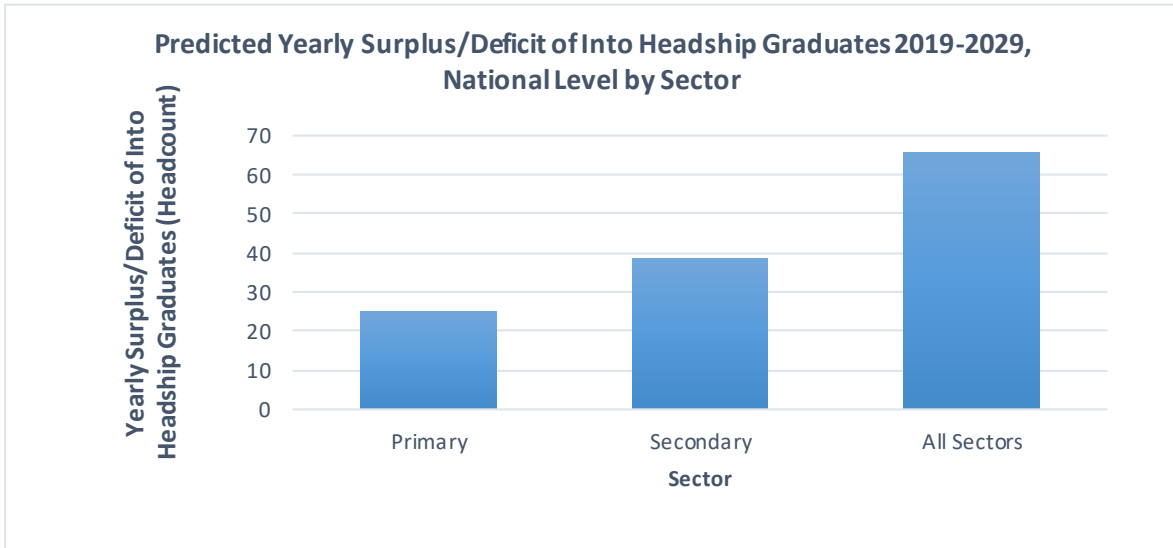


Headteacher recruitment future planning

1. The purpose of this paper is to assist local authorities in planning for the future supply of headteachers who have completed the Into Headship qualification and been awarded the Standard for Headship by the GTCS. Holding the Standard for Headship will be a mandatory requirement, for all new permanent headteacher appointments from August 2020.
2. This data provides an estimated projection of the headteacher pipeline at national and local level, compared to anticipated vacancies. The data used is:
 - 2018 Teacher Census data on number of primary and secondary headteachers aged over 50 and therefore likely to be retiring in the next 10 years
 - Education Scotland data on the numbers of Into Headship participants from the primary and secondary stages
 - The 2018 permanent teacher vacancy data provided to the Scottish Government by local authorities
3. The estimated projection are for illustrative purposes and therefore does not take into account:
 - Headteachers aged under 50 who may leave the profession
 - Teachers who hold the Standard for Headship but are not in headship posts
 - Headteacher vacancies currently filled by temporary appointment

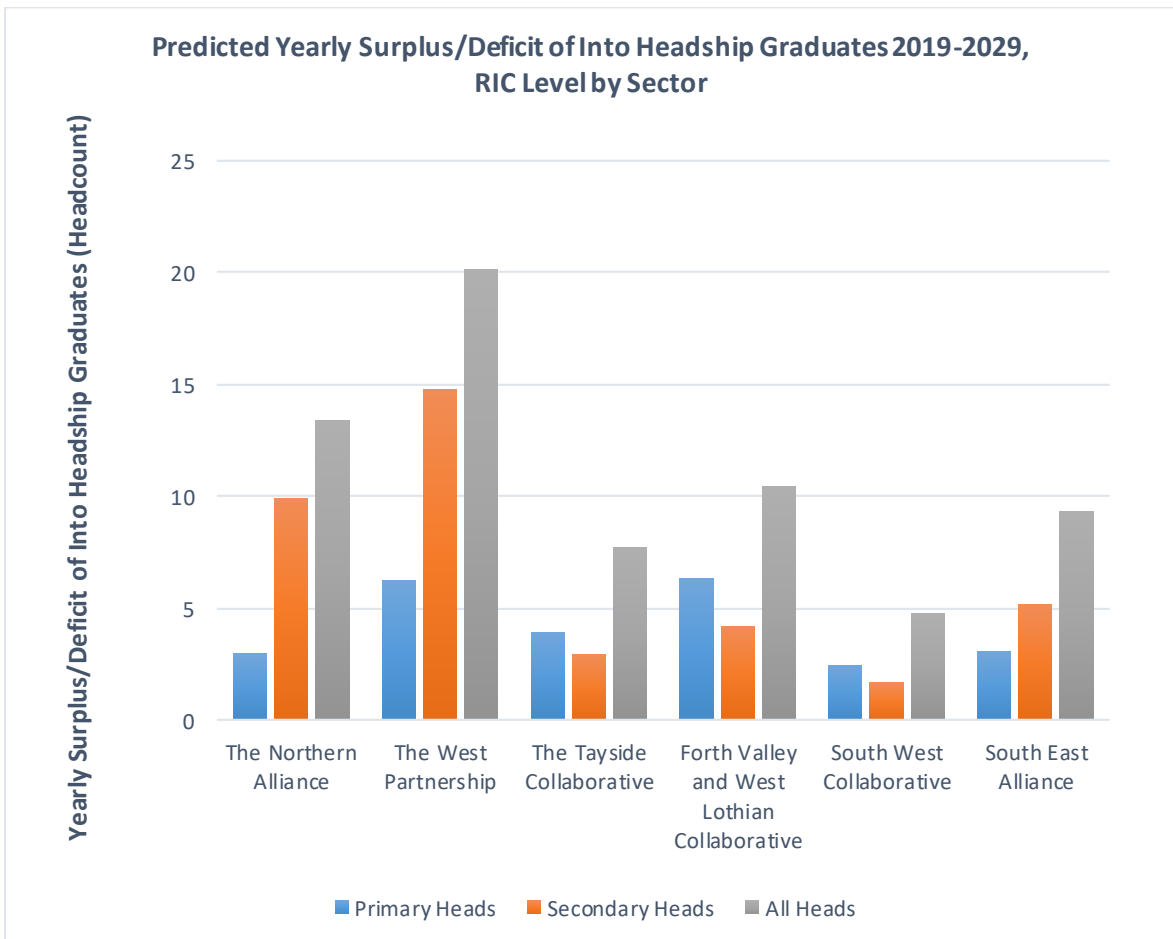
The national picture

4. The table below indicates that at national level the number of teachers progressing through the Into Headship qualification should be sufficient to fill anticipated vacancies due to headteacher retirement between 2019-2024 and 2025-2029. The numbers are however relatively small and therefore may not provide for a sufficient level of choice of applicants for individual posts although we have seen a slight improvement this year on the previous year's figures.
5. The surplus of primary headteachers is significantly smaller than the secondary headteacher surplus however based on the 2019 estimated intake to the Into Headship programme we are seeing an increase in uptake from the primary sector. The national picture is also not representative of fluctuations at local level.



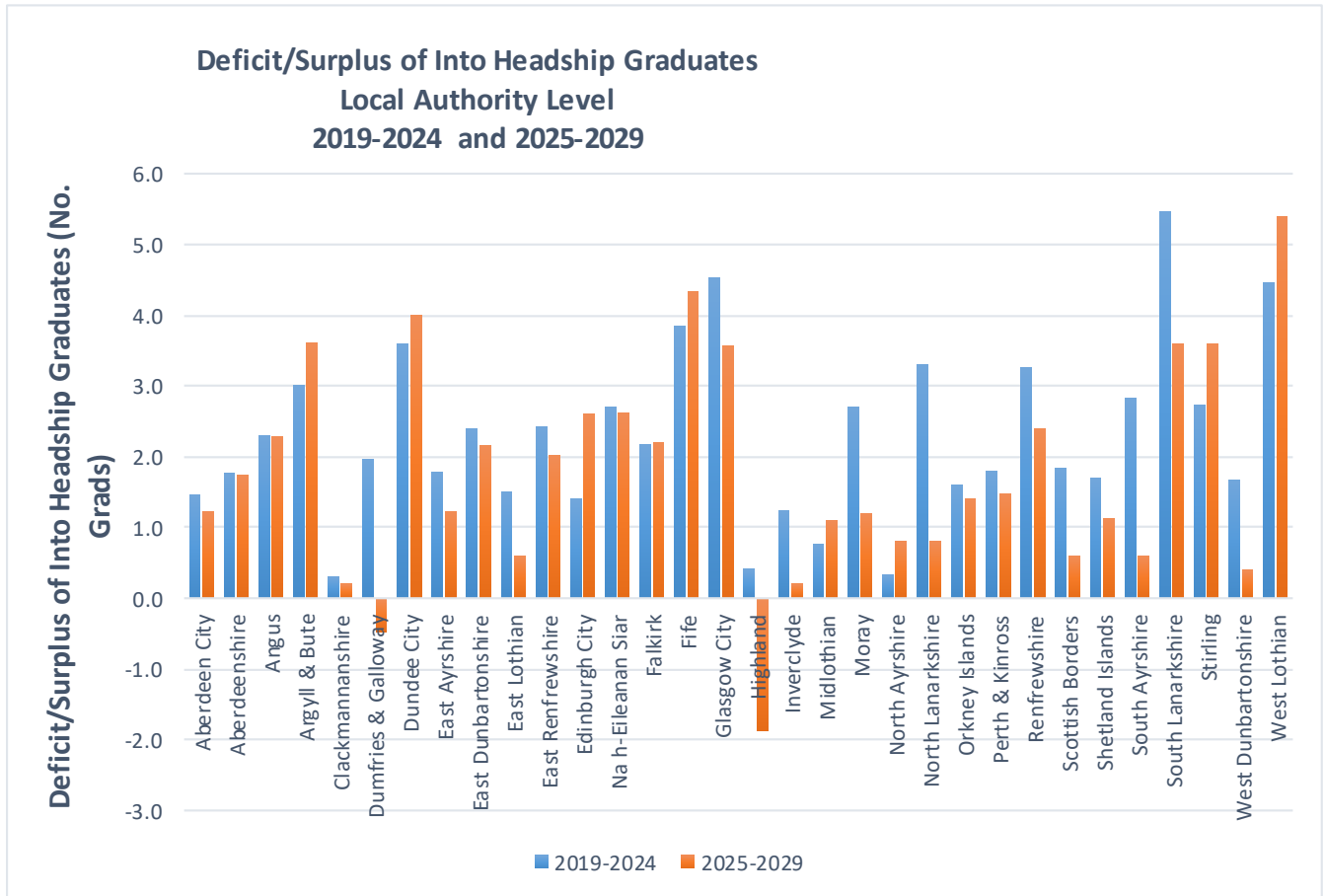
Regional Improvement Collaborative (RIC) Level

6. The table below sets out the surplus/deficit predictions at RIC level by sector and offers greater intelligence to support local planning in partnership with other authorities.

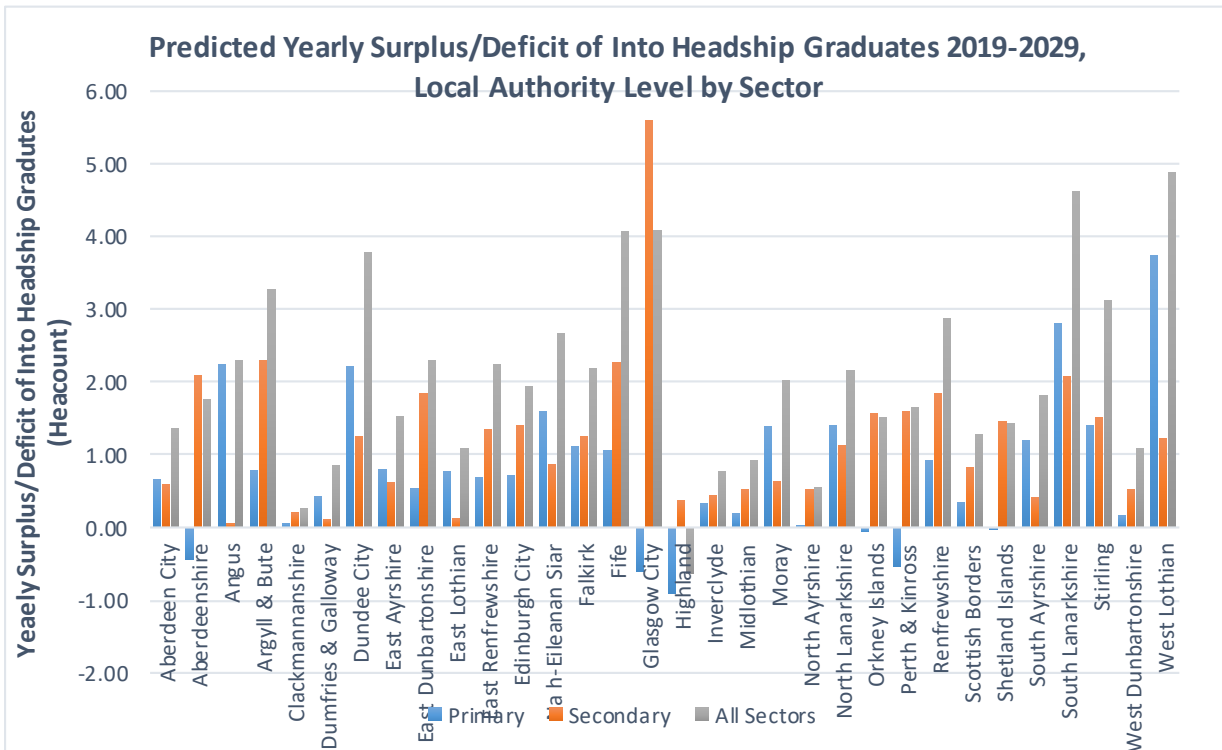


Projections at local authority level

7. To get a better understanding of the data and how the projections could inform and assist succession planning at local authority level the table below provides details of the deficit/surplus of Into Headship graduates at local authority level.



8. While looking at the projections at local level, authorities will wish to consider the impact of headteacher retirement across both the primary and secondary sectors. The table below provides the sector split which suggests a deficit of headteachers in the primary sector in a number of local authorities. This may require authorities to review the selection of current teachers who are being put forward for the Into Headship qualification and to more proactively encourage teachers from the primary sector to consider headship as a career option.



9. In 2018 local authorities provided data to the Scottish Government on permanent teacher vacancies. The table below compares the number of permanent headteacher vacancies with the average size of the Into Headship cohorts. At a national level, the national vacancy total for 2018 was 61 with the average Into Headship cohort being 151.

10. It should be noted that that the vacancy figures are only vacancies listed for more than 3 months and are not formal statistics.

