

PRINCIPAL TEACHER POSTS IN THE PRIMARY SECTOR

Introduction

- 1.1 The following resolution was approved by the 2005 Annual General Meeting:

“This AGM instruct Council to compile a report by no later than the 2006 AGM on the progress of the introduction of the post of Principal Teacher in the primary sector; this report to include a reference to the number appointed in each authority and to any restrictions enforced by authorities on the maximum permissible PT Scale Point for these posts.”
- 1.2 Existing statistics on the number of PTs in the primary sector was recorded in the 2004 Teachers’ Census. Statistics on the number of pupils and primary schools have also been set out for information (Appendix A).
- 1.3 Letters were written to all local authorities. Summarised information is appended (Appendix B). Even with reminders some councils did not respond.

The Introduction of Principal Teacher Posts in the Primary Sector

- 2.1 Arising from the 2001 National Agreement, “A Teaching Profession for the 21st Century”, it was agreed that the SNCT was to give consideration to the introduction of Principal Teacher posts in the primary sector. Following the publication of SNCT/14 the SNCT agreed that all APT and ST posts would cease from 1 August 2003 and that former APTs and STs would become substantive PTs with posts subject to job sizing, following a Council’s assessment of need, or APTs and STs would relinquish the post and assume the role of the classroom teacher.
- 2.2 Despite the disappointing return from councils it is clear that there has been an increasing number of Principal Teachers in post now than were in post at the time of the 2004 census.
- 2.3 Some councils have advised the EIS that introduction has been limited. For example, in a detailed submission, Dumfries and Galloway Council made it clear that it had put in place its secondary restructuring before examining management structures in primary schools. Therefore, it is concluded that progress is patchy across the country. It is also clear that implementation plans, which have been approved by education committees in some Council areas, have not been progressed through budgetary constraints.
- 2.4 The approach taken by councils has varied across the country. A large number of councils have used a formula based approach. These councils have set out positions based on the number of pupils in a school before a PT post is introduced. The formula will also apply to the number of Depute Head Teachers in an authority. The relationship of the remits of PTs to those of DHTs needs to be explicit and

clear; this is true where there are holders of both posts within a school and where only one, promoted post other than HT, exists.

- 2.5 Another approach has been to award schools a number of points for promoted posts and to invite schools to develop their own management structures. North Lanarkshire Council has advanced this model.
- 2.6 Midlothian Council decided to appoint the same number of PTs in the primary sector as there had been Senior Teachers.
- 2.7 In noting the different approaches taken by councils it is noted that there is no single model to be adopted. Management structures are not a matter for the SNCT but solely for councils.

The Sizing of Principal Teacher Posts

- 3.1 A number of councils allowed previous Senior Teachers to transfer to PT Scale Point 1, following the issue of SNCT/14. South Lanarkshire Council carried this exercise out initially and then sized the jobs. While two Councils stated their intentions to peg the posts at that level this has changed through dialogue with the unions.
- 3.2 However, the majority of councils have sized posts working with trade union coordinators. The vast majority of posts would appear to be at Scale Point 1 or Scale Point 2 of the Principal Teachers' scale. The fact that posts are scored at that level would appear not to arise from any restriction on the size of the post but arises from the circumstances in which few PTs in the primary sector carry line management responsibilities or are accountable for budgets.
- 3.3 Furthermore, SNCT/28 defines the circumstances in which any teacher can request a resizing of her/his post.

Conclusion

- 4.1 The EIS should continue to monitor the introduction of PT posts in the primary sector.
- 4.2 The EIS should continue to seek information from those councils which have failed to respond to requests for information to date.
- 4.3 The information gathered should be discussed within the SNCT in the Review of the 2001 Agreement.

APPENDIX A

<u>2004 Census</u>	No of Schools	HT	DHT	PT	No of Primary Teachers	No of Pupils in Primary Schools
Aberdeen	56	54	73	-	852	13,234
Aberdeenshire	155	146	64	13	1,149	20,018
Angus	59	57	34	24	530	9,129
Argyll & Bute	85	74	15	24	399	6,949
Clackmannan	19	19	12	11	208	4,084
Dumfries and Galloway	109	103	34	5	641	11,724
Dundee City	41	36	48	3	621	10,335
East Ayrshire	47	47	32	31	512	9,869
East Dunbartonshire	37	36	42	23	493	9,469
East Lothian	35	35	21	34	448	7,764
East Renfrewshire	24	23	38	45	493	8,676
Edinburgh	97	96	101	81	1,472	26,183
Eilean Siar	39	32	8	1	190	2,097
Falkirk	48	45	43	25	626	12,019
Fife	144	134	94	80	1,638	28,267
Glasgow City	184	180	129	177	2,302	40,544
Highland	183	167	42	-	1,117	17,758
Inverclyde	27	26	28	4	331	6,492
Midlothian	35	35	15	34	372	6,696
Moray	46	42	23	4	442	7,653
North Ayrshire	53	50	41	72	573	11,409
North Lanarkshire	131	126	70	87	1,449	27,989
Orkney Island	21	17	3	2	131	1,684
Perth and Kinross	76	68	37	25	595	10,257
Renfrewshire	52	49	72	28	759	13,925
Scottish Borders	68	64	34	85	524	8,672
Shetland Islands	33	22	12	4	189	1,987
South Ayrshire	45	43	22	40	466	8,407
South Lanarkshire	125	123	110	132	1,340	25,043
Stirling	42	38	27	40	394	6,968
West Dunbartonshire	34	30	38	19	431	6,397
West Lothian	66	62	44	57	860	10,842

APPENDIX B

UPDATE FROM AUTHORITIES

Aberdeen City Aberdeenshire	41 Acting PTs (curriculum support) pending finalised structure.
Angus	39 PTs in primary school, 7 schools now have DHTs.
Argyll & Bute	36 PTs in primary schools, 1 PT for 6 FTE teachers. DHTs in schools over 220.
Dumfries & Galloway	14 PTs. Phased introduction. Restructure secondary schools first.
Dundee City	54 PTs.
East Ayrshire	34 PTs.
East Dunbartonshire	Principle – 1 PT in every school, including nursery schools.
East Lothian	DHT in schools over 220 pupils.
East Renfrewshire	50 PTs.
Edinburgh	90 PTs, schools up to 189 have PT (Scale Point 2) but no DHT – formula.
Eilean Siar	
Falkirk	Formula:101-350 1 PT, 351-505 2 PTs, 501+ 3 PTs, also over 200 1 DHT.
Fife	100 PTs. Initially ‘ring fenced’ for former Senior Teachers. New structures have now been implemented.
Glasgow	248 PTs in post and 13 vacancies.
Highland	23 PTs.
Inverclyde	
Midlothian	PTs appointed “on a broadly similar basis” to Senior Teachers.
Moray	63 PTs. Formula: 60-149 1 PT, 150-325 2 PTs, 326+ 3 PTs.
North Ayrshire	89 PTs, formula: 61-300 1 PT, 301-500 2 PTs, 501-700 3 PTs, 701+ 4 PTs.
North Lanarkshire	134 PTs, points allocation.
Orkney Island	12 PTs.
Perth & Kinross	
Renfrewshire	54 PTs in post, 4 vacancies.
Scottish Borders	92 PTs, formula: 48-120 1 PT, 121-171 2 PTs, 172-225 2 PTs + 1 DHT, 226-306 3 PTs + 1 DHT, 307 upwards 3 PTs + 2 DHTs.

Shetland Islands	1 PT in a primary, 2 PTs in primary departments of junior high schools and PTs in primaries with shared management.
South Ayrshire	58 PTs in primary schools.
South Lanarkshire	399 PTs initially. Formula: 1 PT in each primary school with a minimum of 100 pupils. When the roll exceeds 429 2 PTs.
Stirling	37 PTs (1 job share). PTs when roll exceeds 72.
West Dunbartonshire	
West Lothian	