



executive summary

Soulbury workforce survey 2011

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The Soulbury workforce survey was conducted in Spring 2011 and received responses from 57 local authorities (33 per cent) in England and Wales. The responses were grossed to the equivalent of a 100 per cent response to produce the analysis in this report (unless otherwise stated). The main findings are summarised below. Summary Table A also provides an overview of the analysis. Please note that there is no previous data available for educational improvement professionals. In line with changes to the Soulbury Report, the category of educational improvement professionals combines the pre-existing educational advisers/inspectors and other school improvement officers categories as part of the main Soulbury Workforce. As a result, caution should be applied when making comparisons between earlier Soulbury Survey Workforce datasets and the 2011 dataset. Changes to the data collection format in 2011 means that the percentages of LAs experiencing recruitment difficulties (Table 14i) are not comparable with previous surveys. Furthermore, due to the lower response rate achieved in 2011, survey findings may not fully reflect all issues concerning the Soulbury workforce nationally.



Workforce structure

- A total of approximately 9,952 Soulbury staff were employed by local authorities on 1 January 2011. This total excludes an estimated 2,241 of 'other' staff who form part of the Soulbury workforce, such as advisory teachers and heads of service, which include roles such as deputy heads of data protection and heads of school library services and education centres (see tables 22 onwards). Of the total number of Soulbury staff employed, 6,587 (66 per cent) were educational improvement professionals. There were 2,626 (26 per cent) educational psychologists and 739 (seven per cent) young people's/community service managers. Just over three-quarters (77 per cent) of staff were full time. Young people's/community service managers had the largest proportion of full-time staff, at 89 per cent, followed by education improvement professionals (83 per cent) and educational psychologists (58 per cent).
- Overall, 47 per cent of Soulbury staff were main grade. Consultants¹ represented 21 per cent and senior staff represented 19 per cent. Eight per cent were principal/leading staff and three per cent were paid on national scales other than Soulbury, or local scales.
- The Soulbury establishment had a total of 10,205 posts on 1 January 2011, of which 253 (2.5 per cent) posts were vacant.
- The total full-time employment of educational improvement professionals decreased by 14 percentage points between 2007 and 2011. Employment of full-time educational psychologists decreased by 13 percentage points between 2007 and 2011, while there was an increase of 63 percentage points for young people's/community service managers between this period. It should be noted that this substantial increase, which includes a notable increase in part-time staff, is not necessarily indicative of activity across all authorities nationally. Young people's services within some authorities have been integrated, which could also explain this increase.

Workforce characteristics

- Over three-quarters (77 per cent) of educational psychologists were female, as were 72 per cent of educational improvement professionals and 60 per cent of young people's/community service managers. There was no increase in the number of female educational psychologists between 2007 and 2011, although the numbers of female young people's/community service managers had increased to 60 per cent (compared to 49 per cent in 2007). The proportion of female staff was (often considerably) higher than males across all grades and roles, except for principal educational psychologists (54 per cent were male and 46 per cent were female).
- Ethnic minority groups represented a small proportion of Soulbury staff. This was highest amongst young people's/community service managers (16 per cent), followed by educational psychologists (eight per cent) and educational improvement professionals (five per cent).
- The average age of educational psychologists was 46 years and remained the same between 2007 and 2011. For young people's/community service managers, there was a slight decrease from 49 to 48 years during this period. The average age for educational improvement professionals was 50 years. There was a slight fall in the proportion of educational psychologists and young people's/community service managers aged 45-54 years, and in the proportion of young people's/community service managers aged 55 years or more.
- The average length of service for staff within their current LA stood at seven years for both educational improvement professionals and educational psychologists, and four years for young people's/community service managers.

- In 2011, 29 per cent of educational improvement professionals had held classroom teaching posts prior to their Soulbury posts, while 24 per cent had been educational improvement professionals in another LA. A large proportion of educational psychologists (62 per cent) had held a similar post in another LA, an increase compared to 2007 (53 per cent). Most young people's/community service managers had held other public sector roles (42 per cent), an increase from 2007.

Recruitment and retention

- There were 2.8 per cent of educational improvement professional posts vacant on 1 January 2011. The proportion of educational psychologists' vacancies decreased to 1.9 per cent, down from 3.0 per cent in 2007. Young people's/community service manager vacancies decreased slightly to 1.3, down from 1.7 per cent in 2007.
- The annual turnover rate stood at 14.0 per cent for educational improvement professionals. The turnover rate for psychologists was 6.0 per cent, a similar proportion to 2007 (6.1 per cent), while the young people's/community service managers' turnover rate rose to 13.2 per cent, compared to 5.5 per cent in 2007.
- The annual start rate for educational improvement professionals was 12.5 per cent. For psychologists, there was a rise from 3.4 per cent in 2007 to 11.4 per cent in 2011, and an even sharper rise from 3.4 per cent to 25.4 per cent for young people's/community service managers.
- Vacancy rates for educational improvement professionals and psychologists varied across regions, but did not rise above 5.5 per cent and 6.1 per cent respectively. The only regional vacancies for young people's/community service managers were in Greater London (3.3 per cent) and the Eastern region (11.0 per cent). Turnover rates varied considerably for all job categories between regions and, to a lesser extent, types of authority.
- The most common destination for education improvement professionals leaving in the 12 months prior to 1 January 2011 was retirement (either through premature retirement, ill health or at the normal age), accounting for 15 per cent of leavers. Similarly, the most common destination for educational psychologists was also retirement (at the normal age or prematurely), representing 20 per cent of leavers.
- Sixteen per cent (nine respondents) of LAs that responded had experienced recruitment difficulties over the last year.
- 20 of the nine LAs reporting recruitment difficulties, the main posts affected were senior educational improvement professionals (33 per cent), followed by main grade psychologists, main grade educational improvement professionals, senior psychologists, and principal educational improvement professionals (all at 22 per cent respectively). The main reasons given for difficulties were the inadequate number of applicants (67 per cent) and a general shortage of applicants (33 per cent). The main response taken by LAs to recruitment difficulties was to re-grade the post (56 per cent), followed by re-advertising (44 per cent).

Remuneration

- The total annual pay bill for Soulbury staff, stood at £440.9 million³ on 1 January 2011.
- The average salary of full-time young people's/community service managers increased by 12 percentage points since the 2007 survey, which did not take into account the 2007 national pay award or the extension of the national salary spines to accommodate the third structured professional assessment (SPA) point. There was an increase of eight percentage points for full-time educational psychologists over the same period.

- Sixty per cent of educational improvement professionals, 78 per cent of educational psychologists and 45 per cent of young people's/community service officers had received one or more structured professional assessment points.
- Similarly with previous years, the main benefits available to Soulbury staff were essential car user schemes and relocation/removal expenses across all job categories. There was a notable decrease in the proportions of young people's/community service managers in receipt of these main benefits, compared to 2007. Few staff across all job types were offered a free car lease, free or subsidised health insurance, mortgage subsidies or equity share schemes.

Other staff

- On 1 January 2011, approximately 2,241 staff were paid on Soulbury scales in roles other than educational improvement professionals, psychologists and young people's/community service managers. This highlights an 11 percentage point decrease since 2007. The four main groups in the 'other' category include advisory teachers (eight per cent), teachers (59 per cent), heads of service, which include roles such as deputy heads of data protection and heads of school library services and education centres (one per cent) and headteachers/deputies and principals/vice principals (eight per cent). This highlights a shift in the higher proportion of teachers and the lower proportion of advisory teachers on the Soulbury scale in 2011, compared to 2007.
- Just under three-quarters (73 per cent) of 'other' staff were full time, 73 per cent of these were female, and six per cent were from ethnic minority backgrounds. These proportions are largely similar to those in 2007. The average age of this group was 52 years, the average length of time in post was 12 years with the most frequently reported previous post being in teaching (81 per cent), showing a steady increase on 2007 figures. The average full-time annual salary was £39,919 and the total annual pay bill was £76.7 million⁴. Ninety five per cent of staff did not receive any structured professional assessment (SPA) points and the main benefits available were the essential car user schemes (ten per cent of staff) and relocation expenses (seven per cent of staff).



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