

A photograph of a female teacher with short dark hair, wearing a light green cardigan over a striped shirt and tan trousers. She is smiling and holding a pen. In the background, a whiteboard is visible, and several students' hands are raised, indicating an interactive classroom setting. The image is partially overlaid with a purple gradient on the left and bottom edges.

Teacher resignation and recruitment survey *report no. 41*



Teacher resignation and recruitment survey

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Executive summary

This summary presents the findings from the annual survey of resignations and recruitment in the teaching workforce which the National Foundation for Educational Research (NFER) undertook on behalf of the National Employers' Organisation for School Teachers (NEOST), together with the teacher unions and Local Government Association (LGA), and with the support of the Department for Children, Schools and Families (DCSF).

The survey was carried out between January and March 2009 and the findings are based on responses from 1976 schools (54% response rate). The survey of sixth form colleges was conducted by LGA at the same time and 73 of the 93 sixth form colleges who were sent a survey responded (78%).

In January of each year, the survey referred to as 618G, has been conducted by DCSF. This survey includes the collection of the number of teachers employed in maintained schools. This data has been used in previous years to undertake grossing of the data from this teacher resignation and recruitment survey in order to provide national figures.

Overall turnover and recruitment

There were a total of 55,481 resignations of full- and part-time, permanent and fixed-term contract/temporary teachers from maintained primary and secondary schools in 2008. This equated to a turnover rate of 11.7% which was similar to the turnover rate in 2006 (11.9%).

For full-time teachers in primary and secondary schools in 2008, the turnover rate was 11.8% and among part-time staff in both sectors, the turnover rate was 11.3%.

A total of 57,910 full- and part-time teachers on permanent and fixed-term/temporary contracts were recruited to local authority maintained primary and secondary schools in 2008. This reflected a recruitment rate of 12.2% which was similar to the rate in 2006 (11.9%).

Among full-time teachers, the recruitment rate was 12.9% which was similar to the rate in 2006 when the rate was 12.3%. For part-time teachers, the recruitment rate was 9.4% which was slightly lower than in 2006 (10.0%) which, in turn, had been lower than in 2005 (13.6%).

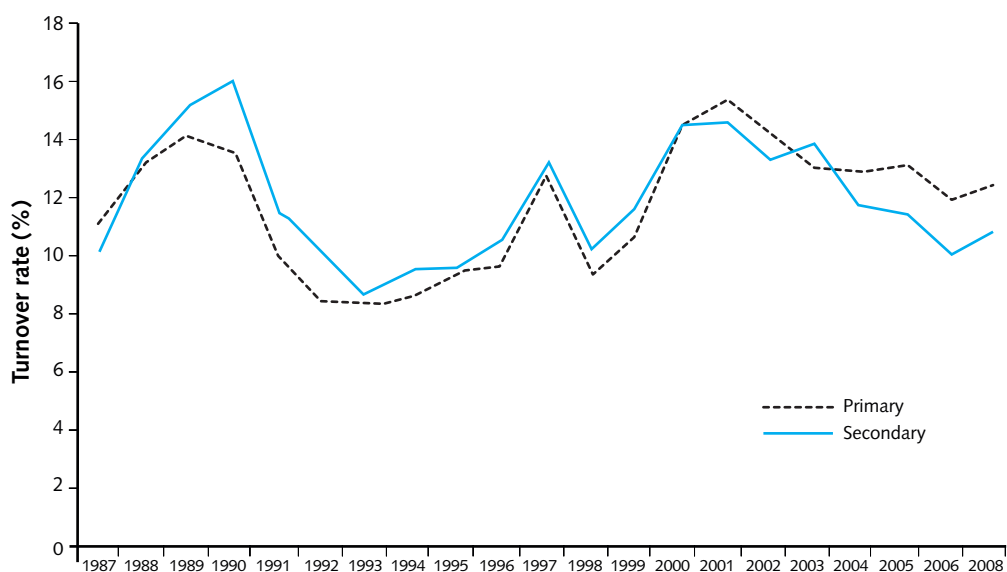
Turnover of full-time permanent teachers from local authority schools

In primary and secondary schools, the turnover rate among permanent teachers in 2008 was 10.5% for full-time staff compared with 9.8% in 2006.

The turnover rate in primary schools (9.7%) and in secondary schools (11.1%) was higher than was the case in 2006 (8.9% and 10.5% respectively).

Figure 1 illustrates the change over time in the turnover of full-time permanent teachers in maintained schools from 1985, when the survey was first conducted, to 2008. (Note: the survey was not conducted in 2007.) While the turnover rates have declined over a number of years since 2001, in 2008 the figures increased slightly.

Figure 1 Changes in full-time permanent teacher turnover (1987–2008)



The regions with the highest turnover rates in primary schools in 2008 were the South East (12.0%), Yorkshire and the Humber (11.2%), Greater London (11.0%), Eastern region (10.5%) and the North East (10.4%). This is a change from 2006, when the area with the highest turnover was Greater London.

In the secondary sector, the highest turnover rates were also in the Eastern region (14.1%), Greater London (13.9%) and the South East (12.4%) and, in addition, the East Midlands (12.6%). As was the case in 2006, Wales had the lowest turnover rates in both the primary (3.0%) and secondary (6.6%) sectors.

In relation to the main teaching subject, in 2008 as in 2006, IT teachers experienced the highest turnover (26.8%) while the lowest turnover continued to be in art, craft and design (7.4%). The turnover rate increased in twelve of the nineteen subjects and this increase was largest among social science teachers.

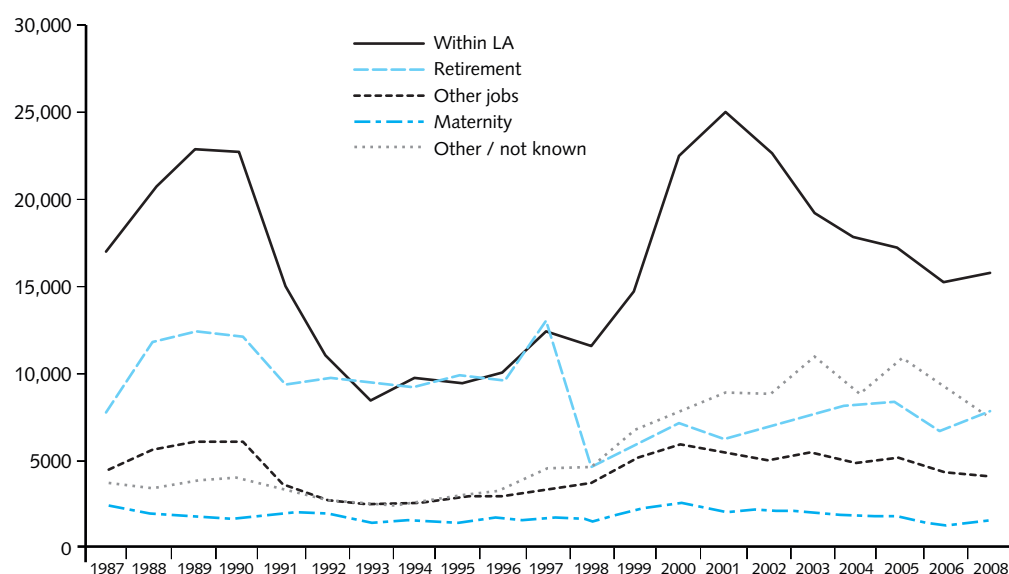
As might be expected, the highest rate of turnover in primary schools (100.8%*) and secondary schools (81.4%) occurred in the age group that included teachers aged 60 and over. As was the case in 2006, teachers in the 40–49 age group were least likely to leave as this age group experienced turnover rates of 6.5% in primary schools and 7.3% in secondary schools.

Full-time permanent teachers in the primary and secondary sectors most commonly moved to another position within the local authority sector (4.4% of the teaching population). The second most common reason was retirement (2.2%).

Figure 2 shows the destinations to which resigning full-time permanent teachers moved during 2008. It shows that the number of teachers who moved to another job within the maintained sector peaked in 2001, and that from 2001 to 2006 there has been a decline in the number of teachers making this transition. This decline reversed slightly in 2008.

*Turnover rates are calculated from the number of teachers resigning derived from the grossed numbers from the 2008 survey, divided by the number of teachers in the populations in 2007 from the DCSF figures. Since the numbers pertain to different time points, they can result in percentages greater than 100.

Figure 2 Destinations of full-time permanent resigning teachers (1987–2008)



Turnover and recruitment of part-time permanent teachers in local authority schools

The turnover rate for part-time permanent teachers in 2008 was 8.5% which was the same as in 2006. In primary schools, the turnover rate in 2008 was 7.6% which was similar to the figure in 2006 (7.3%) while secondary schools experienced a turnover rate of 10.0% which was also similar to the rate in 2006 (10.4%).

In 2008, the recruitment rate for part-time permanent teachers in primary and secondary schools was 3.9%. For primary schools the rate was 3.3% which was similar to the rate in 2006 (3.5%) while in secondary schools the rate was 4.8% compared with 5.3% in 2006.

The recruitment rate in primary schools was similar for males (3.8%) and females (3.3%). However, in the secondary sector the recruitment rate in 2008 was slightly higher among males (5.4%) than females (4.7%).

Overall, the recruitment rate for part-time permanent teachers in primary and secondary schools (3.9%) was similar to the rate in 2006 (4.2%) and the percentage point difference was less in 2008 (0.3) than was the case between 2005 and 2006 (2.3).

Recruitment of full-time permanent teachers to local authority schools

The recruitment rate for full-time permanent teachers in secondary schools was 11.0% while in primary schools the rate was 8.2%. Among male teachers in secondary schools in 2008 the recruitment rate was 10.0% which was lower than the recruitment rate for female staff (11.8%). In primary schools, however, the rate among male teachers (9.5%) was greater than among female staff (7.9%).

Teachers moving within the local authority sector (3.5%) accounted for around a third of the overall recruitment rate (9.7%) while a similar proportion were new teachers joining either immediately

after completing their training or shortly after (3.3%). The remainder of recruits were teachers who had other jobs previously, had taken a family break or their previous occupation was unknown.

Turnover and recruitment of fixed-term contract/temporary teachers in local authority schools

The turnover rate for full-time fixed-term contract/temporary teachers in 2008 was 33.5% which was lower than was the case in 2006 (51.3%). The rate for part-time fixed-term contract/temporary teachers (29.8%) was lower. Among full-time and part-time teachers with fixed-term or temporary contracts the turnover rates were higher in secondary schools than primary schools.

In secondary schools, the turnover rate among male teachers on full-time fixed-term/temporary contracts was slightly lower (39.8%) than the equivalent rate among female teachers (41.8%). However, in the primary sector, the rate was lower among female teachers (26.4%) than males (35.8%).

The recruitment rate for full-time, fixed-term contract/temporary teachers in primary and secondary schools in 2008 was 67.9% which was lower than was the case in 2006 (75.9%). This was the case in both sectors, as in primary schools the rate had decreased slightly from 69.7% in 2006 to 68.6% in 2008 while in the secondary sector the rate had decreased more notably from 83.9% to 67.0%.

The recruitment rate among part-time staff was 45.7% which was slightly higher than the equivalent rate in 2006 (43.1%). In primary schools, the recruitment rate was 42.3% which was lower than was the case in secondary schools where the rate was 50.4%. In contrast to the recruitment rate for full-time teachers on fixed-term or temporary contracts, the rate in primary schools was greater in 2008 (42.3%) than in 2006 (40.8%), as was the case in secondary schools (50.4% in 2008 compared with 46.7% in 2006).

Wastage of full-time permanent teachers from local authority schools

Gross wastage is defined as the percentage of the whole teaching population who left the maintained sector. In 2008 this figure was 6.1% which was a slight increase on 2006 (5.7%). In the primary sector, the gross wastage was 5.5% which represented 0.4 of a percentage point increase compared to 2006 (5.1%). A similar increase was evident in the secondary sector which experienced an increase of 0.5 of a percentage point between 2006 (6.1%) and 2008 (6.6%). A third of the gross wastage of teachers was as a result of teachers retiring from the profession during 2008.

Net wastage is the difference between gross wastage and new recruits. Among full-time permanent teachers, there was a net gain of 0.2% which was similar to the net gain in 2006 (0.3%). This continued a positive net gain that had not been experienced between 2002 and 2005.

Turnover and recruitment in sixth form colleges

The turnover rate of permanent full-time teachers from sixth form colleges increased from 6.4% in 2006 to 7.2% in 2008. This was lower than was the case among maintained secondary schools where the rate was 10.5%. Around a quarter of the teachers who left sixth form colleges retired.

For full-time permanent teachers the recruitment rate increased in 2008 from 7.5% in 2006 to 9.4%. This was slightly less than in maintained secondary schools where the recruitment rate for full-time permanent teachers was 11.0%. Nearly a third of recruits to sixth form colleges in 2008 came from the LA sector while almost one in six were new to teaching.

The largest group of recruits to sixth form colleges in 2008 were in the 25–29 age group (26.3%) while the second largest group were in the 40–49 age group (22.3%). This contrasts with the age groups recruited to the maintained secondary school sector where 31.7% were aged between 25 and 29 and 28.7% were aged between 30 and 39 while 14.0% were in the 40–49 age group. This suggests that recruits to sixth form colleges were generally slightly older than recruits to secondary schools.

Turnover was highest among teachers of other sciences (15.0%), leisure and tourism (11.1%) and religious education and other social studies (9.5% in both cases). Information technology (5.8%), performing arts (5.6%) and music (4.8%) had the lowest turnover rates.

Recruitment rates in 2008 were highest in other social studies (13.9%), mathematics (13.0%) and business studies (12.2%). They were lowest among teachers of leisure and tourism (3.7%), information technology (4.6%) and foreign languages (4.9%).

1 Introduction

This report summarises the main findings from two surveys that collected information on teacher recruitment and resignation during the calendar year 2008. The first survey, reported in sections 2–7, was a survey of local authority maintained schools in England and Wales, and was undertaken by the National Foundation for Educational Research (NFER) on behalf of the National Employers' Organisation for School Teachers (NEOST) and the Local Government Association (LGA). This was the latest in a series of surveys first carried out in 1985. (Note: the survey was not conducted in 2007.) The second was a survey of sixth form colleges in England and Wales, conducted by the LGA and reported in section 8.

The information collected by these surveys is not available from other sources and therefore provides a unique picture of the movements within the teacher workforce. The data consists of details of teachers who were recruited and resigned during the course of 2008 and was provided by a member of staff in each participating school or college. This report presents the turnover and recruitment rates of teachers and provides information that includes their destination or origin, their role, age, gender and, where appropriate, length of service. The turnover rate is the number of leavers in the calendar year, excluding moves within schools and colleges, expressed as a percentage of the number of teachers in post at January of the following year. Recruitment rates are calculated on a similar basis.

Moves covered by this report include those of full- and part-time permanent teachers, and full- and part-time fixed-term contract/temporary teachers. Supply teachers are excluded. Moves within schools (for example, through promotions), and changes from full- to part-time status and vice versa are also excluded.

The findings presented in this report will be used by the School Teachers' Review Body (STRB). In particular, the data will be used by those considering questions relating to teachers' pay and conditions, as well as by those examining the supply of teachers to maintained schools in England and Wales.

From the time of the first school survey in 1985, changes in the methodology have been minimal to ensure consistency and comparability between years. The scope of the information gathered has been expanded from the early surveys, which only collected details of full-time permanent teacher resignations. Data on new recruits was included in the collection exercise in 1990, part-time resignations in 1991 and details of fixed-term contract/temporary teachers in 1992. Any changes to the survey methodology have been as a result of changes made to the way in which teachers have been employed.

In 2006 teaching and learning responsibility points (TLRs) were introduced. These replaced management allowances, although these allowances were safeguarded where appropriate for a period of up to three years. The subsequent changes to the structure of teachers' roles were reflected in the previous report (published in 2008) through alterations to tables 2.5, 5.2, 5.3, 6.3 and 6.4, and these changes will be repeated here. Data in these tables is therefore comparable with that in the report published in 2008, but direct comparisons with previous years cannot always be made.

The survey reported in sections 2–7 was conducted with two groups of schools. The first was primary schools in England and Wales, from which a random sample of 11% was selected, stratified by government region, school size, level of free school meal (FSM) eligibility and key stage 2 attainment. The second group was secondary schools; a random sample of 47% was selected, and was stratified in the same manner as the primary schools. As Table 1.1 shows, in total, 2008 primary

schools and 1630 secondary schools were approached to participate in the survey, which could be completed either on paper or online. In one local authority the data was provided by the LA, rather than by schools, and was randomly sampled to match the proportions drawn from the rest of the population and the response rates achieved and added to the data collected by NFER. (Note: in previous years, the survey was sent to a random one-third sample of primary schools and all secondary schools.)

Table 1.1 School level response rate (2008)

	Number of questionnaires despatched*	Number responded	Percentage responded %
LA primary schools	2008	1279	64
LA secondary schools	1630	697	43
Sixth form colleges	93	73	78
Total	3731	2049	55

* extra data was provided by one LA and included in the analysis

The data was grossed using figures provided by the Department for Children, Schools and Families (DCSF). More detail on the grossing method is given in Appendix A.

Data was collected by the LGA from the sixth form colleges and centres who were members of the Sixth Form Colleges' Forum in England and Wales. All 93 institutions were invited to participate; 73 responded and the response rate of 77% compares favourably with rates from previous years (59% – 83% over the period 1993–2006. Note: the survey was not conducted in 2004 or 2007). The survey covered all resignations and recruits other than those within colleges, and the report covers in detail the profile of the leavers and starters for sixth form colleges, as well as information concerning turnover and recruitment rates.

The 2008 data reported on sixth form colleges in section 8 is **based on respondents only**, whereas in earlier years data was grossed to the equivalent of a 100% response. Caution should therefore be exercised when comparing 2008 data with that of earlier years. This applies in particular to the absolute number of staff (leavers or recruits), although percentage rates may also be affected.

2 Overview of the teacher workforce recruitment and retention

This section gives an overview of the teaching workforce in schools. Details are given on the numbers of teachers employed at January 2008 in maintained primary and secondary schools in England and Wales, with part-time teachers shown in terms of headcount (rather than as full-time equivalents). This section also shows overall turnover and recruitment of teachers, together with turnover and recruitment of permanent teachers. A profile is provided of the resignations of permanent teachers, and this includes details of their destinations, length of service and other background information.

2.1 Size and composition of the teacher workforce

Table 2.1 shows the estimated teaching workforce as at January 2008. This shows that a total of 475,365 teachers were working in maintained primary and secondary schools in England and Wales. The majority (75%) were full-time, permanent teachers.

Table 2.1 Employment of teachers in local authority schools (2008)

	Full time			Part time		
	Male	Female	Total	Male	Female	Total
Permanent						
Primary	27,144	139,124	166,268	3317	48,462	51,779
Secondary	81,351	109,914	191,265	5591	26,958	32,549
Total	108,495	249,038	357,533	8908	75,420	84,328
Temporary/fixed-term contract						
Primary	1849	9927	11,776	872	6554	7426
Secondary	3703	5268	8971	1595	3737	5331
Total	5552	15,195	20,747	2466	10,291	12,757
Permanent and temporary/fixed term						
Primary	28,993	149,051	178,044	4188	55,017	59,205
Secondary	85,054	115,182	200,236	7186	30,694	37,880
Total	114,047	264,233	378,280	11,374	85,711	97,085

Due to weighting the Ns are not integers and therefore may not add up.

Source: DCSF 618G (England) 2009, NAW Stats 3 survey (Wales) 2009 and Teacher Resignation and Recruitment Survey 2008.

The teaching workforce was predominantly made up of permanent teachers (93%). Most teachers were working full time (80%) and were female (74%). A large proportion (81%) of the permanent teachers were full time and nearly three-quarters (73%) were female. Teachers in primary schools were more likely to be employed part time or on temporary/fixed-term contracts than their secondary colleagues; 30% of the 237,249 primary teachers were either part time or on fixed-term/temporary contracts, compared with 20% of the 238,116 secondary teachers. Female teachers formed a greater proportion of the primary workforce (86%) than the secondary (61%).

The table in Appendix B (Table B.1) provides a more detailed breakdown of the profile of teachers employed in schools as at January 2009.

2.2 Trends in teacher employment

The figures in Table 2.2 are drawn from the Department for Children, Schools and Families' (DCSF) 618G survey and the National Assembly for Wales (NAW) Stats 3 survey. Returns for these surveys are made each January by all maintained schools in these two countries. They cover full-time and part-time teachers, defined as being on permanent or temporary contracts of at least a month, who work in maintained nursery, primary and secondary schools. The surveys do not include supply teachers.

Table 2.2 shows the number of full- and part-time teachers employed in schools since 2001.

Table 2.2 Trends in local authority teacher employment (2001–08)

	Full-time		Part-time	
	Nos	% change	Nos	% change
2001	374,820	+1.3	65,699	+2.6
2002	381,713	+1.8	69,704	+6.1
2003*	396,249	N/A	74,927	N/A
2004	399,306	+0.8	80,552	+7.5
2005	401,699	+0.6	85,642	+6.3
2006	392,605	-2.3	92,650	+8.2
2007	389,872	-0.7	94,714	+2.2
2008	378,280	-3.0	97,085	+2.5

Source: DCSF 618G (England) 2009 and NAW Stats 3 Survey (Wales) 2009.

*Note: changes between 2002 and 2003 are not shown because 2002 data (and earlier) largely excluded non-QTS teachers, whereas they have been systematically included since 2003.

In 2005, the total number of full-time teachers peaked at 401,699 and decreased in the subsequent three years. Part-time figures, however, have increased every year since 2001, although at a slower rate from 2007.

2.3 Overall turnover and recruitment

Table 2.3 shows that in 2008, 55,481 teachers who had been working either on permanent or fixed-term/temporary contracts left the school they were working in and moved elsewhere. This was a turnover rate of 11.7%, which was similar to the 11.9% turnover rate in 2006.

Table 2.3 Overall turnover and recruitment rates in local authority schools (2003–08)*

	2003		2004		2005		2006		2008	
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Resignations										
Full time	54,146	13.6	48,911	12.2	50,526	12.4	46,143	11.8	44,469	11.8
Part time	12,250	15.2	11,232	13.1	11,911	12.1	11,605	12.3	11,013	11.3
Total	66,396	13.8	60,143	12.3	62,437	12.3	57,748	11.9	55,482	11.7
Recruits										
Full time	54,677	13.7	49,415	12.3	52,237	12.8	47,959	12.3	48,799	12.9
Part time	11,754	14.6	10,275	12.0	13,393	13.6	9,496	10.0	9,111	9.4
Total	66,431	13.8	59,690	12.2	65,630	13.0	57,455	11.9	57,910	12.2

*Includes both permanent and fixed-term contract resignations and recruits.

The table also shows that the majority of leavers had been working full time, with their turnover rate at 11.8%. The turnover rate for part-time teachers was slightly lower than among full-time staff (11.3%). Overall the recruitment rate was greater among full-time staff (12.9%) than part-time staff (9.4%).

2.4 Turnover and recruitment of local authority permanent teachers

Changes in turnover and recruitment rates for permanent teachers in primary and secondary schools can be seen in Table 2.4. This table shows the rates for 2002–08. Full-time teacher turnover and recruitment rates for 2008 were slightly higher than in 2006, while part-time teacher turnover rates remained similar and part-time teacher recruitment was slightly lower. These changes can be contrasted with 2006, when both turnover and recruitment for both groups of teachers was lower than in previous years.

The turnover rate for full-time permanent teachers increased slightly from 9.8% in 2006 to 10.5 % in 2008. When all permanent part-time teachers are grouped together, their turnover rate remained the same as in 2006 (8.5%), although the turnover for secondary teachers (10.0%) continued to be higher than primary (7.6%). Male turnover rates were higher than female for full-time teachers in primary (11.6% and 9.4% respectively) and secondary schools (11.5% and 10.9% respectively), and for part-time teachers in secondary schools (13.0% and 9.4% respectively). The position was reversed for female part-time primary teachers, whose turnover rate was higher (7.8%) than for male part-time primary teachers (5.8%) in 2008.

Full-time recruitment rates in primary and secondary schools combined were slightly higher in 2008 (9.7%) than in 2006 (9.0%). In primary schools alone, the recruitment rate went from 7.1% in 2006 to 8.2% in 2008; in secondary schools in the same period the rate went from 10.5% to 11.0%.

Permanent part-time recruitment rates were lower in 2008 for both primary (3.3%) and secondary (4.8%) schools than in 2006 (3.5% and 5.3% respectively).

Table 2.4 Turnover and recruitment rates of local authority permanent teachers (2002–08) (percentage)

	Female						Male						Total					
	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08
Full-time turnover																		
Primary	11.7	11.8	10.1	9.8	8.6	9.4	12.6	14.9	11.4	12.4	10.5	11.6	11.8	12.3	10.3	10.2	8.9	9.7
Secondary	12.9	11.4	11.0	11.5	10.1	10.9	12.1	11.6	11.8	11.7	11.1	11.5	12.5	11.5	11.4	11.6	10.5	11.1
Total	12.2	11.6	10.5	10.5	9.3	10.1	12.2	12.4	11.7	11.9	10.9	11.5	12.2	11.9	10.9	11.0	9.8	10.5
Part-time turnover																		
Primary	9.1	9.6	8.8	7.3	7.4	7.8	6.5	7.4	10.1	6.1	5.5	5.8	9.0	9.5	8.9	7.3	7.3	7.6
Secondary	11.8	10.4	10.3	10.9	9.9	9.4	11.7	12.1	12.3	11.7	12.6	13.0	11.7	10.7	10.7	11.0	10.4	10.0
Total	10.2	9.9	9.4	8.7	8.3	8.3	10.3	10.9	11.8	10.1	10.5	10.4	10.2	10.0	9.6	8.8	8.5	8.5
Full-time recruitment																		
Primary	8.0	8.1	7.3	7.6	7.1	7.9	7.8	8.6	6.3	7.8	7.1	9.5	7.9	8.2	7.2	7.6	7.1	8.2
Secondary	14.1	13.5	12.5	12.4	11.1	11.8	11.1	11.3	10.4	10.7	9.7	10.0	12.7	12.5	11.6	11.7	10.5	11.0
Total	10.5	10.4	9.6	9.7	8.9	9.6	10.3	10.7	9.5	10.0	9.1	9.9	10.4	10.5	9.5	9.8	9.0	9.7
Part-time recruitment																		
Primary	5.2	5.4	4.4	6.3	3.5	3.3	5.0	10.2	7.9	10.5	3.7	3.8	5.2	5.6	4.5	6.6	3.5	3.3
Secondary	7.2	6.7	5.8	5.9	5.2	4.7	6.8	7.0	7.3	8.2	5.6	5.4	7.1	6.7	6.1	6.3	5.3	4.8
Total	6.0	5.9	4.9	6.2	4.1	3.8	6.3	7.8	7.5	8.8	5.1	4.8	6.0	6.1	5.2	6.5	4.2	3.9

2.5 Profile of resignations of permanent teachers from local authority schools

A profile of the permanent teachers who resigned during 2008 can be found in Table 2.5. This table gives details of the percentage of teachers who left maintained schools in that year, broken into five categories: sex, age, salary, length of service and destination.

The total number of full-time permanent secondary teachers who resigned was 21,301 while in the primary sector 16,211 resigned. In 2009, female teachers made up 83.7% of the permanent full-time population in primary schools and 57.5% in secondary schools (see Appendix B). Of those who resigned from full-time posts in primary schools in 2008, 80.6% were female and 19.4% were male, which suggests that female staff in primary schools are slightly less likely to resign than male. In secondary schools, 56.2% of those who resigned were female, which broadly represents the proportion of female staff overall in secondary schools.

In 2007, the highest proportions of full- and part-time teachers in both the primary and secondary sectors were in the 50–59 age group (see Appendix B). Table 2.5 shows that for primary full-time (27.4%), secondary full-time (29.0%) and primary part-time (33.1%) teachers the age group with the highest percentage of resigners was the 30–39 age group. The age group with the greatest number of resignations among permanent part-time secondary teachers was 50–59 (30.4%).

In primary schools in 2007, 10.7% of teachers were headteachers (see Appendix B). Of the 16,211 permanent full-time teachers who left primary school in 2008, 8.6% were headteachers. In secondary schools in 2007, 1.9% of full-time permanent teachers who resigned were headteachers (see Appendix B); the percentage of resignations that were headteachers in 2008 was 2.1%.

Details of the classroom teachers with qualified teacher status (QTS) are shown in terms of their management allowances and/or teaching and learning responsibility payments (TLRs). As mentioned in the introduction, TLRs were introduced in 2006, which means that Table 2.5 can only be compared directly with the corresponding table of the previous report that was published in 2008. Of those full-time staff who resigned, 23.3% had TLRs, while a greater proportion of those who resigned (49.5%) had no management allowances or TLRs.

While in 2007 18.1% of full-time teachers in the primary sector had less than three years' service (see Appendix B), they represented 28.6% of those who resigned in 2008. Similarly, while 18.8% of secondary full-time staff in 2007 had less than three years' service (see Appendix B), 38.0% of secondary staff who resigned in 2008 had less than three years' service.

The most common destination of full-time primary and secondary resigners in 2008 was an education job in another local authority (25.5%), while the second most common was to another education job in the same local authority (16.6%). Among the different reasons for retirement, premature retirement (9.5%) and normal age retirement (8.8%) were the most common reasons.

Table 2.5 Profile of local authority permanent teacher resignations (2008) (percentages)

	Full time			Part time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	80.6	56.2	66.8	95.1	77.6	87.2
Male	19.4	43.8	33.2	4.9	22.4	12.8
Age						
Under 25	3.8	2.9	3.3	0.6	0.5	0.5
25–29	20.2	24.0	22.4	2.5	6.0	4.2
30–39	27.4	29.0	28.3	33.1	25.4	29.4
40–49	14.5	15.7	15.2	17.9	18.4	18.1
50–59	22.9	19.5	20.9	30.0	30.9	30.4
60 and over	11.1	8.9	9.8	16.0	18.8	17.4
Salary						
Headteacher	8.6	2.1	4.9	0.6	0.2	0.4
Deputy Headteacher	8.9	2.6	5.3	1.8	0.4	1.1
Assistant Headteacher	4.6	4.9	4.8	1.0	0.7	0.9
Advanced skills teacher	1.1	1.6	1.4	1.3	0.8	1.1
Classroom non-QTS teacher	2.8	2.5	2.6	2.1	3.0	2.5
Classroom teachers – Management Allowances						
Safeguarded management allowances	6.1	3.4	4.6	4.0	2.2	3.2
Permanently safeguarded management allowances	4.8	2.8	3.7	2.8	1.3	2.1
Teaching/learning responsibilities	12.6	31.4	23.3	8.4	19.2	13.3
No management allowances or teacher/learning responsibilities	50.5	48.8	49.5	78.0	72.1	75.3
Length of service						
Less than 3 years	28.6	38.0	33.9	17.5	24.1	20.5
3–6 years	30.9	28.8	29.7	25.9	27.4	26.6
More than 6 years	40.6	33.2	36.4	56.6	48.5	52.9
Destination						
Education job						
– same LA	22.0	12.4	16.6	21.5	9.5	16.1
– other LA	21.7	28.5	25.5	12.2	11.2	11.8
– non LA	6.8	9.3	8.2	2.5	6.9	4.5
Other job	2.0	3.3	2.7	3.4	2.2	2.8
Retirement						
– age	10.2	7.8	8.8	14.0	18.2	15.9
– ill-health	2.7	1.7	2.2	2.7	2.5	2.6
– premature	10.6	8.7	9.5	11.3	12.8	12.0
Maternity	5.3	2.8	3.9	9.6	9.0	9.3
Other	10.5	10.2	10.3	13.8	11.0	12.5
Not known	8.2	15.3	12.2	9.0	16.7	12.5
Base numbers (=100%)	16,211	21,301	37,512	3956	3254	7209

3 Turnover of full-time permanent teachers from local authority schools

This section focuses on the full-time permanent teachers who left maintained primary and secondary schools in England and Wales during 2008. We first examine the changes in the turnover rates of this group between 2001 and 2008, and then show turnover rates in different regions. This is followed by information on the destinations of teachers in this group who left in 2008, and by a breakdown of the turnover rate in terms of the education sector, age and salary grade of teachers. We conclude the section by examining moves as a result of promotion, and moves within the local authority sector that were between and within different regions.

3.1 Trends in full-time permanent teacher turnover

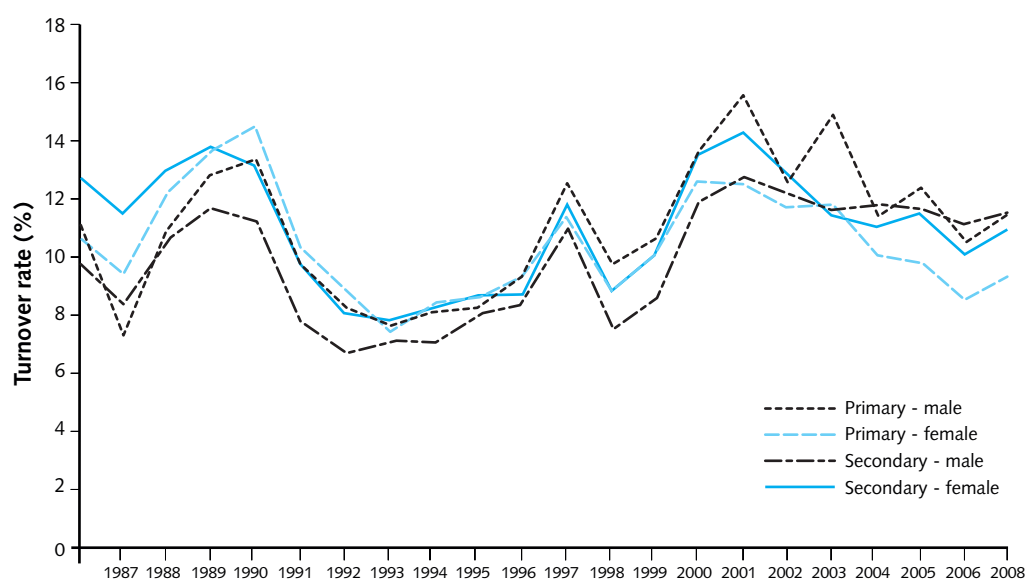
Table 3.1 shows that turnover rates for full-time permanent teachers in all groups were slightly higher in 2008 than in 2006. However, this needs to be seen in the context of the rates in 2006 which were lower than in previous years.

Table 3.1 Trends in turnover rates of local authority full-time permanent teachers (2001–08)

Primary	2001	2002	2003	2004	2005	2006	2008
Male	15.6	12.6	14.9	11.4	12.4	10.5	11.6
Female	12.5	11.7	11.8	10.1	9.8	8.6	9.4
Total	13.0	11.8	12.3	10.3	10.2	8.9	9.7
Secondary	2001	2002	2003	2004	2005	2006	2008
Male	12.8	12.1	11.6	11.8	11.7	11.1	11.5
Female	14.2	12.9	11.4	11.0	11.5	10.1	10.9
Total	13.5	12.5	11.5	11.4	11.6	10.5	11.1
Primary and Secondary	2001	2002	2003	2004	2005	2006	2008
Male	13.5	12.2	12.4	11.7	11.9	10.9	11.5
Female	13.2	12.2	11.6	10.5	10.5	9.3	10.1
Total	13.2	12.2	11.9	10.9	11.0	9.8	10.5

The table shows that the turnover rate for male primary teachers (11.6%) was higher than the rate for female primary teachers (9.4%). The difference in turnover rates between male and female teachers in secondary schools, however, is less (11.5% and 10.9% respectively), and, apart from in 2001, these turnover rates have remained relatively constant across the genders (moving between 11.1% and 12.1% among male staff and 10.1% and 12.9% among female staff) in the years 2002–08. These turnover rates are represented below again in Figure 3.1, where it can be seen that turnover for all four groups increased in 2008.

Figure 3.1 Turnover of local authority full-time permanent teachers by sex (1985/6–2008)



3.2 Regional variations in full-time permanent teacher turnover

Table 3.2 gives details of turnover rates of local authority full-time permanent teachers by region and sector.

Table 3.2 Turnover rates of local authority full-time permanent teachers by region and sector (2001–08)

Primary	2001	2002	2003	2004	2005	2006	2008
North East	8.7	8.5	9.1	6.5	7.7	6.5	10.4
Yorkshire and the Humber	11.3	10.5	9.9	9.0	8.6	9.2	11.2
North West	8.9	9.2	9.9	8.3	8.2	6.8	8.3
East Midlands	11.0	10.7	11.8	9.5	10.3	9.9	8.8
West Midlands	11.8	9.9	11.4	10.2	8.7	9.7	9.0
Eastern	16.9	15.6	13.5	13.0	14.6	8.7	10.5
Greater London	18.8	16.9	15.5	12.7	12.4	10.9	11.0
South East (excl. London)	17.2	14.4	15.6	12.1	11.7	9.3	12.0
South West	12.1	11.1	11.1	11.2	10.6	9.7	9.9
Wales	5.8	5.6	7.1	4.7	5.7	5.6	3.0
England & Wales	13.0	11.8	12.3	10.3	10.2	8.9	9.7

Secondary	2001	2002	2003	2004	2005	2006	2008
North East	10.3	10.2	10.1	8.4	8.7	8.8	9.2
Yorkshire and the Humber	11.4	10.6	10.4	10.4	10.6	10.2	10.1
North West	10.9	10.7	9.4	9.6	10.4	10.0	9.4
East Midlands	12.5	11.1	10.9	11.0	10.8	11.3	12.6
West Midlands	12.5	11.8	10.9	11.4	11.0	10.2	10.2
Eastern	15.8	12.1	10.9	13.9	13.7	8.3	14.1
Greater London	18.1	16.0	13.5	13.7	13.3	12.3	13.9
South East (excl. London)	17.2	15.5	14.3	13.0	14.1	13.0	12.4
South West	12.6	12.2	11.2	10.5	10.7	10.6	8.9
Wales	7.4	7.7	7.4	7.3	7.7	7.3	6.6
England & Wales	13.5	12.5	11.5	11.4	11.6	10.5	11.1

The largest changes in turnover rates in primary schools between 2006 and 2008 were in the North East (6.5% in 2006 to 10.4% in 2008) and the South East (9.3% in 2006 to 12.0% in 2008). Other regions in which the 2008 rate was higher than in 2006 include Yorkshire and the Humber (9.2% in 2006 to 11.2% in 2008), the North West (6.8% in 2006 to 8.3% in 2008) and the Eastern region (8.7% in 2006 to 10.5% in 2008). In contrast to these higher rates, the turnover in primary schools dropped in the East and West Midlands from 9.9% to 8.8% and 9.7% to 9.0% respectively and in Wales from 5.6% in 2006 to 3.0% in 2008. The overall rate in the primary sector changed from 8.9% in 2006 to 9.7% in 2008.

In the secondary sector, the Eastern region had the largest rise in turnover rate, from 8.3% in 2006 to 14.1% in 2008. Rates increased in the North East (8.8% in 2006 to 9.2% in 2008), the East Midlands (11.3% in 2006 to 12.6% in 2008) and Greater London (12.3% in 2006 to 13.9% in 2008) although these changes were small and reflect the overall turnover rate in secondary schools which changed from 10.5% in 2006 to 11.1% in 2008.

Wales continued to be the region with the lowest turnover rates among full-time permanent teachers in both the primary (3.0%) and the secondary (6.6%) sectors. The highest rate in 2008 was in the South East (12.0%) for primary schools and in the Eastern region (14.1%) for secondary schools.

3.3 The destinations of full-time permanent teacher leavers

Table 3.3 and Figure 3.2 detail the destinations of full-time permanent teachers who left primary and secondary schools between 2001 and 2008. The first part of the table shows the numbers (rounded to the nearest ten) who went to each of the different destinations. The second part of the table shows these figures as a percentage of the total number of full-time permanent teachers employed. The table shows that the largest single destination was to other jobs within the maintained sector including central positions within local authorities. In total, 15,800 full-time permanent teachers made a move of this kind, representing 4.4% of the teachers in that group.

Around 7700 teachers retired from permanent full-time posts in 2008, approximately 1000 more than in 2006. Approximately half of these (3600) were premature retirements, slightly fewer (3300) were retirements at the normal age and the remainder (800) consisted of teachers who were retiring through ill health. Retirements as a whole equated to 2.2% of the teaching population.

The remaining leavers either continued in other types of educational employment, were employed outside education, had maternity or other family breaks, or no details were provided of their destinations.

Tables C.1 and C.2 in Appendix C give a more detailed breakdown of the destinations of leavers in 2008, including separate information for primary and secondary teachers.

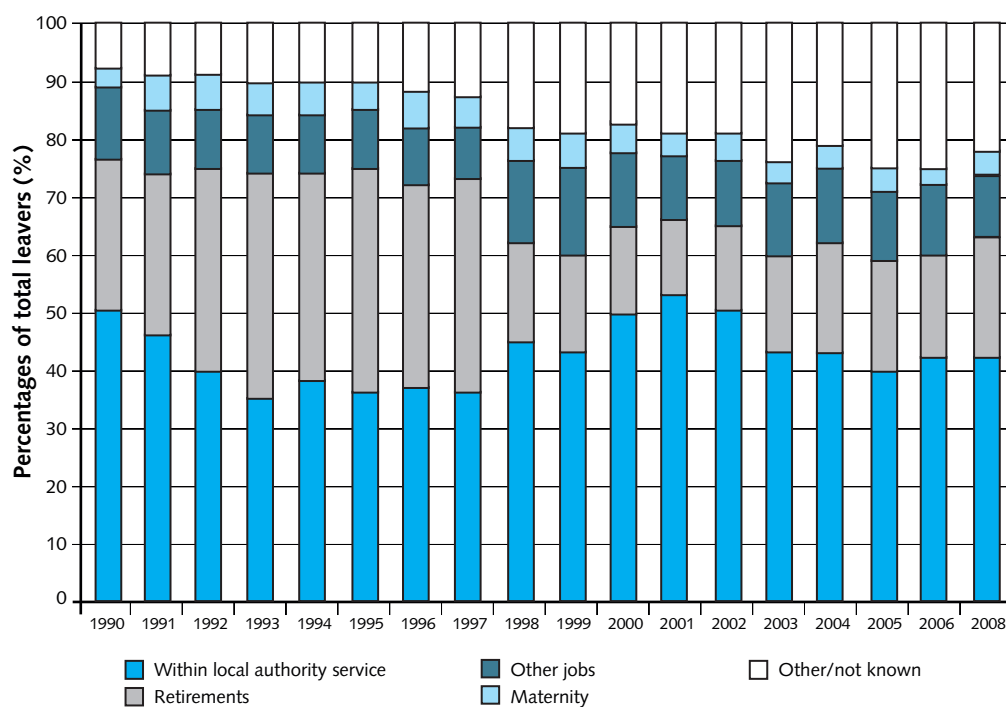
Table 3.3 Destinations of local authority full-time permanent resigning teachers (2001–08)

Numbers of resignations	2001	2002	2003	2004	2005	2006	2008
Within LA service	25,130	22,740	19,310	17,820	17,110	15,200	15,800
Sixth form college	260	190	200	190	230	100	200
Independent school (education)	1210	1290	1070	940	870	800	800
Universities/HE/FE	330	330	390	390	310	300	200
Overseas employment (education)	1480	1620	1820	1570	1810	1800	1800
Employment outside education	2130	1760	1880	1730	1850	1300	1000
Normal age retirement	1620	2010	2290	2610	2650	2400	3300
Ill-health retirement	1660	1530	1440	1370	1230	900	800
Premature retirement	2930	3510	3830	4250	4200	3400	3600
Maternity	2030	2050	1900	1760	1670	1200	1500
Any other destination	4000	3920	5130	4030	4330	3400	3900
Not known	4810	4890	5790	4920	6400	5500	4600
Total	47,960	45,850	45,070	41,580	42,660	36,300	37,500

Note: totals may not add exactly due to rounding.

Destinations (%)	2001	2002	2003	2004	2005	2006	2008
Within LA service	7.0	6.1	5.1	4.7	4.4	4.1	4.4
Sixth form college	0.1	0.1	0.0	0.0	0.0	0.0	0.1
Independent school (education)	0.3	0.3	0.3	0.2	0.2	0.2	0.2
Universities/HE/FE	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Overseas employment (education)	0.4	0.4	0.5	0.4	0.5	0.5	0.5
Employment outside education	0.6	0.5	0.4	0.5	0.5	0.4	0.3
Normal age retirement	0.4	0.5	0.6	0.7	0.7	0.6	0.9
Ill-health retirement	0.5	0.4	0.4	0.4	0.3	0.2	0.2
Premature retirement	0.8	0.9	1.0	1.1	1.1	0.9	1.0
Maternity	0.6	0.5	0.5	0.5	0.4	0.3	0.4
Any other destination	1.1	1.0	1.4	1.1	1.1	0.9	1.1
Not known	1.3	1.3	1.5	1.3	1.6	1.5	1.3
Total	13.3	12.2	11.9	10.9	11.0	9.8	10.5

Figure 3.2 Distribution of local authority full-time permanent resigners by destination (1990–2008)



3.4 Main teaching subject

Table 3.4 shows that the turnover rate for teachers in secondary schools varied according to the subject taught. Turnover among Information Technology (IT) teachers continued to be the highest rate, standing at 26.8 % in 2008, while the lowest was for teachers of art, craft or design (7.4%).

Twelve of the nineteen subjects saw an increase in the turnover rate from 2006, with the largest among social science teachers (15.2% in 2006 to 22.0% in 2008). The turnover rate for six subjects was lower, with the largest decrease among those teaching 'other' subjects not specified or a combination of more than one subject (23.3% in 2006 to 12.5% in 2008). Overall, the turnover rate across all subjects increased slightly from 10.5% in 2006 to 11.1% in 2008.

Table 3.4 Turnover rates of local authority full-time permanent secondary teachers by main teaching subject (2001–08)

	2001	2002	2003	2004	2005	2006	2008
Mathematics	15.3	14.4	12.5	11.7	12.4	11.4	13.2
Information technology	18.8	25.7	21.8	24.2	28.7	30.1	26.8
Physics	14.2	15.5	11.4	11.3	10.9	9.4	9.3
Chemistry	15.4	13.6	12.6	10.7	11.2	7.7	9.0
Biology	18.6	16.1	14.3	13.4	13.6	9.2	9.3
Other sciences	13.5	12.8	11.4	12.0	11.7	13.3	15.7
Modern foreign languages	15.8	14.1	11.4	10.0	9.2	7.9	8.2
English	16.4	15.6	12.8	12.5	12.5	12.4	13.6
History	10.5	11.1	9.4	10.1	9.5	7.8	8.7
Social sciences	10.7	12.8	8.9	12.6	11.3	15.2	22.0
Geography	10.7	11.4	9.7	10.0	8.8	8.4	7.6
Religious education	15.6	14.3	13.5	11.9	11.7	10.5	10.0
Design & technology	11.3	11.7	10.2	9.3	10.3	9.4	9.8
Commercial & business studies	12.8	10.9	11.5	11.5	9.7	10.1	12.7
Art, craft or design	10.3	10.6	7.8	7.6	7.2	6.1	7.4
Music	16.3	16.8	13.2	13.3	15.7	12.2	12.1
Physical education	12.7	11.8	10.9	10.0	11.2	9.9	10.0
Special Educational Needs	9.3	10.3	8.9	9.7	8.2	6.2	7.3
Other and combined	11.8	11.5	12.8	20.6	26.4	23.3	12.5
All subjects	13.5	12.5	11.5	11.4	11.6	10.5	11.1

3.5 Sector changes

The destination information collected for each teacher who left during 2008 can be analysed to assess whether teachers were moving between different educational sectors. Table 3.5 shows the percentage of all teachers who, during 2008, moved out of one educational sector and into another. It shows that 0.7% of teachers employed in primary schools in 2008 left and went to work in a different local authority sector (i.e. a maintained secondary school or to posts within the authority) rather than continuing to work in the primary sector. It also shows that 0.6% of teachers working in secondary schools made a similar move out of the secondary sector. The primary figure represents a slight increase compared to 2006 when the percentage was 0.5%, and the secondary figure remained the same as in 2006.

Table 3.5 Moves out of schools to other LA sectors (2001–08)

	2001	2002	2003	2004	2005	2006	2008
Primary	0.7	0.8	0.7	0.6	0.4	0.5	0.7
Secondary	0.6	0.7	0.5	0.3	0.4	0.6	0.6

3.6 Age

As might be expected, the highest rate of turnover in primary schools occurred in the age group that included teachers aged 60 or over. Table 3.6 shows that the turnover rate in 2008 was similar to 2006 with the exception of those aged over 60 which had increased by 30 percentage points. The group with the lowest turnover in primary schools (6.5%) was that of teachers aged between 40 and 49.

Table 3.6 Turnover rates of local authority full-time permanent teachers by age grouping (2001–08)

Primary	2001	2002	2003	2004	2005	2006	2008
Under 25	15.1	13.9	16.4	10.7	10.5	6.7	6.6
25–29	18.4	16.6	16.2	12.0	12.9	10.5	11.1
30–39	15.6	12.5	13.7	12.2	11.2	9.4	10.6
40–49	8.3	7.9	7.6	6.0	6.3	6.3	6.5
50–59	10.1	8.7	10.3	9.9	9.2	7.5	7.8
60 or over	89.8	70.4	80.9	91.8	72.6	70.7	100.8*
Total	13.0	11.8	12.3	10.3	10.2	8.9	9.7

Secondary	2001	2002	2003	2004	2005	2006	2008
Under 25	16.8	15.7	18.8	15.2	12.4	10.4	8.2
25–29	22.3	19.3	17.4	16.7	17.2	14.0	16.4
30–39	17.8	16.0	14.6	14.3	13.7	11.3	12.2
40–49	8.7	8.0	6.9	6.5	7.5	7.1	7.3
50–59	8.6	8.9	8.6	9.4	8.9	8.6	7.7
60 or over	53.1	53.3	54.4	61.8	55.8	62.7	81.4
Total	13.5	12.5	11.5	11.4	11.6	10.5	11.1

*Turnover rates are calculated from the number of teachers resigning derived from the grossed numbers from the 2008 survey, divided by the number of teachers in the populations in 2007 from the DCSF figures. Since the numbers pertain to different time points, they can result in percentages greater than 100.

Compared to primary schools, the turnover rate was smaller among staff aged 60 or over in secondary schools (81.4%). The turnover rate for teachers under 25 decreased from 10.4% to 8.2% in the years between 2006 and 2008 and, for teachers between the ages of 25 and 29, increased from 14.0% to 16.4% in the same period. As in 2006, the most stable group was that of teachers aged between 40 and 49, with a turnover rate of 7.3%.

3.7 Salary grade

Classroom teachers in primary and secondary schools could receive management allowances until 2006. At this point, management allowances ceased and teaching and learning responsibility payments (TLRs) were introduced, with existing management allowances safeguarded for a period of up to three years. This had the effect of changing the nature of the information provided by schools so that an analysis by management allowances undertaken in previous years was no longer possible. Table 3.7 compares turnover rates for full-time permanent teachers in terms of their different salary grades.

Table 3.7 Turnover rates of local authority full-time permanent teachers by salary grade (2001–08)

Primary (%)	2001	2002	2003	2004	2005	2006	2008
Headteacher	7.7	8.7	9.4	10.4	10.4	8.3	7.8
Deputy Headteacher	11.9	11.1	12.2	12.6	12.7	9.8	11.5
Classroom teacher – QTS	–	–	–	–	–	8.7	9.5
Classroom teacher – non-QTS	N/A	7.8	8.0	4.6	8.5	10.3	9.2
Total	13.0	11.8	12.3	10.3	10.2	8.9	9.7

Secondary (%)	2001	2002	2003	2004	2005	2006	2008
Headteacher	9.2	10.7	8.9	9.7	9.4	7.8	12.1
Deputy Headteacher	8.2	11.2	11.9	11.0	11.0	10.0	9.5
Classroom teacher – QTS	–	–	–	–	–	10.8	11.4
Classroom teacher – non-QTS	N/A	6.8	7.3	7.3	9.7	8.3	6.5
Total	13.5	12.5	11.5	11.4	11.6	10.5	11.1

The table shows that, in both the primary and secondary sector, the turnover rates among classroom teachers with qualified teacher status (QTS) were slightly higher in 2008 than in 2006. While the turnover rate among primary headteachers was slightly lower in 2008 than in 2006 (7.8% compared with 8.3%), the turnover rate among secondary headteachers increased from 7.8% in 2006 to 12.1% in 2008. The difference in turnover rates between headteachers in the primary and secondary sectors was greater in 2008 than had been the case between 2003 and 2006. In primary schools, turnover rates were greatest among deputy headteachers, while in secondary schools the turnover rates were greatest among headteachers and classroom teachers with QTS.

3.8 Promotions

Table 3.8 shows that teachers' moves within the local authority sector as a result of promotions remained at the same level in 2008 as in 2006 (1.7% for primary and 1.6% for secondary). In both primary and secondary schools, however, this represented a slightly smaller proportion of moves.

Table 3.8 Percentage of local authority teachers who resigned due to promotion (2001–08)

	Primary (%)		Secondary (%)	
	Promotions	Other	Promotions	Other
2001	2.5	4.0	3.2	4.2
2002	2.2	3.5	2.7	3.7
2003	2.2	2.9	2.0	2.9
2004	1.8	2.6	1.7	3.2
2005	1.4	2.7	1.4	3.3
2006	1.7	2.1	1.6	2.8
2008	1.7	2.6	1.6	2.9

3.9 Geographical moves within the local authority sector

Table 3.9 shows the regional moves of teachers and reveals that, in 2008, 1.4% of secondary teachers moved within the same local authority and 1.6% moved to another authority (of which 1.1% were in the same region). Among primary teachers, again most moved within the same authority (2.1%) while 1.6% moved to another authority, more commonly in the same region (1.1%) than in another region.

Table 3.9 Regional distribution of moves of full-time permanent teachers within the local authority sector (2001–08)

	Primary (%)								Secondary (%)							
	2001	2002	2003	2004	2005	2006	2008	2001	2002	2003	2004	2005	2006	2008		
Same LA	3.5	3.0	2.7	2.4	2.1	1.9	2.1	2.5	2.2	1.6	1.7	1.7	1.4	1.4		
Other LA																
– same region	1.7	1.1	1.4	1.1	1.3	0.9	1.1	2.5	2.1	2.0	2.0	2.2	1.1	1.1		
– other region	1.3	1.6	1.0	0.9	0.6	0.9	0.4	2.3	2.1	1.3	1.2	0.8	1.9	0.5		
– total	3.0	2.7	2.4	2.0	1.9	1.9	1.6	4.8	4.2	3.3	3.2	3.0	3.0	1.6		
Total (above)	6.5	5.7	5.1	4.4	4.1	3.8	3.7	7.4	6.4	4.9	4.9	4.7	4.4	3.0		

Table 3.10 shows the net gain and net loss for each region since 2001. These figures were calculated on the basis of moves between regions using only those where the region of origin and the region of destination were known. For example, the net loss of 0.2 in primary schools in the North East means that that region was a net exporter of teachers to other regions. Conversely, a net gain means that more teachers joined that region than left in 2008. Overall, therefore, it can be

seen that in the primary sector six regions experienced a net gain in 2008 while four experienced a net loss. In the secondary sector, four regions experienced a net gain while three experienced a net loss and the remaining three were unchanged.

Table 3.10 Net regional changes (2001–08)

	Primary							Secondary						
	2001	2002	2003	2004	2005	2006	2008	2001	2002	2003	2004	2005	2006	2008
North East	+0.5	+0.1	+0.9	-0.1	-0.3	-0.1	-0.2	+0.4	+0.9	+0.9	+0.1	+0.1	+0.2	-0.5
Yorkshire and the Humber	+0.2	-0.3	+0.6	-0.2	+0.2	-0.4	+0.1	0.0	+0.1	+0.2	+0.1	0.0	-0.2	0.0
North West	0.0	+0.2	-0.2	+0.1	0.0	0.0	-0.1	+0.3	-0.2	+0.1	+0.1	0.0	-0.2	+0.1
East Midlands	+1.0	+1.2	+0.7	+0.5	0.0	+0.4	+0.2	+1.2	+0.5	+0.3	+0.5	0.0	0.1	+0.1
West Midlands	+0.6	+0.3	-0.6	0.0	-0.2	0.0	+0.2	-0.1	-0.3	-0.1	0.0	-0.1	0.3	0.0
Eastern	-0.6	+0.9	+1.2	+0.7	-0.2	-0.4	+0.1	+0.4	+1.2	-0.2	+0.1	-0.1	-0.1	+0.5
Greater London	-2.7	-2.4	-2.1	-1.1	-0.7	+0.7	-0.4	-2.4	-1.8	-1.7	-0.8	+0.5	+0.4	-0.8
Other South East	+0.4	-0.2	+0.1	-0.4	-0.2	0.0	-0.1	+0.2	-0.2	+0.1	-0.1	-0.2	+0.1	0.0
South West	+0.7	+0.2	+1.4	+0.6	-0.2	-0.5	+0.4	+0.4	+1.3	+1.0	+0.4	-0.1	-0.5	+0.7
Wales	+0.5	+0.6	+0.9	+0.3	-0.3	0.0	+0.1	-0.1	+0.5	+0.4	-0.3	+0.1	+0.1	-0.2

4 Turnover of part-time permanent teachers from local authority schools

This section presents the turnover of teachers in part-time permanent teaching posts during 2008. The age group and destinations of these teachers who resigned is provided.

In 2008, there were 84,328 part-time permanent teachers and 12,757 fixed-term contract/permanent teachers (see Table 2.1). The overall turnover rate for part-time permanent teachers in secondary schools in 2008 was 10.0% and in primary schools was 7.6% (Table 4.1).

4.1 Age

Table 4.1 shows that the turnover rate of part-time permanent teachers was highest in primary and secondary schools among those aged 60 and over, as had been the case in 2006. The turnover rate among teachers aged between 25 and 29 was higher in secondary schools than in primary schools.

Table 4.1 Turnover rates of local authority part-time permanent teachers by age (2002–08)

	Primary					Secondary						
	2002 %	2003 %	2004 %	2005 %	2006 %	2008 %	2002 %	2003 %	2004 %	2005 %	2006 %	2008 %
Under 25	21.3	59.1	23.0	3.8	18.8	5.8	20.3	21.7	34.1	22.6	30.7	9.8
25–29	12.8	16.9	16.4	7.7	12.1	3.8	17.6	22.2	20.5	16.2	17.0	14.9
30–39	9.8	11.1	9.9	8.2	6.2	7.3	16.6	14.2	13.4	13.8	10.6	9.5
40–49	6.6	6.6	6.2	5.1	5.4	4.9	8.5	7.1	7.4	8.0	7.9	6.6
50–59	7.7	8.1	8.6	7.6	7.3	8.1	9.8	9.9	9.5	9.6	9.5	9.5
60 and over	17.5	25.6	20.7	14.7	22.7	34.2	16.2	15.4	20.1	18.0	17.7	22.8
Total	9.0	9.5	8.9	7.3	7.3	7.6	11.7	10.7	10.7	11.0	10.4	10.0

4.2 Destinations

Table 4.2 shows the range of destinations of part-time permanent teachers in 2008. Overall, the destinations were similar to those among such teachers who resigned in 2006. Among primary school teachers the most common destinations were to another post in the same LA (1.6%) or retirement due to age (1.1%). The latter was also the most common destination of secondary staff in this group (1.8%) while a slightly smaller proportion took early retirement (1.3%).

Table 4.2 Destinations of local authority permanent part-time teachers who resigned (2002–08) (percentage)

	Primary						Secondary					
	2002 %	2003 %	2004 %	2005 %	2006 %	2008 %	2002 %	2003 %	2004 %	2005 %	2006 %	2008 %
Same LA	1.9	1.7	2.2	1.4	1.4	1.6	1.6	1.2	1.5	1.3	0.9	0.9
Other LA	0.9	0.7	0.7	0.7	0.5	0.9	1.4	1.1	1.2	1.0	1.1	1.1
Non-LA												
education	0.3	0.4	0.2	0.2	0.3	0.2	0.8	0.8	0.8	0.6	0.6	0.7
Other job	0.3	0.5	0.4	0.4	0.2	0.3	0.7	0.7	0.6	0.7	0.5	0.2
Retirement												
– age	0.4	0.6	0.6	0.3	0.8	1.1	0.9	0.9	1.2	1.1	1.1	1.8
– ill-health	0.2	0.3	0.3	0.1	0.2	0.2	0.5	0.3	0.4	0.3	0.2	0.3
– premature	0.8	1.0	0.5	0.8	0.8	0.9	1.2	1.0	1.1	1.1	1.1	1.3
Maternity	1.5	1.8	1.7	1.0	1.0	0.7	1.9	1.5	1.2	1.3	1.1	0.9
Other	1.3	1.3	1.1	1.0	1.0	1.1	1.3	1.4	1.2	1.2	1.2	1.1
Not known	1.3	1.2	1.2	1.3	1.1	0.7	1.4	1.6	1.4	2.3	2.6	1.7
Total	9.0	9.5	8.9	7.3	7.3	7.6	11.7	10.7	10.7	11.0	10.4	10.0

5 Recruitment of full-time and part-time permanent teachers to local authority schools

This section is concerned with recruitment of permanent teachers, both full and part time, to maintained primary and secondary schools. First, overall recruitment rates are presented for different sectors of education. A profile of permanent teacher recruits is then provided, together with details of the different origins of these teachers. Finally, recruitment rates are given for teachers in terms of gender, age, salary grade and origin.

5.1 Overall recruitment rates

Table 5.1a shows that in 2008, the recruitment rate for full-time teachers in primary schools was 8.2%. This represents a slight increase from 2006 (7.1%), with an increase of nearly two percentage points in recruitment from other maintained schools and a small decrease in recruitment from elsewhere.

The recruitment rate in the secondary sector also showed a small increase between 2006 and 2008 (from 10.5% to 11.0%). There was a slight increase of 0.5 percentage points from the maintained sector while recruitment from the non-maintained sector remained similar to 2006.

Table 5.1a Total annual recruitment rates of local authority full-time permanent teachers (2001–08)

	Full time						
	2001	2002	2003	2004	2005	2006	2008
Primary							
LA sector	3.5	3.3	2.7	2.2	2.3	1.8	3.6
Other	5.6	4.6	5.5	5.0	5.3	5.3	4.6
Total	9.1	7.9	8.2	7.2	7.6	7.1	8.2
Secondary							
LA sector	6.6	5.9	4.8	4.3	4.4	4.0	4.5
Other	7.2	6.8	7.7	7.3	7.3	6.5	6.5
Total	13.8	12.7	12.5	11.6	11.7	10.5	11.0

Table 5.1b presents the corresponding table for recruitment rates among part-time permanent teachers. There was little overall change in the primary sector. Overall recruitment in secondary schools decreased from 5.3% in 2006 to 4.8% in 2008, with recruitment from the maintained sector decreasing from 2.3% to 1.0%, and that from the non-maintained sector increasing from 3.0% to 3.8%.

Table 5.1b Total annual recruitment rates of local authority part-time permanent teachers (2001–08)

	2001	2002	2003	Part time			
				2004	2005	2006	2008
Primary							
LA sector	2.6	2.2	2.6	1.5	1.8	1.0	1.1
Other	3.2	3.0	3.0	3.0	4.8	2.5	2.2
Total	5.8	5.2	5.6	4.5	6.6	3.5	3.3
Secondary							
LA sector	5.1	3.7	3.3	2.6	2.2	2.3	1.0
Other	4.1	3.4	3.4	3.5	4.1	3.0	3.8
Total	9.2	7.1	6.7	6.1	6.3	5.3	4.8

5.2 Profile of permanent teacher recruits

Table 5.2 shows that, overall, there were 37,987 permanent recruits to full- and part-time posts in primary and secondary schools in 2008. The majority of recruits were employed in full-time positions.

In primary schools, 81.0% of full-time and 92.6% of part-time recruits were female. The majority of both full-time and part-time recruits were not in receipt of management allowances or TLRs, although the proportion was lower among full-time recruits (63.8% full time and 85.9% part time). The age groups with the highest proportion of recruits were those aged 25–29 among full-time posts (29.5%) and 30–39 in part-time posts (42.8%). Full-time teachers most commonly came from an education job within the same authority (35.6%) or joined immediately after teacher training (31.4%). Part-time staff most commonly came from an education job within the LA (39.4%). Only a very small proportion of full-time permanent recruits (0.5%) came from a non-education job into teaching, although the proportion was slightly higher (2.8%) among part-time recruits.

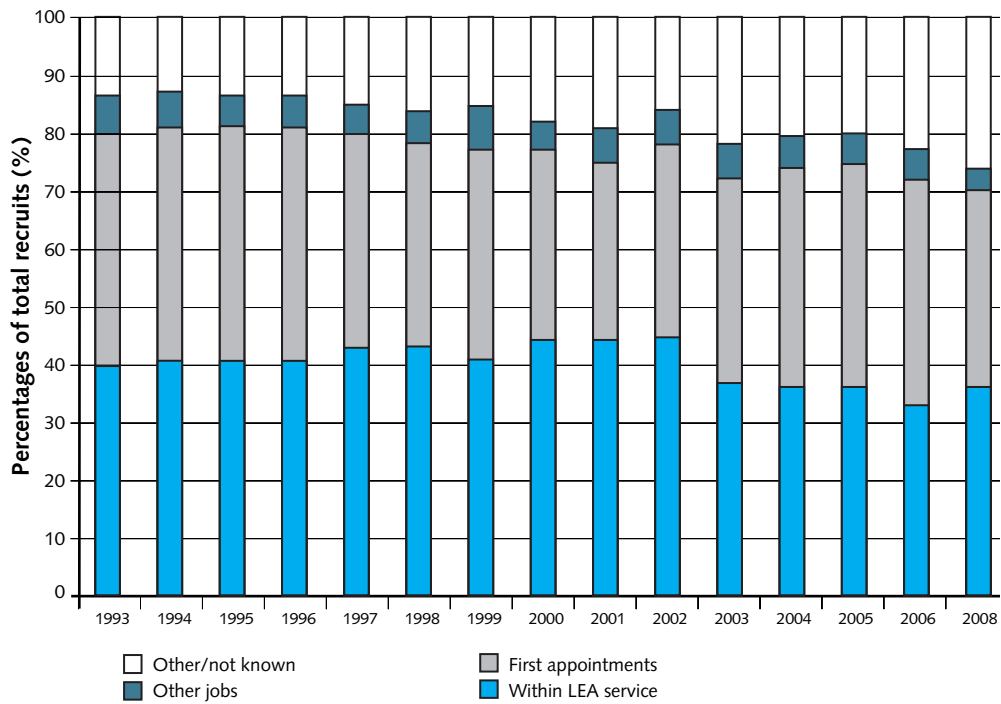
In secondary schools, 39.5% of full-time permanent recruits came from other local authority jobs and 32.7% came straight from teacher training, 61.5% were female and 31.7% were aged between 25 and 29. The majority (66.2%) had no management allowances or TLRs, and a very small proportion (0.6%) came from non-education jobs. Among the part-time permanent recruits, 44.8% came from another local authority, 11.1% came straight from teacher training and 3.6% came from non-education jobs, 80.7% were female, and 39.5% were aged between 30 and 39. The majority (79.2%) received no management allowances or TLRs.

Table 5.2 Profile of local authority permanent teacher recruits (2008)

	Full time			Part time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	81.0	61.5	69.2	92.6	80.7	86.9
Male	19.0	38.5	30.8	7.4	19.3	13.1
Age						
Under 25	24.2	19.7	21.4	2.0	4.0	3.0
25–29	29.5	31.7	30.9	7.8	10.1	8.9
30–39	25.7	28.7	27.6	42.8	39.5	41.2
40–49	16.6	14.0	15.0	34.4	28.6	31.5
50–59	4.0	5.6	5.0	10.8	13.9	12.3
60 and over	0.0	0.3	0.2	2.2	3.9	3.1
Salary						
Headteacher	9.9	1.0	4.5	2.0	0.4	1.2
Deputy Headteacher	6.6	1.6	3.6	3.8	0.4	2.2
Assistant Headteacher	2.2	3.8	3.2	0.0	0.6	0.3
Advanced skills teacher	1.6	0.6	1.0	1.0	0.2	0.6
Classroom non-QTS teacher	6.3	5.0	5.5	3.5	8.5	5.9
Classroom teachers						
– Management Allowances						
Permanently safeguarded management allowances	1.8	1.2	1.4	0.0	0.2	0.1
Teaching/learning responsibilities	7.8	20.6	15.5	3.8	10.4	7.0
No management allowances or teacher/learning responsibilities	63.8	66.2	65.2	85.9	79.2	82.7
Origin						
First employment						
– immediately	29.6	32.7	31.4	4.9	11.1	7.9
– not immediately	3.6	1.3	2.2	3.1	2.2	2.7
Education job						
– LA	29.5	39.5	35.6	34.5	44.8	39.4
– other	4.0	3.7	3.8	3.3	6.3	4.7
Other job	0.4	0.6	0.5	2.0	3.6	2.8
Break for family	1.0	0.3	0.6	10.6	5.0	7.9
Other reason	5.1	2.9	3.8	6.9	4.7	5.8
Not known	26.9	19.0	22.1	34.8	22.3	28.8
Base numbers (=100%)	13,600	21,106	34,706	1704	1577	3281

Figure 5.1 shows that the proportion of full-time permanent recruits from within local authorities remained fairly similar since 2003. The proportion of recruits whose new role was their first on completing their training steadily increased from 2001, when the proportion was 31.0%, to 2008, when the proportion was 33.6%.

Figure 5.1 Distribution of local authority full-time permanent teacher recruits by origin (1993–2008)



5.3 Recruitment rates of permanent teachers

Both Figure 5.2 and Table 5.3 show the recruitment rates for permanent teachers in 2008 broken down into different categories. For primary and secondary, male and female teachers, the rates decreased between 2003 and 2006, but increased in 2008 for all four groups.

Figure 5.2 Recruitment rates of local authority full-time permanent teachers by sex (1993–2008)



Table 5.3 Recruitment rates of local authority permanent teachers (2008) (percentages)

	Full time			Part time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	7.9	11.8	9.6	3.3	4.7	3.8
Male	9.5	10.0	9.9	3.8	5.4	4.8
Age						
Under 25	35.1	54.9	43.8	8.3	42.8	17.7
25–29	13.6	21.5	17.7	5.1	12.1	7.5
30–39	8.4	12.0	10.3	4.1	7.2	5.1
40–49	6.2	6.5	6.3	4.1	4.9	4.4
50–59	1.1	2.2	1.7	1.3	2.1	1.6
60 and over	-	2.5	1.4	2.0	2.3	2.2
Salary						
Headteacher	4.7	0.6	2.5	0.2	0.1	0.2
Deputy Headteacher	2.9	0.9	1.8	0.4	0.2	0.4
Classroom non-QTS teacher	5.4	5.9	5.7	0.8	10.5	3.5
Classroom QTS teacher	48.6	88.9	68.2	23.2	56.0	32.9
Origin						
First employment						
– immediately	2.4	3.6	3.1	0.2	0.5	0.3
– not immediately	0.3	0.1	0.2	0.1	0.1	0.1
Education job						
– LA	2.4	4.4	3.5	1.1	2.2	1.5
– other	0.3	0.4	0.4	0.1	0.3	0.2
Other job	0.0	0.1	0.0	0.1	0.2	0.1
Break for family	0.1	0.0	0.1	0.3	0.2	0.3
Other reason	0.4	0.3	0.4	0.2	0.2	0.2
Not known	2.2	2.1	2.1	1.1	1.1	1.1
Total recruitment rate	8.2	11.0	9.7	3.3	4.8	3.9

In 2008 the recruitment rate was higher in secondary schools for full- and part-time permanent teachers than it was in primary schools. The recruitment rate for primary teachers was higher for males than females in both full-time (9.5% and 7.9% respectively) and part-time employment (3.8% and 3.3% respectively). The same applied to secondary part-time posts, where the male rate of recruitment was 5.4% and the female 4.7%. The position was reversed, however, in secondary permanent full-time posts, where the male rate of recruitment was 10.0% and the female 11.8%.

The recruitment rate for all four groups of teachers was highest in the age band of those under 25, although the number of teachers in this group is small. The recruitment rates for this group were 54.9% for full-time and 42.8% for part-time recruits in secondary schools, whereas they were 35.1% for full-time and 8.3% for part-time recruits in primary schools. The recruitment rates decrease through the age groups, with the lowest among those in the 50–59 age group working part-time and those in the 60 and over age group among full-time staff.

The recruitment rate for headteacher full-time positions in primary schools was 4.7%, a slight decrease from 5.1% in 2006. The combined primary and secondary recruitment rate was greatest among classroom QTS teachers, with 68.2% in full-time posts and 32.9% in part-time posts. In terms of origins for recruits, the combined recruitment rate to full-time positions was greatest for those employed from within the LA (3.5%) and employed immediately after training (3.1%). This was similar across the primary and secondary sectors. For part-time recruits, the greatest proportion were also recruited from within the LA but, in contrast to full-time recruits, the recruitment rate for those employed immediately after training was similar to the rate for those returning from a break to look after family (0.3% in both cases).

6 Fixed-term contract/temporary teachers in local authority schools

This section deals with moves of teachers who were employed on fixed-term or temporary contracts. This does not therefore include moves of teachers between consecutive fixed-term contracts in the same school, or moves from temporary to permanent roles within the same school. Moves from full- to part-time status, or vice versa, or moves as a result of promotion within the same school are also beyond the remit of this section.

6.1 Size and composition of the fixed-term contract/temporary teacher workforce

Table 6.1 shows that the number of teachers employed on fixed-term or temporary contracts was 33,504. This is similar to the number in 2006, when there were 33,616.

Teachers who were on fixed-term or temporary contracts were more likely to be full time (61.9%) than part time (38.1%). However, they were less likely than permanent staff to be full time; 80.9% of permanent staff were full time while 19.1% of permanent staff were part time (see Table 2.1).

Table 6.1 Number of fixed-term contract local authority teachers in post (2008/9)

	Full time	Part time	Total
Primary			
Female	9927	6554	16,481
Male	1849	872	2721
Total	11,776	7426	19,202
Secondary			
Female	5268	3737	9005
Male	3703	1595	5297
Total	8971	5331	14,302
Primary and Secondary	20,747	12,757	33,504

6.2 Turnover and recruitment of the fixed-term contract/temporary teacher workforce

Overall, as can be seen in Table 6.2, the turnover rates in 2008 were lower than had been the case in 2006 across both the primary and secondary sectors and among full-time and part-time staff. This was also the case among female and male staff, although turnover rates in 2008 among primary part-time male staff were similar to those in 2006. A different picture emerges in terms of recruitment, with largely similar rates among primary full-time and part-time staff. The secondary sector recruitment rates have declined among full-time staff and increased slightly among part-time staff. In the latter case, this was particularly the case among male part-time staff, while the rate among their female counterparts remained almost the same.

Table 6.2 shows the turnover and recruitment rate for staff on temporary and fixed-term contracts. The turnover rates were greater in secondary schools (41.0% among full-time staff and 40.9% among part-time staff) than primary (27.8% and 21.8%). However, in both types of school the turnover rates were lower than had been the case in 2006, when in secondary schools the rates were 68.4% and 47.3% and in the primary sector they were 38.1% and 24.6%.

Table 6.2 Turnover and recruitment rates of local authority fixed-term contract/temporary teachers (2002–08)

Full-time turnover	Female						Male						Total					
	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08
Primary	40.5	41.6	33.3	30.9	37.4	26.4	35.0	44.8	24.7	32.8	41.6	35.8	39.4	42.1	31.7	31.3	38.1	27.8
Secondary	49.2	53.9	48.0	54.7	61.5	41.8	56.6	54.4	49.7	59.7	78.9	39.8	52.6	54.1	48.8	57.0	68.4	41.0
Total	43.1	45.4	38.2	39.0	46.1	31.7	48.0	51.1	40.8	50.5	65.1	38.4	44.6	47.0	39.0	42.5	51.3	33.5

Part-time recruitment	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08
	Primary	28.0	33.9	19.5	18.9	25.3	22.1	25.3	40.8	22.3	12.4	19.5	20.1	27.8	34.4	19.8	18.1	24.6
Secondary	41.7	41.0	43.8	42.9	48.4	40.2	41.8	47.2	40.9	45.6	45.0	42.6	41.7	42.9	42.8	43.8	47.3	40.9
Total	33.3	36.6	28.5	27.0	32.9	28.7	37.2	45.6	35.3	33.6	35.9	34.6	34.0	38.3	29.8	28.3	33.5	29.8

Full-time recruitment	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08
	Primary	61.7	70.0	64.7	71.6	72.2	71.3	46.3	61.3	47.7	59.4	58.2	53.9	58.7	68.6	61.5	69.4	69.7
Secondary	80.1	93.1	80.2	87.5	84.1	70.9	80.1	81.4	74.6	80.7	83.8	61.6	80.1	87.9	77.7	84.4	83.9	67.0
Total	67.2	77.1	69.9	77.0	76.4	71.2	66.7	74.5	65.0	73.4	74.3	59.0	67.0	76.4	68.4	76.0	75.9	67.9

Part-time turnover	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08	'02	'03	'04	'05	'06	'08
	Primary	37.6	53.2	42.7	47.7	41.2	42.7	32.8	54.5	28.3	43.2	37.0	39.3	37.1	53.3	41.2	47.1	40.8
Secondary	48.5	52.0	51.7	53.4	49.1	48.9	44.8	48.4	43.8	48.5	41.5	53.9	47.4	50.9	49.1	51.8	46.7	50.4
Total	41.8	52.7	46.0	49.6	43.9	45.0	41.4	49.9	39.1	46.5	39.9	48.7	41.7	52.2	44.6	49.0	43.1	45.7

The turnover rate was greater among male full-time staff in primary schools (35.8%) than females (26.4%), as was the case in 2006. Among full-time staff in secondary schools, the rate was slightly higher among female staff (41.8%) than males (39.8%). Among part-time staff the turnover rates between males and females were similar although it was slightly greater among male secondary teachers (42.6%) than females (40.2%).

The full-time recruitment rate among primary schools (68.6%) was similar to the rate in 2006 (69.7%). In secondary schools it was lower in 2008 (67.0%) than in 2006 (83.9%) and over the period 2002–06. Recruitment rates among part-time staff on fixed-term or temporary contracts were slightly higher than in 2006 in both the primary (42.3%) and secondary (50.4%) sectors.

6.3 Profile of fixed-term contract/temporary leavers

Table 6.3 provides details of the characteristics, roles and destinations of fixed-term or temporary staff who resigned in 2008. As can be seen, a greater proportion were female in both sectors and across the full-time and part-time roles. Among staff in full-time roles, those aged between 25 and 29 comprised the largest group of leavers (33.0%) while those aged between 30 and 39 comprised the second largest group (26.7%). In part-time roles, the distribution across staff of different ages was more even, although the smallest proportions were among those in the younger and oldest age groups.

Table 6.3 Profile of local authority fixed-term contract/temporary teacher resignations (2008)

	Full time			Part time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	79.8	59.9	69.3	89.2	68.9	77.5
Male	20.2	40.1	30.7	10.8	31.1	22.5
Age						
Under 25	15.6	9.5	12.3	7.6	5.6	6.4
25–29	33.7	32.5	33.0	11.9	11.0	11.4
30–39	26.9	26.6	26.7	24.5	22.9	23.6
40–49	14.4	15.0	14.7	21.1	21.5	21.4
50–59	6.6	13.4	10.3	27.0	21.2	23.6
60 and over	2.8	3.0	2.9	7.9	17.8	13.7
Salary						
Headteacher	4.6	0.0	2.2	5.5	0.0	2.3
Deputy Headteacher	1.4	0.4	0.9	1.1	0.4	0.7
Assistant Headteacher	0.8	0.4	0.6	0.7	0.0	0.3
Advanced skills teacher	0.0	0.8	0.4	0.8	0.7	0.7
Classroom non-QTS teacher	9.7	24.2	17.5	7.6	15.1	11.9
Classroom teachers – Management Allowances						
Safeguarded management allowances	0.6	0.0	0.3	0.0	0.3	0.2
Permanently safeguarded management allowances	0.4	0.3	0.3	0.0	0.4	0.2
Teaching/learning responsibilities	1.1	3.3	2.3	0.0	2.8	1.6
No management allowances or teacher/learning responsibilities	81.4	70.6	75.6	84.2	80.3	81.9
Length of service						
Less than 3 years	94.6	95.8	95.3	88.1	84.1	85.8
3–6 years	4.8	2.3	3.5	6.8	4.8	5.6
More than 3 years	0.5	1.9	1.3	5.1	11.1	8.5
Destination						
Education job						
– same LA	31.8	11.8	21.2	34.5	15.2	23.4
– other LA	20.0	19.7	19.9	12.9	7.8	10.0
– non-LA	10.9	8.1	9.5	4.2	6.1	5.3
Other job	2.7	2.2	2.4	2.8	2.4	2.5
Retirement						
– age	1.1	1.3	1.2	5.5	8.7	7.4
– ill-health	0.0	0.2	0.1	0.0	0.5	0.3
– premature	1.0	0.3	0.6	0.7	3.1	2.1
Maternity	3.8	1.6	2.7	7.5	4.7	5.9
Other	9.8	14.0	12.0	15.5	13.3	14.3
Not known	18.8	40.7	30.4	16.4	38.2	28.9
Base numbers (=100%)	3279	3678	6956	1621	2182	3803

Due to weighting the Ns are not integers and therefore may not add up.

In terms of the roles of those who resigned, classroom teachers with no management allowances or TLR points represented the largest group among full-time (75.6%) and part-time staff (81.9%).

Most of the teachers on fixed-term or temporary contracts who resigned did not receive any management allowances or teacher/learning responsibilities. The majority of these staff who resigned from both full-time and part-time roles had less than three years' service. While the destinations of a notable proportion of these teachers was either not known or was not one of the categories provided, where it was known it was commonly into a different education job within the

same authority (21.2% of full-time and 23.4% of part-time staff) or in another authority (19.9% of full-time and 10.0% of part-time staff).

6.4 Profile of fixed-term contract/temporary recruits

In 2008, there were 14,093 full-time and 5830 part-time recruits to fixed-term or temporary roles. As can be seen in Table 6.4, across full-time and part-time roles in both the primary and secondary sectors, these were most often with female staff. Among full-time staff the recruits were fairly evenly spread across the three age groups under 39 years old. However, teachers recruited to part-time roles were most often aged between 30 and 39 or between 40 and 49.

The majority of recruits in full-time roles (75.5%) and part-time roles (84.1%) were recruited to posts with no management allowances or TLRs. Classroom non-QTS teachers accounted for 18.1% of fixed-term full-time recruits and 9.3% of part-time recruits. A greater proportion of teachers in secondary than primary schools were recruited to such roles. 31.8% of full-time secondary roles were classroom non-QTS teachers while they accounted for 13.4% of such part-time roles in the secondary sector.

Although the origin of recruits was not known in many cases, or were from origins other than those detailed, those recruited to full-time roles were more likely to be in their first employment immediately after training (33.4%) compared with those in part-time roles (9.1%) who were most often from an education role in the LA sector (32.2%).

Table 6.4 Profile of local authority fixed-term contract/temporary teacher recruits (2008)

	Full time			Part time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	87.7	62.1	76.7	89.1	68.0	79.4
Male	12.3	37.9	23.3	10.9	32.0	20.6
Age						
Under 25	29.8	24.2	27.3	10.0	4.5	7.3
25–29	24.9	31.0	27.6	12.4	8.9	10.7
30–39	24.1	22.5	23.4	31.1	30.4	30.8
40–49	14.4	13.0	13.8	29.4	25.9	27.7
50–59	6.6	8.4	7.4	14.2	22.8	18.4
60 and over	0.2	1.0	0.6	2.8	7.6	5.2
Salary						
Headteacher	4.4	0.2	2.6	2.5	0.0	1.4
Deputy Headteacher	1.0	0.3	0.7	2.2	0.2	1.3
Assistant Headteacher	0.6	0.4	0.5	1.0	0.6	0.8
Advanced skills teacher	1.1	0.4	0.8	1.5	0.7	1.1
Classroom non-QTS teacher	7.9	31.8	18.1	5.8	13.4	9.3
Classroom teachers						
– Management Allowances						
Permanently safeguarded management allowances	0.0	0.2	0.1	0.0	0.3	0.2
Teaching/learning responsibilities	0.8	3.1	1.8	0.5	3.4	1.9
No management allowances or teacher/learning responsibilities	84.3	63.7	75.5	86.4	81.4	84.1
Origin						
First employment						
– immediately	36.5	29.1	33.4	12.2	5.4	9.1
– not immediately	5.8	4.8	5.4	3.6	2.3	3.0
Education job						
– LA	18.0	22.9	20.1	28.6	36.4	32.2
– other	6.5	10.0	8.0	2.1	6.5	4.2
Other job	0.2	3.1	1.5	0.9	4.5	2.6
Break for family	1.3	0.8	1.1	11.8	9.4	10.7
Other reason	9.7	8.3	9.1	8.7	11.6	10.1
Not known	21.9	20.9	21.5	32.1	23.8	28.3
Base numbers (=100%)	8078	6015	14,093	3143	2686	5830

Due to weighting the Ns are not integers and therefore may not add up.

7 Teacher wastage from local authority schools

This section presents the information about the gross and net changes in the teacher population. Section 7.1 presents the wastage in the LA sector as a whole by comparing data from this survey and data from the DCSF. The following sections present the destinations of those who resigned and origins of those who were recruited alongside each other. Net wastage figures are also provided, which show the change to the profession as a whole and the extent to which recruitment may have offset losses.

7.1 Gross wastage of full-time permanent teachers

Gross wastage is defined as the annual turnover of full-time permanent teachers, excluding moves to teaching roles within the local authority sector.

As can be seen in Table 7.1, the gross wastage rate in 2008 was slightly higher than that in 2006 when it had decreased by 0.9 percentage points. This was the case across both the primary and secondary sectors.

Table 7.1 Gross wastage of full-time permanent local authority teachers (2001–08)

	Gross wastage (%)		
	Primary	Secondary	Total
2001	6.5	6.1	6.3
2002	6.1	6.1	6.1
2003	7.2	6.6	6.8
2004	5.9	6.5	6.2
2005	6.1	6.9	6.6
2006	5.1	6.1	5.7
2008	5.5	6.6	6.1

7.2 Differences between LGA and DCSF gross wastage measures

As noted in the previous report in 2007, the DCSF's wastage statistics have historically shown, year on year, a higher level of gross wastage than the figures collected in the LGA survey. It is worth noting that the DCSF figures include moves between full-time and part-time status and that these are excluded from the LGA analysis, which may explain some of the differences. Recently, the figures have become more similar and, in 2006 this continued, and the gross wastage in the secondary sector was higher in the LGA survey than the DCSF statistics indicate. Data was collected at such a time that information was only available for comparison for the previous year, with the result that Table 7.2 shows figures up to and including 2006.

Table 7.2 Comparison of wastage figures between LGA and DCSF (2001–06)

	Primary			Secondary		
	LGA	DCSF	Difference	LGA	DCSF	Difference
2001	7.1	10.5	+3.4	7.3	9.4	+2.1
2002	8.3	10.9	+2.6	7.7	9.8	+2.1
2003	6.5	10.7	+4.2	7.5	9.9	+2.4
2004	6.6	7.9	+1.3	8.2	7.7	-0.5
2005	7.0	7.4	+0.4	8.5	7.4	-1.1
2006	5.8	6.9	+1.1	7.7	6.8	-0.9

Note: DCSF data relates to financial years starting 1 April, LGA data relates to calendar years.

7.3 Net wastage of full-time permanent teachers

Net wastage is a measure of the overall loss to the teacher workforce and excludes moves within the local authority sector. The percentage of teachers who leave the sector are compared with the percentage who are recruited. Table 7.3 presents a comparison of the destinations of leavers and the origins of starters who are full-time permanent teachers. This enables a comparison of the percentage of teachers who join and the percentage who leave the maintained teaching profession. However, as the net wastage figures exclude the effect of moves within schools of teachers to permanent contracts from fixed-term contracts, or from full-time to part-time status or vice versa, they cannot be considered as indicators of employment change.

Table 7.3 Local authority full-time permanent teacher turnover and recruitment, destinations and origins (2002–08)

Primary	Leavers						Recruits					
	2002	2003	2004	2005	2006	2008	2002	2003	2004	2005	2006	2008
First employment												
– immediately	–	–	–	–	–	–	2.0	2.2	2.0	2.2	2.3	2.4
– not immediately	–	–	–	–	–	–	0.4	0.3	0.4	0.4	0.2	0.3
Move within LA service	5.7	5.1	4.4	4.1	3.8	4.3	3.3	2.7	2.2	2.3	1.8	2.4
Sixth form college	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Independent school	0.2	0.2	0.2	0.1	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.1
University/HE/FE	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.2	0.2
Overseas education	0.4	0.5	0.3	0.4	0.4	0.4	0.2	0.2	0.1	0.1	0.1	0.2
Public sector job	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Self-employment	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other job	0.2	0.2	0.2	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Break for family reasons/maternity	0.6	0.6	0.5	0.5	0.4	0.5	0.1	0.1	0.1	0.0	0.1	0.1
Other breaks							0.1	0.1	0.1	0.1	0.1	0.1
Age retirement	0.5	0.7	0.7	0.7	0.7	1.0	–	–	–	–	–	–
Ill-health retirement	0.4	0.4	0.3	0.2	0.3	0.3	–	–	–	–	–	–
Premature retirement	1.0	1.1	1.2	1.1	0.9	1.0	–	–	–	–	–	–
Other reason	1.1	1.4	1.1	1.1	0.9	1.0	0.2	0.2	0.2	0.1	0.3	0.3
Not known	1.4	1.4	1.1	1.5	1.1	0.8	1.6	2.1	2.1	2.2	2.1	2.2
Total	11.8	12.3	10.3	10.2	8.9	9.7	7.9	8.2	7.2	7.6	7.1	8.2

Table 7.3 Local authority full-time permanent teacher turnover and recruitment, destinations and origins (2002–08) cont'd

Secondary	Leavers						Recruits						
	2002	2003	2004	2005	2006	2008	2002	2003	2004	2005	2006	2008	
First employment													
– immediately	–	–	–	–	–	–	4.1	4.3	4.2	4.3	4.1	3.6	
– not immediately	–	–	–	–	–	–	0.3	0.3	0.3	0.3	0.2	0.1	
Move within LEA service	6.4	4.9	4.9	4.7	4.4	4.6	5.9	4.8	4.3	4.4	4.0	4.4	
Sixth form college	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	
Independent school	0.4	0.3	0.3	0.3	0.3	0.3	0.1	0.1	0.1	0.1	0.1	0.1	
University/HE/FE	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.1	
Overseas education	0.4	0.5	0.5	0.5	0.5	0.5	0.4	0.3	0.2	0.2	0.2	0.2	
Public sector job	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	
Self-employment	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	
Other job	0.3	0.3	0.3	0.3	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.0	
Break for family reasons/maternity	}	0.5	0.4	0.4	0.4	0.3	0.3	0.1	0.0	0.0	0.0	0.0	0.0
Other break		0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Age retirement	0.5	0.5	0.7	0.7	0.6	0.9	–	–	–	–	–	–	
Ill-health retirement	0.5	0.4	0.4	0.4	0.3	0.2	–	–	–	–	–	–	
Premature retirement	0.9	0.9	1.1	1.1	0.9	1.0	–	–	–	–	–	–	
Other reason	1.0	1.3	1.0	1.1	0.9	1.1	0.2	0.2	0.2	0.2	0.2	0.3	
Not known	1.2	1.6	1.4	1.8	1.8	1.7	1.1	1.9	1.9	1.8	1.4	2.1	
Total	12.5	11.5	11.4	11.6	10.5	11.1	12.7	12.5	11.6	11.7	10.5	11.0	

Primary and secondary	Leavers						Recruits						
	2002	2003	2004	2005	2006	2008	2002	2003	2004	2005	2006	2008	
First employment													
– immediately	–	–	–	–	–	–	3.1	3.3	3.2	3.3	3.3	3.1	
– not immediately	–	–	–	–	–	–	0.3	0.3	0.3	0.3	0.2	0.2	
Move within LEA service	6.1	5.1	4.7	4.4	4.1	4.4	4.7	3.9	3.4	3.4	3.0	3.5	
Sixth form college	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	
Independent school	0.3	0.3	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.1	
University/HE/FE	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.1	
Overseas education	0.4	0.5	0.4	0.5	0.5	0.5	0.3	0.3	0.1	0.2	0.1	0.2	
Public sector job	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	
Self-employment	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	
Other job	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.0	0.0	0.1	0.0	
Break for family reasons/maternity	}	0.5	0.5	0.5	0.4	0.3	0.4	0.1	0.1	0.0	0.0	0.1	0.1
Other break		0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Age retirement	0.5	0.6	0.7	0.7	0.6	0.9	–	–	–	–	–	–	
Ill health retirement	0.4	0.4	0.4	0.3	0.3	0.2	–	–	–	–	–	–	
Premature retirement	0.9	1.0	1.1	1.1	0.9	1.0	–	–	–	–	–	–	
Other reason	1.0	1.4	1.1	1.1	0.9	1.1	0.2	0.2	0.2	0.2	0.2	0.3	
Not known	1.3	1.5	1.3	1.6	1.5	1.3	1.3	2.0	2.0	2.0	1.7	2.1	
Total	12.2	11.9	10.9	11.0	9.8	10.5	10.4	10.5	9.5	9.8	9.0	9.7	

The net wastage of full-time permanent teachers is detailed in Table 7.4. These figures show the net gain or loss to the total population in terms of the different categories of origin or destination. As no leavers were going to a job that could be described as their first employment, there was a net gain in this category of 3.39% in 2008. Conversely, those retiring would not move to another school so in this category there was a net loss in 2008 (-2.2%). Overall, there was a net gain of +0.2%.

Among primary schools there was a small net gain of teachers (0.3%) and, similarly, secondary schools experienced a small net gain (0.1%). These small gains were broadly comparable with the gains in 2006.

Table 7.4 Net wastage of local authority full-time permanent teachers (1999–2006)

	2001	2002	2003	2004	2005	2006	2008
Primary							
First employment	+2.7	+2.4	+2.5	+2.4	+2.6	+2.5	+2.7
Other education job	-0.4	-0.4	-0.5	-0.4	-0.4	-0.3	-0.3
Other job	-0.4	-0.4	-0.4	-0.4	-0.4	-0.2	-0.2
Retirement	-1.8	-1.9	-2.2	-2.2	-2.0	-1.9	-2.3
Domestic break/ maternity/other	-1.5	-1.3	-1.7	-1.2	-1.4	-0.8	-1.0
Not known	+0.6	+0.2	+0.7	+1.0	+0.7	+1.0	+1.4
Total	-0.9	-1.5	-1.7	-0.9	-0.8	+0.2	+0.3
Secondary							
First employment	+4.3	+4.4	+4.6	+4.5	+4.6	+4.4	+3.8
Other education job	-0.3	-0.2	-0.4	-0.5	-0.5	-0.5	-0.6
Other job	-0.6	-0.3	-0.3	-0.3	-0.5	-0.3	-0.3
Retirement	-1.6	-1.9	-1.8	-2.2	-2.2	-1.8	-2.0
Domestic break/ maternity/other	-1.0	-1.2	-1.5	-1.1	-1.2	-1.0	-1.1
Not known	+0.3	-0.1	+0.3	+0.5	0.0	-0.4	+0.4
Total	+1.1	+0.7	+1.1	+0.8	+0.4	+0.4	+0.1
Primary and Secondary							
First employment	+3.5	+3.4	+3.6	+3.5	+3.6	+3.5	+3.3
Other education job	-0.4	-0.2	-0.4	-0.4	-0.4	-0.4	-0.5
Other job	-0.4	-0.3	-0.3	-0.4	-0.4	-0.2	-0.2
Retirement	-1.7	-1.8	-2.0	-2.2	-2.2	-1.8	-2.2
Domestic break/ maternity/other	-1.3	-1.1	-1.5	-1.3	-1.2	-0.9	-1.1
Not known	+0.5	0.0	+0.5	+0.7	+0.4	+0.2	+0.9
Total	+0.2	-0.4	-0.2	-0.1	-0.2	+0.3	+0.2

8 Sixth form colleges

8.1 Introduction

This section provides information gathered from the survey of the turnover and recruitment of teachers (including Principals and Vice Principals) to and from sixth form colleges in the 2008 calendar year, and changes since 1993.

Information was requested from all sixth form colleges and centres in membership of the Sixth Form Colleges' Forum in England and Wales, of which 73 responded, a response rate of 77% (compared with 59%–83% over the period 1993–2006. Note: the survey was not conducted in 2004 or 2007). The survey covers all resignations and recruits other than those within colleges.

The 2008 data shown here is **based on respondents only**, whereas in earlier years data was grossed to the equivalent of a 100% response. Caution should therefore be exercised when comparing 2008 data with that of earlier years. This applies in particular to comparisons of absolute numbers of staff, leavers or recruits, although percentage rates may also be affected.

8.2 Employment structure

Estimates of the employment of permanent and fixed-term contract teachers in respondent sixth form colleges at January 2009 are set out in Table 8.1.

Respondent sixth form colleges employed an estimated 7559 permanent teachers at January 2009, of which 5378 (71.1%) were full time and 2181 (28.9%) part time (compared with proportions 85.5%/14.5% in local authority maintained secondary schools). Around three-fifths (58.6%) of all permanent teachers were female (61.2%/38.8% in secondary schools), but 76.1% of part-time teachers (82.8%). (Note: figures for secondary schools are as at January 2008.)

The total of 573 fixed-term contract teachers in respondent colleges represents 7.0% of total employment (5.9% in secondary schools); of these, 73.8% were part time (36.4% in secondary schools), and 57.9% were female (compared with 62.8%).

Table 8.1 Employment in sixth form colleges (2009)

	Permanent			Fixed-term contract (FTC)			Permanent & FTC
	Full time	Part time	Total	Full time	Part time	Total	
Male							
2009	2605	521	3126	70	171	241	3367
Female							
2009	2773	1660	4433	80	252	332	4765
Total							
2009	5378	2181	7559	150	423	573	8132
% changes							
2007–09	N/A	N/A	N/A	N/A	N/A	N/A	N/A

8.3 Overall turnover and recruitment rates

The turnover rate is the number of leavers in the calendar year, excluding moves within colleges, expressed as a percentage of the number of teachers in post at January of the following year. Recruitment rates are calculated on a similar basis.

Turnover and recruitment rates for teachers in sixth form colleges over the 1994–2008 period are summarised in Table 8.2.

For permanent teachers, the full-time turnover rate increased from 6.4% in 2006 to 7.2% in 2008, lower than that in maintained secondary schools (provisional rate 10.5%). The recruitment rate increased from 7.5% to 9.4%, also lower than in secondary schools (provisional rate 11.0%).

Part-time permanent teacher turnover remained virtually unchanged between 2006 and 2008, whilst recruitment increased.

Turnover and recruitment of full-time fixed-term contract teachers fell, whilst that of part-time teachers increased. (Note: recruitment rates exceed turnover rates because of transfers of fixed-term contract teachers to permanent status, which is not recorded by the survey.)

Table 8.2 Turnover and recruitment rates (1994–2008)

	Permanent		Fixed-term contract (FTC)		Permanent and FTC
	Full time	Part time	Full time	Part time	
Turnover (%)					
1994	7.2	7.4	25.0	26.0	9.5
1995	7.2	9.1	22.6	30.6	9.9
1996	9.9	8.3	24.8	32.2	12.0
1997	11.5	10.5	33.8	36.2	13.8
1998	8.7	10.1	52.7	37.7	11.8
1999	6.6	11.9	36.8	35.9	10.6
2000	7.3	9.1	35.7	28.4	10.3
2001	7.9	9.3	33.9	28.6	10.4
2002	7.7	11.4	33.7	33.2	10.9
2003	7.4	9.3	26.7	32.2	9.7
2005	6.7	10.8	45.0	36.2	10.1
2006	6.4	11.0	56.5	35.6	9.6
2008	7.2	10.9	50.0	44.2	10.9
Recruitment (%)					
1994	5.7	8.4	73.1	47.8	11.7
1995	6.6	10.7	66.1	60.3	13.4
1996	6.0	6.1	75.2	49.0	11.5
1997	4.1	8.0	69.9	42.9	9.1
1998	5.1	6.5	100.0	57.6	10.9
1999	6.8	8.4	74.4	52.7	12.2
2000	13.0	11.7	93.6	52.7	18.2
2001	11.5	10.3	77.0	46.3	15.6
2002	9.9	10.9	73.1	54.0	14.6
2003	9.3	9.5	68.0	49.7	12.9
2005	8.0	7.3	66.3	53.3	11.6
2006	7.5	6.6	82.4	41.8	9.9
2008	9.4	7.8	75.3	60.0	12.8

Overall turnover of all permanent and fixed-term contract teachers increased from 9.6% in 2006 to 10.9% in 2008, and recruitment increased from 9.9% to 12.8% (reversing a downward trend over the 2000–06 period).

(Note: The difference between turnover and recruitment rates does **not** denote employment change as the survey excludes effects of moves within colleges and the closure of colleges.)

No further analysis of the turnover and recruitment of part-time permanent and fixed-term contract teachers is shown, owing to the relatively small numbers employed.

8.4 Regional variations in turnover and recruitment

Table 8.3 shows that turnover of full-time permanent teachers from respondent sixth form colleges in 2008 stood at 8.7% in the South East, 7.7% in the South and West, 6.9% in the Midlands and Wales, 6.0% in the North West and 5.8% in the North East.

The recruitment rate stood at 12.0% in the South East, 9.0% in the South and West, 8.7% in the Midlands and Wales, 8.2% in the North East and 7.3% in the North West.

Table 8.3 Turnover and recruitment of full-time permanent teachers by region (2008)

	Staff in post	Turnover		Recruitment	
		Nos	%	Nos	%
Female					
Midlands and Wales	466	26	5.6	42	9.0
North East	399	20	5.0	38	9.5
North West	552	26	4.7	39	7.1
South East	739	64	8.7	93	12.6
South and West	617	48	7.8	51	8.3
England and Wales	2773	184	6.6	263	9.5
Male					
Midlands and Wales	455	38	8.4	38	8.4
North East	397	26	6.5	27	6.8
North West	439	33	7.5	33	7.5
South East	768	67	8.7	88	11.5
South and West	546	41	7.5	54	9.9
England and Wales	2605	205	7.9	240	9.2
Total					
Midlands and Wales	921	64	6.9	80	8.7
North East	796	46	5.8	65	8.2
North West	991	59	6.0	72	7.3
South East	1507	131	8.7	181	12.0
South and West	1163	89	7.7	105	9.0
England and Wales	5378	389	7.2	503	9.4

Staff includes all permanent teachers including Principals and Vice Principals.

Turnover % and recruitment % are resignations and recruits in the calendar year 2008 as percentages of permanent teachers at January 2009.

8.5 Destinations of leavers

The destinations of full-time permanent teachers leaving sixth form colleges in 2003–08 are shown in Table 8.4. The main destinations of teachers leaving in 2008 were retirements (2.0%, mostly normal age, 1.2%), other sixth form colleges (1.0%), maintained schools (0.8%), and FE colleges (0.4%).

Table 8.4 Numbers of full-time permanent teacher leavers and turnover rates by destination (2003–08)

	2003		2005		2006		2008	
	No	%	No	%	No	%	No	%
LA sector – same area								
– secondary	14	0.2	12	0.2	8	0.1	6	0.1
– other	1	0.0	3	0.0	3	0.0	2	0.0
– total	15	0.2	15	0.2	11	0.1	8	0.1
LA sector – other area								
– secondary	36	0.5	34	0.5	12	0.2	29	0.5
– other	3	0.0	5	0.1	5	0.1	4	0.1
– total	39	0.5	39	0.6	17	0.2	33	0.6
Total LA sector (above)	54	0.8	54	0.8	28	0.4	41	0.8
Sixth form college								
– same LA area	23	0.3	19	0.3	13	0.2	10	0.2
– other LA area	60	0.9	45	0.6	43	0.6	46	0.9
– total	83	1.3	64	0.9	56	0.7	56	1.0
Independent school	21	0.3	13	0.2	13	0.2	12	0.2
University/HE college	14	0.2	8	0.1	7	0.1	8	0.1
FE college	30	0.5	15	0.2	31	0.4	23	0.4
Overseas education	19	0.3	20	0.3	10	0.1	18	0.3
Other job								
– public sector	14	0.2	7	0.1	13	0.2	5	0.1
– self-employed	3	0.0	12	0.2	15	0.2	2	0.0
– other	10	0.2	20	0.3	15	0.2	9	0.2
– total	27	0.4	39	0.6	43	0.6	17	0.3
Retirement								
– age	38	0.6	71	1.0	68	0.9	63	1.2
– ill-health	20	0.3	19	0.3	16	0.2	8	0.1
– premature	36	0.5	45	0.6	40	0.5	35	0.7
– total	94	1.4	135	1.9	124	1.6	107	2.0
Maternity/family break	7	0.1	22	0.3	12	0.2	11	0.2
Other reason	76	1.1	57	0.8	63	0.8	41	0.8
Not known	64	1.0	45	0.6	96	1.3	55	1.0
Total	489	7.4	473	6.7	481	6.4	389	7.2

Note: Numbers for 2003–06 are grossed, those for 2008 are ungrossed.

8.6 Origins of starters

The origins of full-time permanent teachers recruited to sixth form colleges in 2003–08 are shown in Table 8.5. As in previous years, the main origins of full-time recruits were maintained schools (2.8%), other sixth form colleges (1.9%), first employment as qualified teachers (1.5%), and FE colleges (1.2%).

Table 8.5 Numbers of full-time permanent teacher starters and recruitment rates by origin (2003–08)

	2003		2005		2006		2008	
	No	%	No	%	No	%	No	%
First employment								
– immediately	96	1.4	107	1.5	113	1.5	71	1.3
– not immediately	12	0.2	3	0.0	14	0.2	13	0.2
LA sector	126	1.9	156	2.2	136	1.8	153	2.8
Sixth form college	83	1.3	89	1.3	89	1.2	100	1.9
Independent school	32	0.5	19	0.3	23	0.3	18	0.3
University/HE college	17	0.3	19	0.3	12	0.2	18	0.3
FE college	103	1.6	80	1.1	107	1.4	63	1.2
Overseas education	10	0.1	10	0.1	4	0.1	13	0.2
Other job								
– public sector	4	0.1	7	0.1	4	0.1	8	0.1
– self-employed	1	0.0	2	0.0	0	0.0	5	0.1
– other	12	0.2	9	0.1	10	0.1	6	0.1
– total	17	0.3	18	0.3	14	0.2	19	0.4
Break								
– maternity/family	6	0.1	3	0.0	4	0.1	3	0.1
– other	1	0.0	2	0.0	0	0.0	2	0.0
Other reason	17	0.3	10	0.1	6	0.1	18	0.3
Not known	94	1.4	44	0.6	47	0.6	12	0.2
Total	615	9.3	561	8.0	568	7.5	503	9.4

Numbers for 2003–06 are grossed, those for 2008 are ungrossed.

8.7 Profile of leavers

The characteristics of all permanent teachers resigning from full-time posts in respondent sixth form colleges in 2008 are shown in Table 8.6, giving the percentage breakdown of leavers by sex, age, salary scale, graduate or non-graduate status and length of service.

Table 8.6 Profile of full-time permanent teacher resignations and recruits (2008)

	Percentages of resignations/recruits	
	Full-time resignations	Full-time recruits
Sex		
Female	47.3	52.3
Male	52.7	47.7
Age		
Under 25	2.3	8.2
25–29	12.1	26.3
30–34	14.9	17.5
35–39	12.6	12.9
40–49	19.0	22.3
50–59	23.4	11.8
60 or over	15.7	1.0
Salary		
Main scale (points 1–6)	30.6	61.7
PSP range	23.6	16.9
Management range	40.2	18.5
Vice Principal	1.8	1.2
Principal	2.1	1.0
Other senior postholder	1.8	0.6
Graduate status		
Graduate	97.3	96.9
Non-graduate	2.7	3.1
Length of service		
Fewer than 3 years	28.2	not applicable
3–6 years	29.0	
More than 6 years	42.7	
Base number (=100)	389	468

Just over half of resigning teachers (52.7%) were male, and just under a half (46.5%) were aged in their thirties or forties.

Just under a third of resigning teachers (30.6%) were on the main scales, around a quarter (23.6%) were PSP range, two-fifths (40.2%) were on the management range, 1.8% were vice principals, 2.1% were principals and 1.8% were other senior postholders.

The overwhelming majority of resigning teachers were graduates (97.3%).

Just over two-fifths of teachers resigning (42.7%) had served in their last college for more than six years, 29.0% for between three and six years and 28.2% for fewer than three years.

8.8 Profile of recruits

The characteristics of recruits to respondent sixth form colleges in 2008 are also shown in Table 8.6.

Just over half of such recruits (52.3%) were female, around a third (34.5%) were aged under 30, and over half (52.7%) aged in their thirties or forties. Almost two-thirds (61.7%) were recruited to main scale posts. Almost all recruits (96.9%) were graduates.

8.9 Turnover and recruitment rates by main teaching subject

Information on staffing, turnover and recruitment rates by main teaching subject are shown in Table 8.7. It should be noted that data for some subjects are based on small sample sizes.

Table 8.7 Numbers of staff turnover rates and recruitment rates of full-time permanent teachers by main teaching subject (2005–08)

	Numbers of staff		Turnover rate (%)			Recruitment rate (%)		
	Nos	%	2005	2006	2008	2005	2006	2008
Mathematics	422	7.8	6.1	4.6	7.6	8.3	7.5	13.0
Information Technology	347	6.5	10.6	9.1	5.8	6.1	3.0	4.6
Physics	153	2.8	7.1	7.2	8.5	7.6	9.0	7.2
Chemistry	179	3.3	6.3	5.7	6.7	5.5	6.6	11.2
Biology	256	4.8	10.3	2.6	7.4	10.6	6.1	7.8
Other Sciences	60	1.1	13.2	9.7	15.0	7.4	8.3	11.7
Foreign Languages	142	2.6	7.3	6.9	7.7	3.9	7.8	4.9
English	486	9.0	7.1	4.9	7.0	7.8	6.7	9.3
History	214	4.0	5.6	6.4	6.1	9.3	7.0	8.9
Economics	84	1.6	4.0	11.7	7.1	9.3	6.5	9.5
Sociology	185	3.4	5.6	6.6	7.0	8.0	9.4	8.6
Other Social Studies	296	5.5	3.4	5.9	9.5	10.7	9.3	13.9
Geography	147	2.7	7.8	6.6	6.1	7.3	7.1	6.8
Religious Education	95	1.8	9.4	5.5	9.5	20.8	10.9	11.6
Design & Technology	72	1.3	12.8	12.7	8.3	14.1	3.8	6.9
Business Studies	425	7.9	6.0	5.4	8.0	4.5	5.9	12.2
Art	265	4.9	4.7	6.7	6.4	6.9	7.6	9.8
Music	83	1.5	11.5	5.2	4.8	8.7	7.0	7.2
Physical Education	312	5.8	4.5	5.9	6.7	8.7	11.6	11.2
Performing Arts	178	3.3	6.1	9.2	5.6	5.6	8.1	9.6
Leisure & Tourism	81	1.5	5.2	7.1	11.1	3.7	8.5	3.7
Nursery Nursing	56	1.0	5.0	14.8	7.1	6.7	13.1	7.1
Psychology	302	5.6	4.9	5.6	7.0	11.8	7.5	8.9
SEN	141	2.6	10.2	7.3	7.1	13.4	6.6	7.8
Combined & Other	397	7.4	4.5	5.4	6.3	6.4	9.0	7.8
All subjects	5378	100.0	6.7	6.3	7.2	8.0	7.4	9.4

Note: numbers of staff at January 2009.

As in earlier years, the most common subjects were English (9.0% of all full-time permanent teachers), Business Studies (7.9%), Mathematics (7.8%) and IT (6.5%).

In 2008, turnover rates were highest among teachers of:

- Other Sciences (15.0%)
- Leisure & Tourism (11.1%)
- Religious Education and Other Social Studies (both 9.5%).

Turnover was lowest in:

- Music (4.8%)
- Performing Arts (5.6%)
- Information Technology (5.8%).



Recruitment in 2008 was highest in:

- Other Social Studies (13.9%)
- Mathematics (13.0%)
- Business Studies (12.2%).

Recruitment was lowest among teachers of:

- Leisure & Tourism (3.7%)
- Information Technology (4.6%)
- Foreign Languages (4.9%).

Appendix A – Technical notes

A.1 Survey scope

The annual survey of teacher recruitment and resignation covers permanent and fixed-term contract/temporary teachers working in local authority maintained schools in England and Wales. Supply teachers, those on secondments and those on maternity leave were all excluded from the survey.

Resignations include all teachers resigning from local authority schools and sixth form colleges in England and Wales during the survey period. This includes moves within local authorities but excludes moves within schools. Resignations of teachers from full-time permanent roles have been included since the first year of the survey (1985). Part-time resignations were included for the first time in 1991.

Full and part-time recruits have been included since 1990. Recruits from within the local authority sector have been collected since 1993, having previously been collected via the information received on the destinations of teachers resigning.

In previous years, a random sample of a third of all local authority maintained primary schools and all maintained secondary schools were surveyed. All sixth form colleges have been within the scope of the survey since 1993. For the 2008 surveys, however, a random sample of 11% of primary schools in England and Wales was selected, stratified by government region, school size, level of free school meal (FSM) eligibility and key stage 2 attainment and a random sample of 47% of secondary schools was selected, and stratified in the same manner as the primary schools. In total, 2008 primary schools and 1630 secondary schools were approached to participate in the survey, which could be completed either on paper or online. Data from one local authority was provided in addition to the data collected by NFER, and this was randomly sampled to match the proportions drawn from the rest of the population and the response rates achieved.

A.2 Survey response

Table A.1 Survey response rate (2001–08)

	Number of schools/ colleges responding			Percentage response		
	Primary	Secondary and colleges	Total	Primary	Secondary and colleges	Total
2001–02	4806	2302	7108	68	59	66
2002–03	4944	2228	7172	71	60	67
2003–04	4767	2177	6944	69	58	65
2004–05	4026	1838	5864	61	51	58
2005–06	4037	2016	6053	61	54	59
2006–07	4082	1793	5879	62	48	57
2008–09*	1279	770	2049	64	45	55

*Extra data was provided by one LA and included in the analysis.

A.3 Methodology

In order to present data in national terms, the survey responses were collated and then grossed to represent 100% of the teaching population. Data relating to the total numbers of staff in each school was received from DCSF broken down for each LA. This data was used to weight the total numbers of leavers and recruits according to the type of LA, the region and the sector (primary or secondary) of the school in question. This weighting creates sub-categories (e.g. primary schools in Metropolitan local authorities in Greater London) and by applying the weights to each school, accurate estimates of the national totals can be provided.

Numbers of staff by age, salary grade, sex, sector and teaching subject were taken from DCSF statistics to enable analysis within these categories for both leavers and starters. Grossing up of the responses collected from sixth form colleges was carried out by incorporating estimates of employment in non-respondent colleges.

The information gathered each year on teachers resigning from local authority maintained schools comprised the following:

- contract type – permanent or fixed term/temporary
- full- or part-time status
- sex
- age (which was then banded for comparison with DCSF figures)
- management allowance safeguarding and teaching/learning responsibility payments (first gathered in 2006 following changes to payment structures for teachers in 2006)
- salary grade (including non-QTS teachers)
- length of service
- main teaching subject
- destination or origin
- destination LA
- promotions.

Each school also provided a headcount for teachers employed as at January in the year after the survey (e.g. 2009 for the 2008 survey). This data was broken down by:

- contract type – permanent or fixed term/temporary
- full- or part-time status
- sex.

Below are further definitions used throughout the report:

- type of move: resignations of permanent and fixed-term contract/temporary teachers within and between local authorities (excluding moves within schools)
- salary scale: teachers without QTS, teachers with QTS broken down by the status of their management allowances – whether they were safeguarded or not and/or their teaching/learning responsibility payments, advanced skills teachers, assistant and deputy headteachers and headteachers

- main teaching subject: these were based on a DCSF classification and, where more than one subject was taught, the one where most time was spent was chosen
- education sector: primary, secondary, further education, etc.
- promotion: move to a job with a higher pay scale within the education service
- destination: includes moves to jobs within education, employment outside education and moves outside of employment
- origin: includes first employment after training, job moves within education, job moves out of education, other employment breaks for family or other reasons
- length of service: having taught in the school for 3 years or less, 3–6 years or more than 6 years.

Appendix B – Profile of the local authority permanent teacher workforce

Table B.1: Profile of the LA permanent teacher workforce (2009)

	Primary		Secondary	
	Full time	Part time	Full time	Part time
Sex				
Female	83.7	93.6	57.5	82.8
Male	16.3	6.4	42.5	17.2
Base numbers (=100%)	166,268	51,779	191,265	32,549

Source: LGA, January 2009

Table B.2 Profile of the LA permanent teacher workforce (2006)

	Primary		Secondary	
	Full time	Part time	Full time	Part time
Age				
Under 25	5.7	0.8	4.0	0.5
25–29	17.8	5.0	16.3	4.0
30–34	14.7	16.6	15.0	12.3
35–39	10.4	17.7	11.5	14.4
40–49	21.8	27.8	24.0	28.1
50–59	28.5	28.4	28.1	32.4
60 and over	1.1	3.6	1.2	8.2
Length of service				
Less than 3 years	18.1	6.4	18.8	6.9
3 or more years	81.9	93.6	81.2	93.1

Source: DCSF, March 2006

Table B.3 Profile of the LA permanent teacher workforce (2007)

	Primary		Secondary	
	Full time	Part time	Full time	Part time
Salary				
Headteacher	10.7	0.1	1.9	0.0
Deputy Headteacher	7.5	0.4	3.0	0.2
Assistant Headteacher	2.3	0.2	5.3	0.1
Classroom teachers and others	79.6	99.3	89.7	99.7

Source: DCSF, January 2007

Appendix C – Full-time turnover by destination (2001–08)

Table C.1 Full-time turnover by destination (2001–08) Primary

	Numbers of resignations						
	2001	2002	2003	2004	2005	2006	2008
Education employment							
Same LA	6030	5310	4800	4230	3800	3300	3570
Other LA	5220	4740	4300	3540	3450	3150	3510
Sixth form college	40	20	40	20	40	20	20
Independent (UK)	430	440	410	290	240	240	250
University/HE/FE college	100	90	170	160	100	60	90
Overseas	600	760	830	600	770	730	750
Non-education employment							
Public sector	180	170	210	180	210	130	60
Self-employment	180	190	220	100	120	110	50
Other	410	370	380	340	330	200	200
Retirement							
Normal age	730	950	1160	1250	1240	1200	1650
Ill-health	820	630	640	560	440	440	440
Premature	1560	1770	1980	2060	1990	1530	1720
Maternity reasons	1190	1090	1110	930	890	650	860
Other reason	2160	1920	2520	1880	2040	1480	1700
Not known	2570	2570	2550	1970	2670	1880	1320
All moves	22,490	21,020	21,720	18,080	18,320	15,100	16,210
	Turnover rates (%)						
	2001	2002	2003	2004	2005	2006	2008
Education employment							
Same LA	3.5	3.0	2.7	2.4	2.1	1.9	2.1
Other LA	3.0	2.7	2.4	2.0	1.9	1.8	2.1
Sixth form college	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Independent (UK)	0.3	0.2	0.2	0.2	0.1	0.1	0.2
University/HE/FE college	0.1	0.1	0.1	0.1	0.1	0.0	0.1
Overseas	0.3	0.4	0.5	0.3	0.4	0.4	0.4
Non-education employment							
Public sector	0.1	0.1	0.1	0.1	0.1	0.1	0.0
Self-employment	0.1	0.1	0.1	0.1	0.1	0.1	0.0
Other	0.2	0.2	0.2	0.2	0.2	0.1	0.1
Retirement							
Normal age	0.4	0.5	0.7	0.7	0.7	0.7	1.0
Ill-health	0.5	0.4	0.4	0.3	0.2	0.3	0.3
Premature	0.9	1.0	1.1	1.2	0.1	0.9	1.0
Maternity reasons	0.7	0.6	0.6	0.5	0.5	0.4	0.5
Other reason	1.2	1.1	1.4	1.1	1.1	0.9	1.0
Not known	1.5	1.4	1.4	1.1	1.5	1.1	0.8
All moves	13.0	11.8	12.3	10.3	10.2	8.9	9.7

Numbers are rounded to the nearest 10 and therefore may not sum to the total.

Table C.2 Full-time turnover by destination (2001–08) Secondary

	Numbers of resignations						
	2001	2002	2003	2004	2005	2006	2008
Education employment							
Same LA	4780	4270	3250	3550	3630	2710	2640
Other LA	9100	8420	6760	6500	6230	6040	6060
Sixth form college	220	170	160	170	200	90	210
Independent (UK)	770	860	650	650	630	560	590
University/HE/FE college	220	240	210	230	200	220	160
Overseas	880	860	970	980	1040	1090	1030
Non-education employment							
Public sector	310	220	260	250	330	190	220
Self-employment	280	250	260	310	260	200	140
Other	780	560	530	560	600	450	330
Retirement							
Normal age	880	1070	1100	1360	1410	1180	1660
Ill-health	840	900	790	810	790	500	370
Premature	1380	1740	1810	2200	2210	1840	1860
Maternity reasons	840	960	760	830	780	550	590
Other reason	1840	2000	2560	2150	2300	1900	2170
Not known	2230	2330	3180	2590	3730	3630	3270
All moves	25,470	24,840	23,340	23,500	24,340	21,140	21,300
	Turnover rates (%)						
	2001	2002	2003	2004	2005	2006	2008
Education employment							
Same LA	2.5	2.2	1.6	1.7	1.7	1.4	1.4
Other LA	4.8	4.2	3.3	3.1	3.0	3.0	3.2
Sixth form college	0.1	0.1	0.1	0.1	0.1	0.0	0.1
Independent (UK)	0.4	0.4	0.3	0.3	0.3	0.3	0.3
University/HE/FE college	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Overseas	0.5	0.4	0.5	0.5	0.5	0.5	0.5
Non-education employment							
Public sector	0.2	0.1	0.1	0.1	0.2	0.1	0.1
Self-employment	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Other	0.4	0.3	0.3	0.3	0.3	0.2	0.2
Retirement							
Normal age	0.5	0.5	0.5	0.7	0.7	0.6	0.9
Ill-health	0.4	0.5	0.4	0.4	0.4	0.2	0.2
Premature	0.7	0.9	0.9	1.1	1.1	0.9	1.0
Maternity reasons	0.4	0.5	0.4	0.4	0.4	0.3	0.3
Other reason	1.0	1.0	1.3	1.0	1.1	0.9	1.1
Not known	1.2	1.2	1.6	1.4	1.8	1.8	1.7
All moves	13.5	12.5	11.4	11.4	11.6	10.5	11.1

Appendix D – Full-time permanent teacher recruits to local authority schools (2001–08)

Table D.1 Numbers of full-time permanent teacher recruits to LA schools (2001–08)

	2001	2002	2003	2004	2005	2006	2008
PRIMARY							
First employment	4680	4270	4520	4160	4690	4320	4510
Within LA service	6010	5801	4830	3890	4110	3080	4010
Sixth form college	20	30	10	30	10	0	0
Independent school	90	80	60	60	40	40	90
University/FE/HE college	110	200	210	130	160	260	220
Overseas education	350	320	290	160	250	200	230
Public sector	30	30	40	20	30	20	0
Self employment	30	20	30	0	30	10	10
Other	50	60	60	40	50	30	40
Break for family reasons	180	100	150	90	50	130	130
Other break	170	100	130	90	120	120	150
Other reason	320	320	370	300	260	440	540
Not known	3650	2770	3730	3630	3880	3500	3660
Total	15,740	14,100	14,460	12,600	13,660	12,130	13,600
	2001	2002	2003	2004	2005	2006	2008
SECONDARY							
First employment	8210	8600	9350	9270	9600	8720	7,180
Within LA service	12,410	11,740	9820	8970	9150	7910	8330
Sixth form college	100	110	100	80	100	90	90
Independent school	310	280	250	210	200	200	180
University/FE/HE college	350	380	350	350	320	300	170
Overseas education	560	750	670	400	460	360	360
Public sector	80	110	110	120	100	60	30
Self employment	50	40	50	30	30	50	20
Other	190	250	260	140	150	110	60
Break for family reasons	140	130	90	80	80	80	60
Other break	180	150	120	120	160	110	130
Other reason	300	360	360	320	430	360	490
Not known	2920	2230	3920	3850	3730	2820	4010
Total	26,050	25,140	25,450	23,940	24,510	21,160	21,110
	2001	2002	2003	2004	2005	2006	2008
PRIMARY AND SECONDARY							
First employment	12,890	12,870	13,870	13,430	14,290	13,040	11,680
Within LA service	18,420	17,550	14,650	12,870	13,260	10,990	12,350
Sixth form college	120	140	110	100	110	90	90
Independent school	390	360	300	260	240	240	260
University/FE/HE college	450	580	560	480	480	560	390
Overseas education	910	1080	960	560	710	560	580
Public sector	110	150	150	130	130	80	30
Self employment	90	60	70	30	50	60	30
Other	250	310	320	180	190	140	110
Break for family reasons	330	230	240	170	130	210	200
Other break	350	250	250	220	270	230	280
Other reason	630	680	740	620	690	800	1030
Not known	6560	5000	7650	7480	7610	6320	7680
Total	41,790	39,240	39,910	36,540	38,170	33,290	34,710

Numbers are rounded to the nearest 10 and therefore may not sum to the total.



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