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## **Enclosure 01 – Email, RE: Education funding - budget implications, and working together**

**From:** Director of Learning <DirectorofLearning@gov.scot>  
**Sent:** 18 January 2023 16:53  
**To:** Sarah Watters <sarah@cosla.gov.uk>; Anson S (Sam) <Sam.Anson@gov.scot>; Taylor A (Alison) <Alison.Taylor@gov.scot>; [Redacted s38(1)(b)]@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>  
**Cc:** Simon Cameron <simonc@cosla.gov.uk>; [Redacted s38(1)(b)]@cosla.gov.uk>; [Redacted s38(1)(b)]@cosla.gov.uk>  
**Subject:** RE: Education funding - budget implications, and working together

Hi Sarah

Many thanks for getting in touch about this. I really welcome this opportunity for us to get together so discuss these issues and the various challenges ahead.

The agenda looks good. Could we add:

- Our approach to getting feedback/evidence on progress with specific priorities

Under the item on 'strategic policy priorities' it would be helpful to talk about FSM expansion, the "additionality" aspect of SAC and PEF funding particularly in relation to teacher numbers.

I can meet at Verity House on Thursday 26<sup>th</sup> 2-5pm. Subject to availability I would want Sam, Alison and [Redacted s38(1)(b)] to attend too please (copied).

Best wishes  
Graeme.

**From:** Sarah Watters <sarah@cosla.gov.uk>  
**Sent:** 18 January 2023 15:55  
**To:** Director of Learning <DirectorofLearning@gov.scot>; Anson S (Sam) <Sam.Anson@gov.scot>  
**Cc:** Simon Cameron <simonc@cosla.gov.uk>; [Redacted s38(1)(b)]@cosla.gov.uk>; [Redacted s38(1)(b)]@cosla.gov.uk>  
**Subject:** Education funding - budget implications, and working together

Hi Graeme

As discussed, it would be really helpful to meet in person to discuss the current issues in relation to budget and how we work together, especially in the context of the ET/SMT discussions we have been having (It was unfortunate that Joe had to leave yesterday)

We would be happy to host at Verity House next Thursday PM (26<sup>th</sup>) - once we have numbers from you, we can get a room but we have a few options.

Could we suggest 26<sup>th</sup>, 2-5pm, and agree a fairly limited agenda so that we can really get into the trickier stuff.

From our perspective, we would want to discuss:

- Budget 23/24- reasons behind SG decisions; how it felt for us; implications.
- Strategic issues facing Education.

- Recruitment, Retention (and teacher numbers)
- Teachers pay – 22/23 and 23/24
- Strategic policy priorities
- Political relations
- Working together (at officer level)

Look forward to hearing from you

Sarha

**Sarah Watters**

Director – Membership and Resources

**COSLA**

CONVENTION OF SCOTTISH LOCAL AUTHORITIES

[www.cosla.gov.uk](http://www.cosla.gov.uk)

Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH

Tel: 0131 [Redacted s38(1)(b)]

Mob: 0777 [Redacted s38(1)(b)]

Email: [sarah@cosla.gov.uk](mailto:sarah@cosla.gov.uk)

**Enclosure 02 – Email, RE: Teachers - immediate**

**From:** Sally Loudon <sally@cosla.gov.uk>

**Sent:** 25 January 2023 11:24

**To:** Anson S (Sam) <Sam.Anson@gov.scot>; Sarah Watters <sarah@cosla.gov.uk>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>; Logan G (Graeme)

<Graeme.Logan@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>

**Cc:** Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing

<DirectorForLocalGovernmentandHousing@gov.scot>; DG Communities

<DGCommunities@gov.scot>; DG Education & Justice <dgej@gov.scot>

**Subject:** RE: Teachers - immediate

Thanks Sam

We have briefed Group Leaders and Cllrs Buchanan and Haggman on that basis and will await the outcome of the discussion with Ms Somerville.

It will be of no surprise to you that LG is extremely concerned about these proposals and this will be discussed this afternoon.

Best wishes

Sally

**From:** Sam.Anson@gov.scot <Sam.Anson@gov.scot>

**Sent:** 25 January 2023 10:51

**To:** Sarah Watters <sarah@cosla.gov.uk>; Paul.Johnston@gov.scot; Joe.Griffin@gov.scot;

Graeme.Logan@gov.scot; DirectorofLearning@gov.scot

**Cc:** Sally Loudon <sally@cosla.gov.uk>; Ellen.Leaver@gov.scot;

DirectorForLocalGovernment&Housing@gov.scot; DGCommunities@gov.scot; dgej@gov.scot

**Subject:** RE: Teachers - immediate

That FM had indicated her preferences. I still feel that a discussion between Cab Sec and relevant COSLA spokespeople is the right and proper next step.

**Sam Anson (he/him) | DD: Workforce, Infrastructure & Digital | Learning Directorate | 07399 [Redacted s38(1)(b)]**

**From:** Sarah Watters <sarah@cosla.gov.uk>

**Sent:** 25 January 2023 10:49

**To:** Anson S (Sam) <Sam.Anson@gov.scot>; Johnston P (Paul) <Paul.Johnston@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>; Logan G (Graeme) <Graeme.Logan@gov.scot>; Director of Learning <DirectorofLearning@gov.scot>

**Cc:** Sally Loudon <sally@cosla.gov.uk>; Leaver E (Ellen) <Ellen.Leaver@gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing@gov.scot>; DG Communities

<DGCommunities@gov.scot>; DG Education & Justice <dgej@gov.scot>

**Subject:** RE: Teachers - immediate

**Subject:** RE: Teachers - immediate

Thanks Sam

[Redacted s30(b)(ii)]

Sarah

**From:** Sam.Ansongov.scot <Sam.Ansongov.scot>

**Sent:** 25 January 2023 10:39

**To:** Paul.Johnstongov.scot; Joe.Griffin.gov.scot; Graeme.Logan.gov.scot;  
DirectorofLearning.gov.scot

**Cc:** Sally Loudon <sally@cosla.gov.uk>; Ellen.Leaver.gov.scot;  
DirectorForLocalGovernment&Housing.gov.scot; Sarah Watters <sarah@cosla.gov.uk>;  
DGCommunities.gov.scot; dgej.gov.scot

**Subject:** RE: Teachers - immediate

All,

[Redacted s30(b)(ii)]

Sam

**Sam Anson (he/him) | DD: Workforce, Infrastructure & Digital | Learning Directorate | 07399 [Redacted s38(1)(b)]**

**From:** Johnston P (Paul) <Paul.Johnstongov.scot>

**Sent:** 25 January 2023 10:29

**To:** Griffin J (Joe) <Joe.Griffin.gov.scot>; Anson S (Sam) <Sam.Ansongov.scot>; Logan G (Graeme) <Graeme.Logan.gov.scot>

**Cc:** Sally Loudon <sally@cosla.gov.uk>; Leaver E (Ellen) <Ellen.Leaver.gov.scot>; Director for Local Government and Housing <DirectorForLocalGovernment&Housing.gov.scot>; Sarah Watters <sarah@cosla.gov.uk>; DG Communities <DGCommunities.gov.scot>; DG Education & Justice <dgej.gov.scot>

**Subject:** Teachers - immediate

Joe, Graeme, Sam

[Redacted s30(b)(ii)]

Thanks

Paul

Paul Johnston  
Director General Communities  
Scottish Government

07957 [Redacted s38(1)(b)]

## **Enclosure 03 – Email, FW: Letter from COSLA Spokespersons**

**From:** [Redacted s38(1)(b)]@gov.scot> **On Behalf Of** Cabinet Secretary for Education and Skills  
**Sent:** 26 January 2023 17:40  
**To:** Director of Learning <DirectorofLearning@gov.scot>  
**Cc:** Cabinet Secretary for Education and Skills <CabSecES@gov.scot>; DG Education & Justice <dgej@gov.scot>; Anson S (Sam) <Sam.Anson@gov.scot>; [Redacted s38(1)(b)]@gov.scot>; [Redacted s38(1)(b)]@gov.scot>; Livey D (David) <David.Livey@gov.scot>  
**Subject:** FW: Letter from COSLA Spokespersons  
**Importance:** High

Graeme

To see attached letter from Cllrs Buchanan and Hagmann following yesterday's meeting. The letter does not specifically request a response but infers they will write further following Leaders mtg tomorrow.

Many thanks.

[Redacted s38(1)(b)]

Private Secretary to Cabinet Secretary for Education & Skills

T: 0131 244 2513 | M: 07920 [Redacted s38(1)(b)] | E: cabsecES@gov.scot

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**From:** [Redacted s38(1)(b)]@cosla.gov.uk>

**Sent:** 26 January 2023 17:26

**To:** Cabinet Secretary for Education and Skills <CabSecES@gov.scot>

**Cc:** Sarah Watters <sarah@cosla.gov.uk>; Simon Cameron <simonc@cosla.gov.uk>; [Redacted s38(1)(b)]@cosla.gov.uk>

**Subject:** Letter from COSLA Spokespersons

**Importance:** High

Good Afternoon,

Please find attached a letter from COSLA Resources, and Children and Young People Spokespersons, Cllr Katie Hagmann, and Cllr Tony Buchanan, for the attention of Ms Somerville.

I would be grateful if you could please confirm receipt.

Many thanks

[Redacted s38(1)(b)]

**[Redacted s38(1)(b)]**

PA to Chief Executive, Senior Management Team and Presidential Team

COSLA  
Verity House  
19 Haymarket Yards  
Edinburgh  
EH12 5BH

☎0131 **[Redacted s38(1)(b)]** or 07875 **[Redacted s38(1)(b)]**

**[Redacted s38(1)(b)]**@cosla.gov.uk

## Enclosure 03.1 – PDF Attachment

**Text of letter date 26 January 2023:**

Dear Shirley-Anne,

Further to our call on 25<sup>th</sup> January, we wanted to write to you to clarify some of the points raised by you and your officials. It is imperative to fully understand your position on these matters so as to ensure Leaders are clear about the terms under which we are working together for the benefit of children and young people across Scotland.

We believe, at the core, there is a difference in the expectation between the Scottish Government and Local Government on the additionality that the £145.5m provides in terms of teaching and, importantly, support staff. One of the key challenges with this additional funding has been its iterative allocation, with differing pots of funding being provided over a three-year period with a number of different stated policy intents.

We understand that the census can be viewed as a useful snapshot of progress and it does demonstrate a substantial increase since 2019, with an additional 2,040 teacher in the system. However, it does not present the full picture, nor was it our understanding that it would be used to monitor the use of the £145.5m. Instead, what was agreed through our joint governance process for funding was that a simple collection exercise would be designed jointly. We also understand that many councils have, since the census, updated their figures and we would be very keen to work with you to review the figures, which we believe will provide us with invaluable insight into the recruitment and retention challenges facing many of our councils (which further impact the overall picture).

We also wanted to highlight to you the challenges facing councils in recruiting teachers qualified in the required curriculum areas. Many councils are also reporting difficulties in attracting such candidates for particular subjects, and certain geographic areas. In the period Aug to Dec 2022, there were a total of 1155 teaching jobs advertised on MyJobScotland across 27 Councils. Of these, 630 were for permanent posts, 282 were fixed term and 243 were temporary. This resulted in 1120 candidates being appointed (613 permanent appointments, 270 fixed term and 237 temporary). Overall there were 13,174 applications made. As of 16<sup>th</sup> January there are 232 vacancies across 27 Councils in Scotland for teachers. This is made up of 142 permanent posts, 49 fixed term and 41 temporary demonstrating that Councils continue to recruit actively and are seeking to fill posts on a permanent basis versus temporary appointments.

We also believe that there is insufficient recognition that the £145.5m was also for a pupil support staff resource. From Local Financial Returns (LFR) and Projected Outturn Budget Estimate (POBE), **School Non-teaching staff expenditure (£000)** has shown an increase year on year:

	19/20 LFR	20/21 LFR	21/22 PO	22/23 BE
Total School Non-Teaching Staff	1,227,360	1,305,982	1,352,313	1,380,168
		+78,622	+46,331	+27,855

When looking at these figures, it should be noted that there were significant additional COVID funding awarded on both 19/20 and 20/21 which will have been allocated across



all LFR/POBE lines across all councils. However, it is clear that this has been an area of investment by Local Government, due to the value councils place on non-teaching staff in improving outcomes for children and young people, enabled by both tranches of funding across 2020 onwards.

As we re-iterated yesterday, the interventions you outlined will have ramification across wider education services (excluding teachers) and other parts of Local Government that support the wider attainment, health and wellbeing of children and young people, and their families.

As we highlighted when we spoke yesterday, we will be discussing the Scottish Government's proposed interventions with COSLA Leaders at their meeting tomorrow and are likely to be in contact again following that meeting.

Yours sincerely,

Cllr Tony Buchanan

Cllr Katie Hagmann

**Children and Young People Spokesperson**

**Resources Spokesperson**