



**Confidential Employment Survey
2007 – 2008 Probationer Teachers
October 2008**

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, and it intends to repeat this exercise in 2009.

The format of the report has been kept the same since its inception. However, some have commented that the format may offer possibilities for misunderstandings or misinterpretations. The format has been as follows:

- 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.

An issue with this is that the last of these represents a percentage of a percentage, therefore caution should be exercised in interpreting this data.

A second issue is that some teachers who say they are 'Teaching in Scotland' indicate the basis of their employment as Supply. This does not necessarily mean that the teacher is employed on a regular basis, as even in previous years some teachers have written comments that they have obtained only infrequent supply work. This year, however, we have noticed a new trend, which is that 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.

1 Response Rate

1478 responses were received out of a total population of 3359, a response rate of 44.0% (October 2007: 46.5%, October 2006: 51.8%). This lower 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, though with a slightly lower proportion of responses from those aged 21-30.

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 follow-up survey undertaken in April 2008 have been excluded from the main report but are provided in Appendix 1.

2 Teaching in Scotland

At the date of the survey (October 2008) 79.0% (n=1168) of respondents were employed teaching in Scotland. This covers all forms of teaching contract, **including supply**.

These figures show a decline of 8.8% on 2006 – 2007.

Table 1: Proportion of respondents teaching in Scotland

Employed as a teacher in Scotland	Percentage of all respondents			
	2004 – 2005	2005 – 2006	2006 – 2007	2007 – 2008
Yes	94.7 %	91.8 %	87.8 %	79.0 %
No	5.3 %	8.2 %	12.2 %	21.0 %

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 all respondents			
	2004 – 2005	2005 – 2006	2006 – 2007	2007 – 2008
Full-time Permanent	63.3 %	47.8 %	40.8 %	30.6 %
Part-time Permanent	2.7 %	2.4 %	2.7 %	2.8 %
Full-time Temporary	14.5 %	21.1 %	21.0 %	16.1 %
Part-time Temporary	3.1 %	6.7 %	7.0 %	5.5 %
Supply	11.1 %	13.9 %	16.4 %	23.9 %
Not employed	5.3 %	8.2 %	12.2 %	21.0 %

Of/...

Of those stating they have obtained some form of employment (i.e. permanent, temporary or supply) in Scotland, 73.4% (n=857) are teaching in the same local authority in which they spent their Induction year (2007: 70.8%, 2006: 71.8%).

{Of all respondents, including those not teaching in Scotland, 58.0% are still teaching in their Induction year local authority (2007: 62.2%), (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.

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

Employment Basis	Percentage of those respondents 'Teaching in Scotland'			
	2004 – 2005	2005 – 2006	2006 – 2007	2007 – 2008
Full-time Permanent	66.8 %	52.1 %	46.4 %	38.8%
Part-time Permanent	2.9 %	2.6 %	3.0 %	3.5%
Full-time Temporary	15.4 %	22.9 %	23.9 %	20.4%
Part-time Temporary	3.2 %	7.3 %	8.0 %	6.9%
Supply	11.7 %	15.2 %	18.7 %	30.2%

The proportion of those teaching in Scotland this year in **permanent** teaching positions is, at 42.3%, 7.1% lower than in October 2007 and 12.4% below the figure in October 2006. The proportion of those undertaking **supply work** has increased considerably over the same period.

The following table shows that 53.9% of those who obtained **temporary** contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 18.5% were on contracts of 5 months or less.

Table 4: Lengths of temporary contracts

Temporary Contracts	Full-time (n=238)		Part-time (n=81)		Total (n=319)	
	Number	%	Number	%	Number	%
More than 1 year	2	0.8	1	1.2	3	0.9
10-12 months	121	50.8	48	59.3	169	53.0
6-9 months	20	8.4	11	13.6	31	9.7
3-5 months	33	13.9	7	8.6	40	12.5
Less than 3 months	14	5.9	5	6.2	19	6.0
Maternity cover	19	8.0	3	3.7	22	6.9
Unknown/indefinite/not specified	29	12.2	6	7.4	35	11.0

Figures may not add up to 100% because of rounding of fractions.

Table 5/...

Table 5: Supply posts

Length of Supply Posts	Total (n=353)	
	Number	%
More than 1 year	2	0.6
10-12 months	31	8.8
6-9 months	12	3.4
3-5 months	34	9.6
More than 10 days but less than 3 months	76	21.5
10 days or less	17	4.8
No days	5	1.4
Maternity cover	10	2.8
Casual (typically occasional days)	68	19.3
Unknown/indefinite/not specified	98	27.8

It should be noted that some long-term supply posts were on a part-time basis, as were some of the shorter ones. For example, two respondents have contracts for the whole session but only for half a day a week; another had 0.5 full-time equivalent (FTE) for the session and two others had 0.5 FTE for three months with another having 0.6 FTE.

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	Primary (n=603)	Secondary (n=509)
Full-time Permanent	26.2%	54.8%
Part-time Permanent	3.3%	3.3%
Full-time Temporary	23.2%	16.3%
Part-time Temporary	8.1%	4.9%
Supply	39.1%	20.6%

This shows that 58.1% of secondary sector teachers are in permanent posts (October 2007: 70.9%, October 2006: 68.6%) and that 29.5% of primary teachers are in permanent posts (October 2007 30.5%, October 2006: 44.9%).

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5 Employment Status by Gender and by Age

Of all those who responded to the questionnaire 20.6% were male. Of the male respondents, 41.4% (126) were in full-time permanent employment, with the figure for females being 27.8% (326). Most of the males who had obtained such contracts were in secondary education, only 19 being in the primary sector. Continuing the pattern observed in October 2007, but a change from previous years, more females (173) obtained full-time permanent posts in the secondary sector than in the primary sector (139).

Table 7: Employment basis by gender – all respondents

	Full-time permanent	Part-time permanent	Full-time temporary	Part-time temporary	Supply	Not employed in Scotland
Male n=304	41.4 %	1.6 %	13.2 %	2.6 %	20.7 %	20.4 %
Female n=1173	27.8 %	3.1 %	16.9 %	6.2 %	24.7 %	21.1 %

One respondent did not specify a gender. Two female respondents who were 'Teaching in Scotland' did not specify their employment basis.

Table 8: Employment basis by age – all respondents

	Full-time permanent	Part-time permanent	Full-time temporary	Part-time temporary	Supply	Not employed in Scotland
Age 21-25 n=602	32.6 %	1.5 %	17.6 %	4.8 %	22.4 %	20.8 %
Age 26-30 n=338	36.1 %	2.4 %	16.9 %	3.3 %	20.7 %	20.7 %
Age 31-35 n=163	23.3 %	5.5 %	12.9 %	5.5 %	27.6 %	25.2 %
Age 36-40 n=141	25.5 %	4.3 %	16.3 %	8.5 %	22.7 %	22.7 %
Age 41-45 n=138	26.1 %	5.1 %	12.3 %	11.6 %	26.1 %	18.8 %
Age 46-50 n=71	23.9 %	2.8 %	16.9 %	5.6 %	39.4 %	11.3 %
Age 51+ n=25	32.0 %	0.0 %	8.0 %	0.0 %	28.0 %	32.0 %

6 Not Teaching in Scotland

21.0% (n=310) 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/...

Table 9: Respondents not 'Teaching in Scotland'

	Number of respondents			
	2004 – 2005 (n = 50)	2005 – 2006 (n = 110)	2006 – 2007 (n = 192)	2007 – 2008 (n = 310)
Not employed as a teacher in Scotland				
Currently employed as a teacher outwith Scotland	14	29	48	50
Plan to return to Scotland to teach	n/a	n/a	36	39
Not currently in a teaching post:				
Actively seeking employment in the teaching profession	15	109	105	222
Seeking teaching employment in the future	15	37	33	27

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.

In addition, GTCS will consider strongly how best to respond to the recommendation from the Cabinet Secretary's Working Group on Teacher Employment to conduct a longitudinal study of post-induction employment.

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Trends including the Follow-up Survey in Spring 2008

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