in reporting contract lengths for temporary and supply posts instead of the current comments facility. This should improve the accuracy and reliability of this information in future surveys.

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