



**Confidential Employment Follow-up Survey
2008 – 2009 Probationer Teachers
May 2010**

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 both 2008 and 2009. This exercise has been undertaken again to continue to measure any changes in employment outcomes since the autumn survey.

The format of the Autumn 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 with the follow-up survey.

To provide consistent data across Scotland, respondents were asked to respond positively to the survey in respect of their **employment status** on Thursday 25 March 2010. 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 2009 until 25 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

1249 responses were received out of a total population of 3013, a response rate of 41.5% (April 2009: 39.4%, April 2008: 33.4%). For comparison, the response rates for recent autumn surveys were October 2009 48.4% and October 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 2009 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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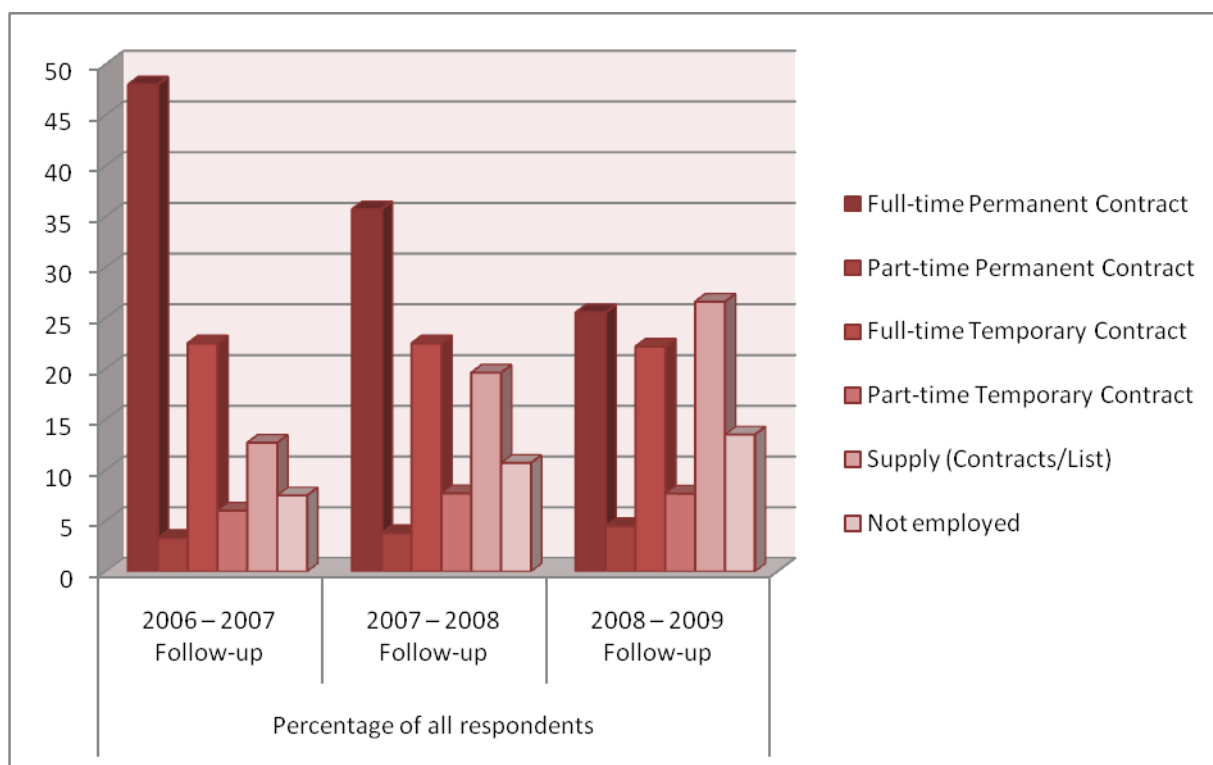
2 Employment experiences

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 all respondents		
	2006 – 2007 Follow-up	2007 – 2008 Follow-up	2008 – 2009 Follow-up
Full-time Permanent Contract	48.0	35.7	25.5
Part-time Permanent Contract	3.3	3.8	4.5
Full-time Temporary Contract	22.5	22.5	22.2
Part-time Temporary Contract	6.0	7.7	7.7
Full-time Supply Contract	12.7	19.6	6.2
Part-time Supply Contract			3.6
Supply List			16.7
Not employed	7.3	10.6	13.5

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 respondents who have obtained some teaching employment in Scotland		
	2006 – 2007 Follow-up	2007 – 2008 Follow-up	2008 – 2009 Follow-up
Full-time Permanent Contract	51.8	39.9	29.5
Part-time Permanent Contract	3.5	4.3	5.2
Full-time Temporary Contract	24.3	25.2	25.6
Part-time Temporary Contract	6.5	8.6	8.9
Full-time Supply Contract	13.7	21.9	7.2
Part-time Supply Contract			4.2
Supply List			19.4

The proportion of those obtaining some form of employment in Scotland this year in **permanent** teaching positions is, at 34.7%, 9.5% lower than in April 2009 and 20.6% below the figure in April 2008. The proportion of those undertaking supply work (totalling 30.8%) has increased considerably over the same period.

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

Table 3 shows that 46.4% of those who obtained temporary contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 20.6% were on contracts of 5 months or less.

Table 3: Lengths of temporary contracts

Temporary Contracts	Full-time (n=277)		Part-time (n=96)		Total (n=373)	
	Number	%	Number	%	Number	%
More than 1 year	13	4.7	4	4.2	17	4.6
10-12 months	122	44.0	34	35.4	156	41.8
6-9 months	95	34.3	28	29.2	123	33.0
3-5 months	35	12.6	21	21.9	56	15.0
< 3 months but > 2 weeks	11	4.0	8	8.3	19	5.1
2 weeks or less	1	0.4	1	1.0	2	0.5

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Table 4: Lengths of supply contracts

Length of Supply Contracts	Full-time (n=78)		Part-time (n=45)		Total (n=123)	
	Number	%	Number	%	Number	%
More than 1 year	4	5.1	0	0.0	4	3.3
10-12 months	23	29.5	13	28.9	36	29.3
6-9 months	28	35.9	14	31.1	42	34.1
3-5 months	14	17.9	9	20.0	23	18.7
< 3 months but > 2 weeks	7	9.0	6	13.3	13	10.6
2 weeks or less	2	2.6	3	6.7	5	4.1

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

Number of Supply days worked to date (i.e. from August to 31 March)	List (n=209)	
	Number	%
More than 90 days	76	36.4
61-90 days	54	25.8
31-60 days	44	21.1
11-30 days	26	12.4
1-10 days	9	4.3

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 respondents who have obtained some teaching employment in Scotland	
	Primary (n=583)	Secondary (n=419)
Full-time Permanent Contract	19.2	43.7
Part-time Permanent Contract	4.8	4.3
Full-time Temporary Contract	24.9	27.2
Part-time Temporary Contract	9.8	7.6
Full-time Supply Contract	7.9	5.7
Part-time Supply Contract	6.0	1.9
Supply List	27.4	9.5

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

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5 Employment Status by Gender and by Age

Of all those who responded to the questionnaire 19.1% were male. Of the male respondents, 27.7% (66) were in full-time permanent employment, with the figure for females respondents being 25.0% (253).

Table 7: Employment basis by gender – all respondents

Employment Basis	Percentage of all respondents by gender	
	Female (n=1011)	Male (n=238)
Full-time Permanent Contract	25.0	27.7
Part-time Permanent Contract	4.7	3.4
Full-time Temporary Contract	21.9	23.5
Part-time Temporary Contract	8.1	5.9
Full-time Supply Contract	6.5	5.0
Part-time Supply Contract	3.8	2.9
Supply List	17.6	13.0
Not employed in Scotland	12.4	18.5

Table 8: Employment basis by age – all respondents

Employment Basis	Percentage of all respondents by age						
	21-25 (n=479)	26-30 (n=367)	31-35 (n=115)	36-40 (n=100)	41-45 (n=98)	46-50 (n=72)	51+ (n=18)
Full-time Permanent Contract	29.6	27.0	22.6	13.0	23.5	16.7	22.2
Part-time Permanent Contract	4.4	4.1	4.3	2.0	10.2	2.8	5.6
Full-time Temporary Contract	23.2	21.0	25.2	22.0	20.4	19.4	22.2
Part-time Temporary Contract	6.1	5.7	8.7	12.0	14.3	12.5	5.6
Full-time Supply Contract	5.2	7.4	7.0	8.0	6.1	2.8	11.1
Part-time Supply Contract	4.0	4.1	0.9	4.0	3.1	4.2	0.0
Supply List	15.2	13.1	15.7	24.0	17.3	31.9	33.3
Not employed in Scotland	12.3	17.7	15.7	15.0	5.1	9.7	0.0

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6 Not Teaching in Scotland

13.5% (n=169) 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)
Currently employed as a teacher outwith Scotland	28	50	76
Plan to return to Scotland to teach			
Yes	20	38	47
No	8	7	29
Not currently in a teaching post:			
Actively seeking employment in the teaching profession			
Yes	24	55	63
No	25	32	30
Seeking teaching employment in the future			
Yes	17	23	19
No	10	10	11

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

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