

ABERDEEN CITY COUNCIL

COMMITTEE	Education and Children's Services
DATE	26 January 2017
DIRECTOR	Gayle Gorman
TITLE OF REPORT	Recruitment and Selection Procedures for Teachers: Bi-Annual Update
REPORT NUMBER	ECS/17/009
CHECKLIST COMPLETED	Yes

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide Committee with an update on the recruitment and selection process for teachers which allows new employees to take up post without the need for the Council to have received an approved PVG Disclosure form, which demonstrates that there is nothing to bar an individual working with children and young people.

2. RECOMMENDATION(S)

- 2.1 It is recommended that Committee agree:
- (i) That the existing arrangements which allow teaching staff to be employed prior to the PVG Disclosure procedures being completed and a PVG form being received by the Council is stood down with immediate effect;
 - (ii) That, with immediate effect, all new employees appointed to teaching posts will not take up employment with the Council until a PVG form has been received and approved by the appropriate officer(s), which is in line with the corporate policy; and
 - (iii) Otherwise note the content of this report.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial consequences arising from the implementation of the recommended change to teacher recruitment procedures.

4 OTHER IMPLICATIONS

Human Resources

- 4.1 At present there is 1 individual teacher who is yet to receive a PVG form for their employment with the Council, although all hold recent PVG forms from their previous employer or the General Teaching Council for Scotland.
- 4.2 Should Committee agree to the recommendations set out in Section 2 of this report, new procedures will be issued to all Head Teachers instructing them that on no circumstances should any individual commence employment in a teaching post without the Council having first received a satisfactory enhanced PVG form. This will bring the Education Service into line with all other Council Services.

5. BACKGROUND/MAIN ISSUES

- 5.1 For some time the Council has carried a high level of vacancies in its teaching posts. As at 14 December 2016, there were 102.00 FTE teaching vacancies, split across the following sectors:

SECTOR	TEACHING VACANCIES (FTE)
Primary	73.00
Secondary	29.00
	102.00

- 5.2 Included in the above figures are 16.00 FTE vacant Primary Head Teacher posts which represents 34% of the Primary total. A recent publication from the Scottish Government on the number of teacher vacancies has highlighted that Aberdeen City Council has the highest number of vacant teaching posts in Scotland.
- 5.3 Recognising the high levels of vacant teaching posts, previous reports to the Finance, Policy and Resources and Education and Children's Services Committees have outlined the processes which were put in place to ensure that suitably qualified candidates could start at the earliest opportunity. This required the following actions to be in place:
- The preferred candidate to have a recent enhanced PVG form from either GTCS or their former employer; and

- The school to have completed a risk assessment on the mitigating actions which would be in place prior to the individual starting employment; and
- An application made to Disclosure Scotland for an enhanced PVG prior to the individual commencing employment.

5.4 Since the reports to the June cycle of Committee meetings, a major investigation has begun into allegations of historical sexual abuse within the world of football in both England and Scotland. It is therefore felt necessary that the Council should amend the currently approved procedures in place for Education Services in respect of the appointment of teachers. Although there has never been a case of any individual employed as a teacher under the current scheme having been accused of any inappropriate behaviour of a sexual nature, it is believed that adopting the Council wide policy relating to individuals who work with children and young people will ensure the most stringent procedures possible are in place. Should Committee agree to the recommendations set out in Section 2 above, they will be implemented with immediate effect.

6. IMPACT

6.1 Improving Staff Experience

This will ensure that any new teachers employed by the Council can take up post without the need for mitigating actions having to be put into place until an enhanced PVG form has been received by the Council. This will improve the ability for other staff to be deployed to other functions which enhance learning and teaching.

The counter point is that it may take additional time for staff to take up the length of time for a PVG to be returned to the Council can vary but in general is greater than 2 weeks.

6.2 Improving Customer Experience

Adopting the corporate recruitment policy will improve the safety of all children and young people attending Aberdeen schools.

6.3 Improving our use of Resources

As stated above, having staff deployed to learning and teaching functions rather than overseeing other staff delivers better value and use of resources.

6.4 Corporate

This change in practice will bring schools into line with the corporate policy.

7. MANAGEMENT OF RISK

- 7.1 Adoption of the corporate policy will minimise the risk of children and young people being placed in harm.

8. BACKGROUND PAPERS

Education and Children's Services Committee – 2 June 2016 - Recruitment and Selection Procedures for Teachers – Referral from the Audit and Risk Committee of 9 March 2016.

Finance Policy and Resources Committee – 7 June 2016 - Recruitment and Selection Procedures for Teachers – Referral from the Audit and Risk Committee of 9 March 2016

9. REPORT AUTHOR DETAILS

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