



**Confidential Employment Survey
2009 – 2010 Probationer Teachers
October 2010**

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, since 2008 the Council has conducted a follow up survey in April for return in early May. This exercise is to be repeated in 2011.

The outline format of the report has been kept the same since its inception. However, there had been concerns that the format might offer possibilities for misunderstandings or misinterpretations. To improve the accuracy and clarity of this information the format of the survey was revised in 2009 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 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 follow the revised pattern established in 2009, 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

1400 responses were received out of a total population of 2911, a response rate of 48.1% (October 2009: 48.4%, 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.

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, 2009 and 2010 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.

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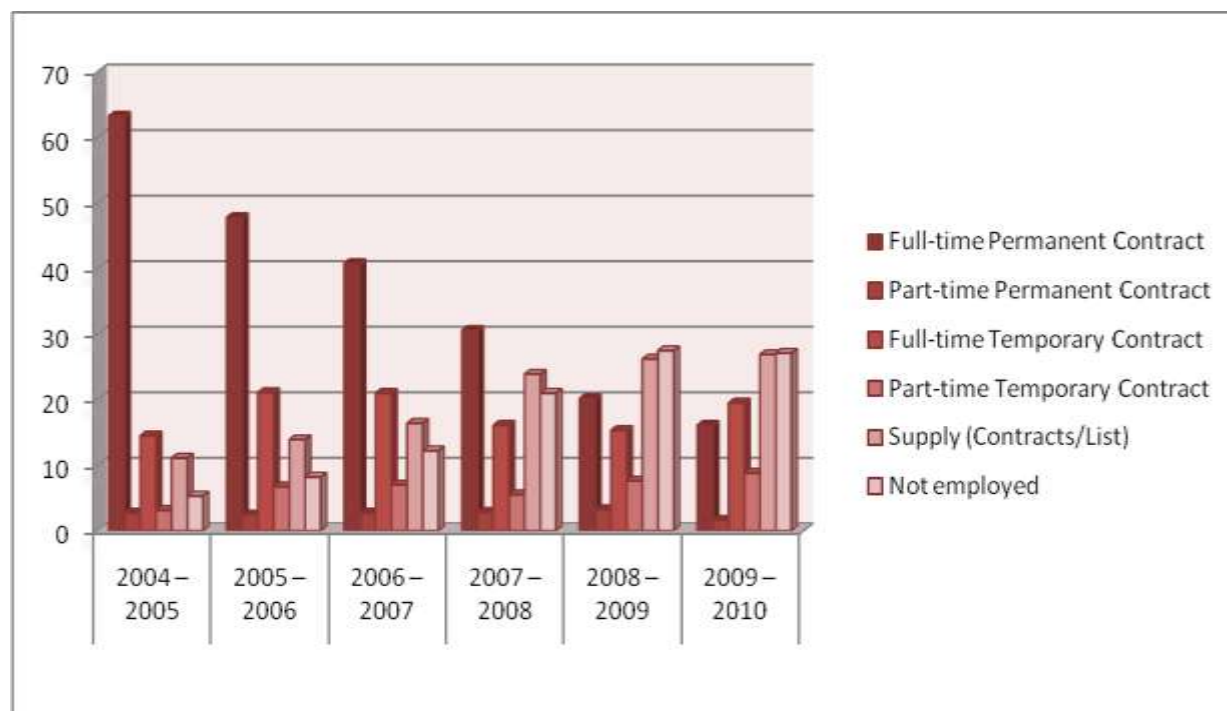
2 Employment experiences

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

Some employment as a teacher in Scotland	Percentage of all respondents					
	2004 – 2005	2005 – 2006	2006 – 2007	2007 – 2008	2008 – 2009	2009 – 2010
Full-time Permanent Contract	63.3	47.8	40.8	30.6	20.2	16.1
Part-time Permanent Contract	2.7	2.4	2.7	2.8	3.2	1.6
Full-time Temporary Contract	14.5	21.1	21.0	16.1	15.3	19.5
Part-time Temporary Contract	3.1	6.7	7.0	5.5	7.6	8.8
Full-time Supply Contract	11.1	13.9	16.4	23.9	4.4	8.5
Part-time Supply Contract					5.8	4.9
Supply List					16.0	13.6
Not employed	5.3	8.2	12.2	21.0	27.5	27.1

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					
	2004 – 2005	2005 – 2006	2006 – 2007	2007 – 2008	2008 – 2009	2009 – 2010
Full-time Permanent Contract	66.8	52.1	46.4	38.8	27.8	22.1
Part-time Permanent Contract	2.9	2.6	3.0	3.5	4.4	2.2
Full-time Temporary Contract	15.4	22.9	23.9	20.4	21.1	26.7
Part-time Temporary Contract	3.2	7.3	8.0	6.9	10.5	12.0
Full-time Supply Contract	11.7	15.2	18.7	30.2	6.1	11.7
Part-time Supply Contract					8.0	6.7
Supply List					22.1	18.6

The proportion of those obtaining some form of employment in Scotland this year in **permanent** teaching positions is, at 24.3%, 7.9% lower than in October 2009 and 18.0% below the figure in October 2008. The proportion of those undertaking supply work (totalling 37.0%) has again increased, if only slightly, since October 2009.

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

Table 3 shows that 57.9% of those who obtained temporary contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 23.5% were on contracts of 5 months or less.

Table 3: Lengths of temporary contracts

Temporary Contracts	Full-time (n=273)		Part-time (n=123)		Total (n=396)	
	Number	%	Number	%	Number	%
More than 1 year	5	1.8	0	0.0	5	1.3
10-12 months	151	55.3	73	59.3	224	56.6
6-9 months	46	16.8	28	22.8	74	18.7
3-5 months	32	11.7	17	13.8	49	12.4
< 3 months but > 2 weeks	39	14.3	5	4.1	44	11.1
2 weeks or less	0	0.0	0	0.0	0	0.0

Table 4/...

Table 4: Lengths of supply contracts

Length of Supply Contracts	Full-time (n=119)		Part-time (n=68)		Total (n=187)	
	Number	%	Number	%	Number	%
More than 1 year	4	3.4	0	0.0	4	2.1
10-12 months	24	20.2	17	25.0	41	21.9
6-9 months	14	11.8	8	11.8	22	11.8
3-5 months	33	27.7	22	32.4	55	29.4
< 3 months but > 2 weeks weeks	41	34.5	21	30.9	62	33.2
2 weeks or less	3	2.5	0	0.0	3	1.6

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

Number of Supply days worked to date (i.e. 30 Sept)	List (n=190)	
	Number	%
More than 30 days	25	13.2
21-30 days	38	20.0
11-20 days	48	25.3
10 days or less	79	41.6

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=541)	Secondary (n=405)
Full-time Permanent Contract	13.9	33.3
Part-time Permanent Contract	1.1	4.0
Full-time Temporary Contract	29.2	23.2
Part-time Temporary Contract	11.8	12.3
Full-time Supply Contract	10.9	12.1
Part-time Supply Contract	8.5	3.7
Supply List	24.6	11.4

This shows that 15.0% of primary teachers are in permanent posts (October 2009: 23.4%, October 2008: 29.5% and October 2007: 30.5%) and that 37.3% of secondary sector teachers are in permanent posts (October 2009: 43.2%, October 2008: 58.1% and October 2007: 70.9%).

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5 Employment Status by Gender and by Age

Of all those who responded to the questionnaire 19.8% were male. Of the male respondents, 20.6% (57) were in full-time permanent employment, with the figure for females respondents being 15.0% (169).

Table 7: Employment basis by gender – all respondents

Employment Basis	Percentage of all respondents by gender	
	Female (n=1123)	Male (n=277)
Full-time Permanent Contract	15.0	20.6
Part-time Permanent Contract	1.7	1.1
Full-time Temporary Contract	20.5	15.5
Part-time Temporary Contract	8.5	10.1
Full-time Supply Contract	9.0	6.5
Part-time Supply Contract	5.1	4.0
Supply List	14.3	10.5
Not employed in Scotland	25.9	31.8

Table 8: Employment basis by age – all respondents

Employment Basis	Percentage of all respondents by age						
	21-25 (n=626)	26-30 (n=372)	31-35 (n=131)	36-40 (n=102)	41-45 (n=97)	46-50 (n=55)	51+ (n=17)
Full-time Permanent Contract	18.7	15.3	13.0	13.7	14.4	10.9	5.9
Part-time Permanent Contract	1.6	1.3	0.8	2.0	2.1	1.8	5.9
Full-time Temporary Contract	21.4	19.4	16.8	16.7	18.6	14.5	11.8
Part-time Temporary Contract	8.5	9.1	7.6	13.7	7.2	5.5	11.8
Full-time Supply Contract	8.1	8.6	9.9	5.9	13.4	7.3	0.0
Part-time Supply Contract	3.8	4.6	6.9	6.9	8.2	1.8	11.8
Supply List	11.5	11.8	15.3	21.6	15.5	21.8	29.4
Not employed in Scotland	26.4	29.8	29.8	19.6	20.6	36.4	23.5

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6 Not Teaching in Scotland

27.1% (n=379) 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)	2009 – 2010 (n=379)
Currently employed as a teacher outwith Scotland	14	29	48	50	60	88
Plan to return to Scotland to teach						
Yes	n/a	n/a	36	39	37	54
No	n/a	n/a	12	11	23	34
Not currently in a teaching post:						
Actively seeking employment in the teaching profession						
Yes	15	109	105	222	295	256
No	n/a	n/a	29	35	45	35
Seeking teaching employment in the future						
Yes	15	37	33	27	27	24
No	n/a	n/a	6	8	18	11

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November 2010