



## Confidential Employment Follow-up Survey 2010 - 2011 Probationer Teachers Spring 2012

### 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 has conducted follow-up surveys in the Spring since 2008. Consequently, this exercise has been undertaken again to continue to measure any changes in employment outcomes since the Autumn survey.

In the Autumn of 2009 the format of the 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.

To provide consistent data across Scotland, respondents were asked to respond positively to the survey in respect of their **employment status** on Thursday 29 March 2012. 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 approximate number of days they had worked from August 2011 until 29 March 2012.

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

623 responses were received out of a total population of 2748, a response rate of 22.7% (Spring 2011: 41.9%, 2010: 41.5%, 2009: 39.4% and 2008: 33.4%). For comparison, the response rates for recent Autumn surveys were 2011: 31.3%, 2010: 48.1%, 2009: 48.4%, 2008: 44.0% and 2007: 46.5%. This response rate should be taken into account 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 2011 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.

2/...

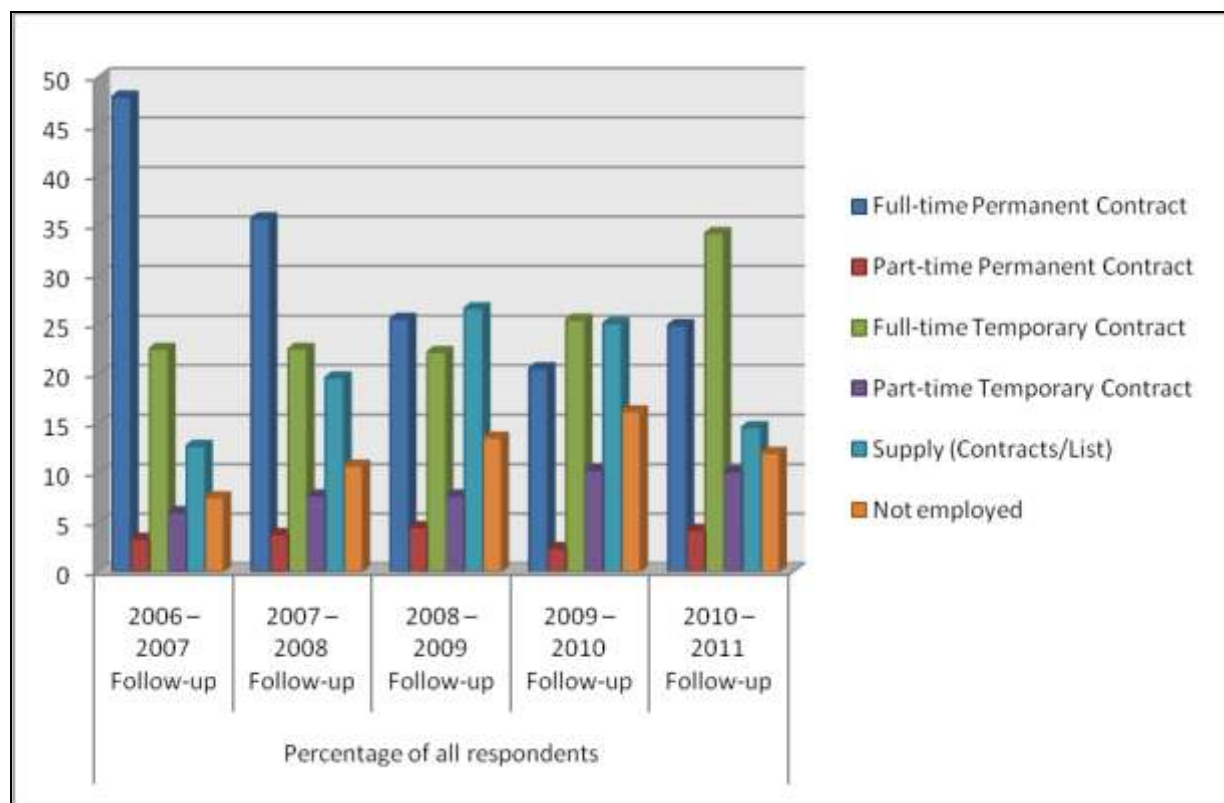
## 2 Employment Experiences

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**

Type of employment as a teacher in Scotland	Percentage of all respondents				
	2006 – 2007 Follow-up	2007 – 2008 Follow-up	2008 – 2009 Follow-up	2009 – 2010 Follow-up	2010– 2011 Follow-up
Full-time Permanent Contract	48.0	35.7	25.5	20.5	<b>24.9</b>
Part-time Permanent Contract	3.3	3.8	4.5	2.4	<b>4.2</b>
Full-time Temporary Contract	22.5	22.5	22.2	25.5	<b>34.2</b>
Part-time Temporary Contract	6.0	7.7	7.7	10.3	<b>10.1</b>
Full-time Supply Contract	12.7	19.6	6.2	8.6	<b>6.4</b>
Part-time Supply Contract			3.6	5.4	<b>2.9</b>
Supply List			16.7	11.1	<b>5.3</b>
Not employed	7.3	10.6	13.5	16.2	<b>12.0</b>

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 <b>respondents</b> who have obtained some teaching employment in Scotland				
	2006 – 2007 Follow-up	2007 – 2008 Follow-up	2008 – 2009 Follow-up	2009 – 2010 Follow-up	2010 – 2011 Follow-up
Full-time Permanent Contract	51.8	39.9	29.5	24.5	<b>28.3</b>
Part-time Permanent Contract	3.5	4.3	5.2	2.8	<b>4.7</b>
Full-time Temporary Contract	24.3	25.2	25.6	30.4	<b>38.9</b>
Part-time Temporary Contract	6.5	8.6	8.9	12.3	<b>11.5</b>
Full-time Supply Contract	13.7	21.9	7.2	10.3	<b>7.3</b>
Part-time Supply Contract			4.2	6.4	<b>3.3</b>
Supply List			19.4	13.3	<b>6.0</b>

The proportion of those obtaining some form of employment in Scotland this year in **permanent** teaching positions is 33.0%, 5.7% higher than in Spring 2011 however 1.7% below the figure in Spring 2010. The proportion of those undertaking supply work (totalling 16.6%) is 13.4% lower than in Spring 2011.

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

Table 3 shows that 60.5% of those who obtained temporary contracts were on contracts of at least 10 months, the ten month contracts equating roughly to the school session. 15.6% were on contracts of 5 months or less.

**Table 3: Lengths of temporary contracts**

Temporary Contracts	Full-time (n=213)		Part-time (n=63)		Total (n=276)	
	Number	%	Number	%	Number	%
More than 1 year	7	3.3	0	0.0	7	2.5
10-12 months	129	60.6	31	49.2	160	58.0
6-9 months	48	22.5	18	28.6	66	23.9
3-5 months	19	8.9	10	15.9	29	10.5
< 3 months but > 2 weeks	9	4.2	4	6.3	13	4.7
2 weeks or less	1	0.5	0	0.0	1	0.4

**Table 4/...**

**Table 4: Lengths of supply contracts**

Length of Supply Contracts	Full-time (n=40)		Part-time (n=18)		Total (n=58)	
	Number	%	Number	%	Number	%
More than 1 year	0	0.0	0	0.0	0	0.0
10-12 months	10	25.0	3	16.7	13	22.4
6-9 months	12	30.0	8	44.4	20	34.5
3-5 months	13	32.5	3	16.7	16	27.6
< 3 months but > 2 weeks	4	10.0	3	16.7	7	12.1
2 weeks or less	1	2.5	1	5.6	2	3.4

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

Number of Supply days worked to date (i.e. from August to 29 March)	List (n=33)	
	Number	%
More than 90 days	16	48.5
61-90 days	4	12.1
31-60 days	7	21.2
11-30 days	5	15.2
1-10 days	1	3.0

#### 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 <b>respondents</b> who have obtained some teaching employment in Scotland	
	Primary (n=286)	Secondary (n=220)
Full-time Permanent Contract	19.2	41.4
Part-time Permanent Contract	3.5	5.0
Full-time Temporary Contract	45.1	31.8
Part-time Temporary Contract	12.2	9.5
Full-time Supply Contract	8.7	5.5
Part-time Supply Contract	3.5	3.2
Supply List	7.7	3.6

This shows that 22.7% of these primary teachers are in permanent posts (Spring 2011: 16%, 2010: 24.0%, 2009: 30.2% and 2008: 40.3%) and that 46.4% of secondary teachers are in permanent posts (Spring 2011: 43.9%, 2010: 48.0%, 2009: 62.2% and 2008: 74.2%).

#### 5/...

## 5 Employment Status by Gender and by Age

Of all those who responded to the questionnaire 19.3% were male. Of the male respondents, 30.0% (n=36) were in full-time permanent employment, with the figure for female respondents being 23.7% (n=119).

**Table 7: Employment basis by gender – all respondents**

Employment Basis	Percentage of <b>all respondents</b> by gender	
	Female (n=503)	Male (n=120)
Full-time Permanent Contract	23.7	30.0
Part-time Permanent Contract	3.4	7.5
Full-time Temporary Contract	36.6	24.2
Part-time Temporary Contract	10.7	7.5
Full-time Supply Contract	5.6	10.0
Part-time Supply Contract	3.2	1.7
Supply List	5.4	5.0
Not employed in Scotland	11.5	14.2

**Table 8: Employment basis by age – all respondents**

Employment Basis	Percentage of <b>all respondents</b> by age						
	21-25 (n=256)	26-30 (n=126)	31-35 (n=87)	36-40 (n=53)	41-45 (n=55)	46-50 (n=32)	51+ (n=14)
Full-time Permanent Contract	29.7	31.7	18.4	22.6	16.4	3.1	7.1
Part-time Permanent Contract	4.7	1.6	8.0	7.5	1.8	0.0	0.0
Full-time Temporary Contract	32.4	36.5	40.2	32.1	30.9	46.9	0.0
Part-time Temporary Contract	6.3	7.9	9.2	7.5	20.0	21.9	50.0
Full-time Supply Contract	5.9	2.4	8.0	9.4	10.9	9.4	7.1
Part-time Supply Contract	1.6	4.0	2.3	5.7	7.3	0.0	0.0
Supply List	3.5	4.8	6.9	7.5	9.1	0.0	21.4
Not employed in Scotland	16.0	11.1	6.9	7.5	3.6	18.8	14.3

6/...

## 6 Not Teaching in Scotland

12.0% (n=75) 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)	2009 – 2010 Follow-up (n =198)	2010 – 2011 Follow-up (n =75)
Currently employed as a teacher <b>outwith</b> Scotland	28	50	76	90	<b>38</b>
Plan to return to Scotland to teach					
Yes	20	38	47	53	<b>21</b>
No	8	7	29	37	<b>17</b>
Not currently in a teaching post:					
Actively seeking employment in the teaching profession					
Yes	24	55	63	79	<b>21</b>
No	25	32	30	29	<b>16</b>
Seeking teaching employment in the future					
Yes	17	23	19	17	<b>5</b>
No	10	10	11	12	<b>11</b>

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

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