



**Confidential Employment Survey
2008 – 2009 Probationer Teachers
October 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 and 2009 the Council conducted a follow up survey in April for return in early May. It is probable that this exercise will be repeated in 2010.

The format of the report has been kept the same since its inception. However, there have been concerns that the format may offer possibilities for misunderstandings or misinterpretations. To improve the accuracy and clarity of this information the format of the survey has, therefore, been revised to enable respondents to provide more specific details of their employment experience since gaining full registration.

The survey asked respondents to respond positively to the question “are you currently employed as a teacher in Scotland?” if they had been successful in gaining *any form of employment*, for however short a period. Recognising that those who had obtained temporary contracts or supply work might no longer be in employment at the survey closing date, further such details were then requested. Those obtaining supply work by registering on local authority supply lists, for example, were asked to indicate the number of days they had worked from the beginning of the session until 30 September.

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.

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) initial results represent the most significant form of employment indicated by each respondent. Table A3 in the Appendix contains a more comprehensive breakdown of such instances.

1 Response Rate

1456 responses were received out of a total population of 3011, a response rate of 48.4% (October 2008: 44.0%, October 2007: 46.5%, October 2006: 51.8%). 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 follow-up surveys undertaken in April 2008 and 2009 have been excluded from the main report but are provided as Tables A1 and A2 in the Appendix.

In all tables, figures may not add up to 100% because of rounding of fractions.

2/...

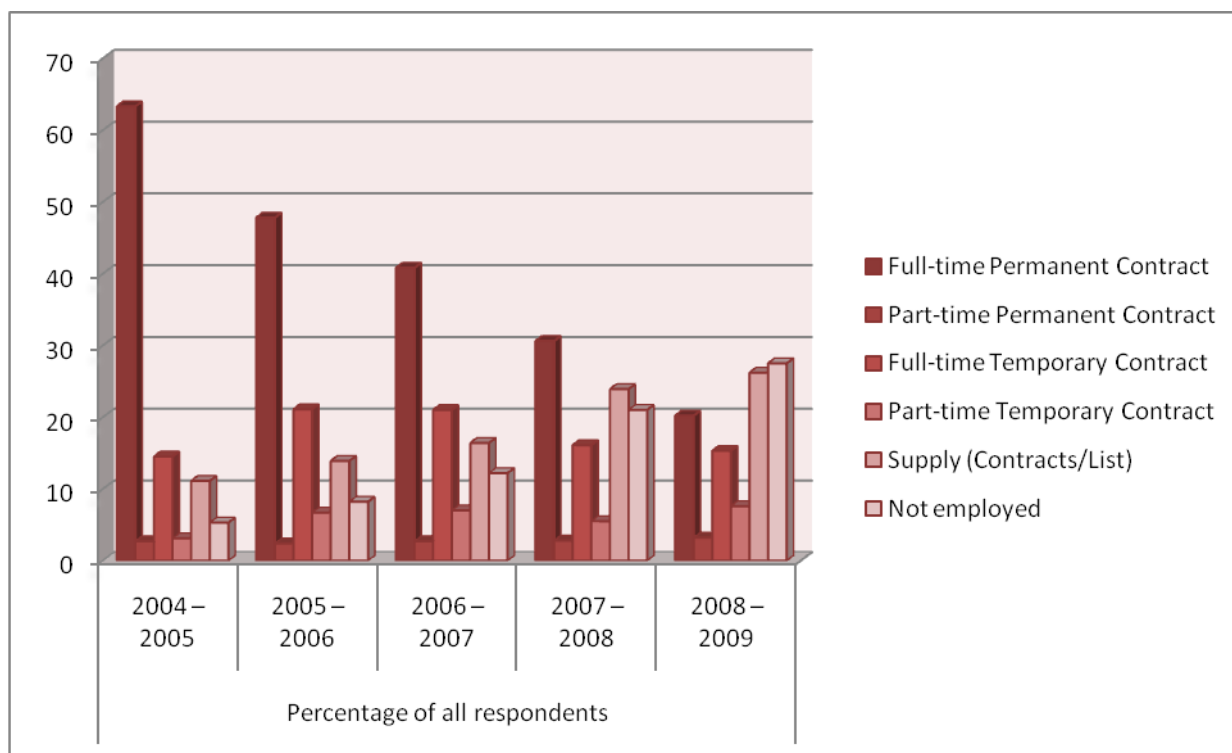
2 Employment experiences

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

Some employment as a teacher in Scotland	Percentage of all respondents				
	2004 – 2005	2005 – 2006	2006 – 2007	2007 – 2008	2008 – 2009
Full-time Permanent Contract	63.3	47.8	40.8	30.6	20.2
Part-time Permanent Contract	2.7	2.4	2.7	2.8	3.2
Full-time Temporary Contract	14.5	21.1	21.0	16.1	15.3
Part-time Temporary Contract	3.1	6.7	7.0	5.5	7.6
Full-time Supply Contract	11.1	13.9	16.4	23.9	4.4
Part-time Supply Contract					5.8
Supply List					16.0
Not employed	5.3	8.2	12.2	21.0	27.5

Trends over this period are illustrated in the following graph:



3/...

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				
	2004 – 2005	2005 – 2006	2006 – 2007	2007 – 2008	2008 – 2009
Full-time Permanent Contract	66.8	52.1	46.4	38.8	27.8
Part-time Permanent Contract	2.9	2.6	3.0	3.5	4.4
Full-time Temporary Contract	15.4	22.9	23.9	20.4	21.1
Part-time Temporary Contract	3.2	7.3	8.0	6.9	10.5
Full-time Supply Contract	11.7	15.2	18.7	30.2	6.1
Part-time Supply Contract					8.0
Supply List					22.1

The proportion of those obtaining some form of employment in Scotland this year in **permanent** teaching positions is, at 32.2%, 10.1% lower than in October 2008 and 17.2% below the figure in October 2007. The proportion of those undertaking supply work (totalling 36.2%) has increased considerably over the same period.

Sixty four respondents reported having experience of two forms of employment and three reported having experience of three forms of employment. For details please refer to Table A3 in the Appendix.

Table 3 shows that 53.0% of those who obtained temporary contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 24.9% were on contracts of 5 months or less.

Table 3: Lengths of temporary contracts

Temporary Contracts	Full-time (n=223)		Part-time (n=111)		Total (n=334)	
	Number	%	Number	%	Number	%
More than 1 year	9	4.0	2	1.8	11	3.3
10-12 months	109	48.9	57	51.4	166	49.7
6-9 months	51	22.9	23	20.7	74	22.2
3-5 months	30	13.5	16	14.4	46	13.8
< 3 months but > 2 weeks	22	9.9	13	11.7	35	10.5
2 weeks or less	2	0.9	0	0.0	2	0.6

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Table 4: Lengths of supply contracts

Length of Supply Contracts	Full-time (n=64)		Part-time (n=85)		Total (n=149)	
	Number	%	Number	%	Number	%
More than 1 year	0	0.0	0	0.0	0	0.0
10-12 months	19	29.7	27	31.8	46	30.9
6-9 months	11	17.2	14	16.5	25	16.8
3-5 months	7	10.9	15	17.6	22	14.8
< 3 months but > 2 weeks weeks	26	40.6	27	31.8	53	35.6
2 weeks or less	1	1.6	2	2.4	3	2.0

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

Number of Supply days worked to date (i.e. 30 Sept)	List (n=233)	
	Number	%
More than 30 days	36	15.5
21-30 days	34	14.6
11-20 days	56	24.0
10 days or less	107	45.9

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=546)	Secondary (n=444)
Full-time Permanent Contract	19.4	39.0
Part-time Permanent Contract	4.0	4.3
Full-time Temporary Contract	19.8	21.8
Part-time Temporary Contract	11.2	9.7
Full-time Supply Contract	5.9	5.9
Part-time Supply Contract	8.8	7.2
Supply List	31.0	12.2

This shows that 23.4% of primary teachers are in permanent posts (October 2008 29.5%, October 2007 30.5%, October 2006: 44.9%) and that 43.2% of secondary sector teachers are in permanent posts (October 2008: 58.1%, October 2007: 70.9%, October 2006: 68.6%).

5/...

5 Employment Status by Gender and by Age

Of all those who responded to the questionnaire 20.7% were male. Of the male respondents, 24.9% (75) were in full-time permanent employment, with the figure for females respondents being 19.0% (219).

Table 7: Employment basis by gender – all respondents

Employment Basis	Percentage of all respondents by gender	
	Female (n=1155)	Male (n=301)
Full-time Permanent Contract	19.0	24.9
Part-time Permanent Contract	3.2	3.0
Full-time Temporary Contract	15.2	15.9
Part-time Temporary Contract	7.4	8.3
Full-time Supply Contract	4.5	4.0
Part-time Supply Contract	6.2	4.3
Supply List	17.1	12.0
Not employed in Scotland	27.4	27.6

Table 8: Employment basis by age – all respondents

Employment Basis	Percentage of all respondents by age						
	21-25 (n=609)	26-30 (n=399)	31-35 (n=119)	36-40 (n=119)	41-45 (n=119)	46-50 (n=73)	51+ (n=18)
Full-time Permanent Contract	23.6	21.6	16.8	12.6	15.1	13.7	5.6
Part-time Permanent Contract	3.1	2.0	5.0	4.2	5.9	1.4	0.0
Full-time Temporary Contract	15.9	16.3	15.1	13.4	12.6	13.7	11.1
Part-time Temporary Contract	6.9	5.3	9.2	11.8	10.1	11.0	16.7
Full-time Supply Contract	3.8	5.5	5.9	6.7	3.4	0.0	0.0
Part-time Supply Contract	6.9	4.3	5.0	7.6	4.2	6.8	5.6
Supply List	13.8	12.3	17.6	20.2	25.2	23.3	44.4
Not employed in Scotland	25.9	32.8	25.2	23.5	23.5	30.1	16.7

6/...

6 Not Teaching in Scotland

27.5% (n=400) of respondents indicated that they had not obtained any teaching employment in Scotland.

The supporting data gathered from these respondents, for years 2004-2005 to 2007-2008, 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 who had not obtained any teaching employment in Scotland

	Number of respondents who had not obtained teaching employment in Scotland				
	2004 – 2005 (n=50)	2005 – 2006 (n=110)	2006 – 2007 (n=192)	2007 – 2008 (n=310)	2008 – 2009 (n =400)
Currently employed as a teacher outwith Scotland	14	29	48	50	60
Plan to return to Scotland to teach					
Yes	n/a	n/a	36	39	37
No	n/a	n/a	12	11	23
Not currently in a teaching post:					
Actively seeking employment in the teaching profession					
Yes	15	109	105	222	295
No	n/a	n/a	29	35	45
Seeking teaching employment in the future					
Yes	15	37	33	27	27
No	n/a	n/a	6	8	18

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