

Report

Report to:	Education Resources Committee
Date of Meeting:	24 April 2018
Report by:	Executive Director (Education Resources) Executive Director (Finance and Corporate Resources)

Subject:	Additional Teachers and Classroom Support
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ advise Committee of the implementation plans and employee implications associated with the new initiative for additional teachers and classroom support.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the arrangements to recruit additional teachers and school support assistants be noted;
- (2) that the posts to be added to the Education Resources' establishments, as detailed in paragraph 5.1, of the report be noted.

3. Background

3.1. At its meeting on 28 February 2018, the Executive Committee approved £3m funding to introduce additional teachers and School Support Assistants within Education Resources. This funding is intended to cover 2 years costs for these additional posts.

4. Additional Posts

- 4.1. Additional teachers will allow the pupil teacher ratio to be maintained, and also support pupils with additional support needs (ASN) through more ASN teachers in mainstream schools and more support assistants to reflect growth in the demand for these services.
- 4.2. The funding will allow the recruitment of an additional 17 teachers in the secondary sector, a further 15 teachers to support ASN across the 15 bases and the employment of 33 school support assistants who would be employed on a term time basis (26.7 fte).
- 4.3. Class configuration exercises and placing request exercises is ongoing, and this may change the teacher requirement.

5. Employee Implications

5.1. Details of additional employee requirements are listed below:

Post title	Number of posts (FTE)	Annual salary	Gross costs (including on-costs 30.3%)
Teacher	32	£22,641 - £36,840	£944,032 - £1,536,064
School Support Assistants	26.7	£15,950 - £18,759	£554,902 - £652,627
Total Costs			£1,498,934 - £2,188,691

6. Financial Implications

6.1. A sum of £1.2m has been set aside in 2018/2019 to cover the part year costs of the additional teachers and school support assistants from August 2018 to March 2019. It is proposed that £1.8m be set aside to cover the full year costs into 2019/2020. The total funding of £3m provides some sustainability to meeting the costs of these additional posts and allows time to build permanency into the Council's financial strategy.

7. Other Implications

7.1. There are no implications for sustainability in terms of the information contained in this report.

8. Equality Impact Assessment and Consultation Arrangements

8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.

8.2. There is also no requirement to undertake any consultation in terms of the information contained in this report.

Tony McDaid

Executive Director (Education Resources)

Paul Manning

Executive Director (Finance and Corporate Resources)

12 March 2018

Link(s) to Council Values/Ambitions/Objectives

♦ Accountable, Effective, Efficient and Transparent

Previous References

♦ South Lanarkshire Council, 28 February 2018

List of Background Papers

♦ Local Government Finance (Scotland) Order 2018

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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