



Teacher resignation and recruitment survey *report no. 40*



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Executive summary

Since 1985, 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), has conducted an annual survey of teacher resignations and recruitment. The survey collects details of the movements of teachers to and from maintained schools in England and Wales over the calendar year. The National Foundation for Educational Research (NFER) carried out the 2006 survey on behalf of LGA and NEOST. This report outlines the main findings of the 2006 survey and includes historical data from previous surveys for the purposes of comparison. In previous years, LGA also conducted a survey of sixth form colleges in England. In 2006, they undertook this survey again and this report contains details of both surveys.

In January 2007, all maintained secondary schools (3602) and a third of all maintained primary schools (6505) in England and Wales were invited to contribute to the school survey. Each one received a form to complete, enabling them to provide details of teachers they had recruited during 2006 and those who had left during the same time period. The survey covers moves relating to permanent and fixed term contract/temporary teachers who worked in either full or part-time roles, but excludes supply teachers. Returns were received from 5792 schools (57%) altogether. At the same time LGA also dispatched survey forms to all 100 sixth form colleges in England asking them to provide the same kind of data relating to their staff. Sixty-seven colleges sent completed returns in 2007.

In January of each year, the 618G survey 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 by LGA, and was used in 2007 by NFER, to undertake grossing of the survey response data to provide national figures.

This report provides information on teacher turnover and recruitment rates. Teacher turnover has been calculated by expressing the number of teachers who have left as a percentage of the total number of teachers employed in all schools. Recruitment rates are calculated by expressing the number of teachers who joined schools as a percentage of the total number of teachers employed in all schools. Any moves within schools were excluded from this report.

Overall turnover and recruitment

In 2006, there were 57,749 resignations of full and part-time, permanent and fixed term contract/temporary teachers from all maintained primary and secondary schools. This was a turnover rate of 11.9%, a slight decrease from 12.3% in 2005.

The turnover rate for all full-time teachers in 2006 was 11.8% and for all part-time teachers it was 12.3%. This included those teaching in both primary and secondary schools.

In 2006, 57,454 full and part-time permanent and fixed term contract/temporary teachers were recruited to work in local authority maintained schools. This recruitment rate of 11.9 % was a decrease from 13.0% in 2005.

The recruitment rate for all full-time teachers in 2006 was 12.3%, similar to the rate in 2005 which was 12.8%. The recruitment rate for all part-time teachers was 10.0% in 2006, much less than the rate of 13.6% in 2005. This decrease of 3.6 percentage points between the two years represents the largest difference in recruitment rates for any group of teachers between the two years.

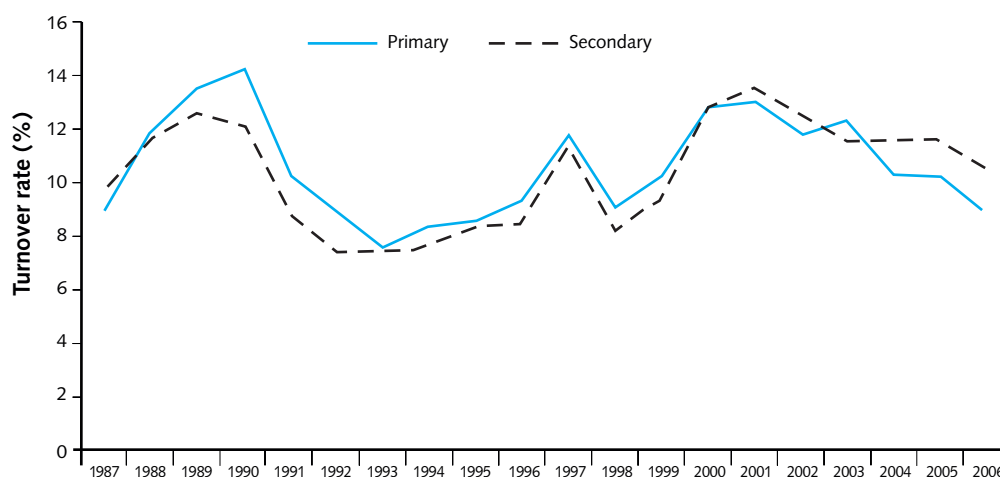
Turnover of full-time permanent teachers from local authority schools

Considering all permanent teachers in primary and secondary schools combined, the turnover rate in 2006 was 9.8% for full-time teachers compared to 11.0% in 2005.

In primary schools there was a marked change in the turnover rate of full-time permanent teachers which dropped from 10.2% in 2005 to 8.9% in 2006. In secondary schools, the turnover rate for full-time permanent teachers also dropped, but by slightly less than that in primary schools, from 11.6% in 2005 to 10.5% in 2006.

Figure 1 below shows the changing picture of full-time permanent teacher turnover in maintained schools from the first year in which the survey was conducted through to 2006. The decrease in turnover rates for both primary and secondary schools has continued for several years from a peak in 2001.

Figure 1 Changes in full-time permanent teacher turnover (1987–2006)



In 2006, the highest turnover rate of full-time permanent teachers in primary schools was in Greater London where 10.9% of teachers left local authority maintained schools. In contrast, the highest turnover rate for secondary schools (13.0%) occurred in the South East region. Wales had the lowest turnover rate for full-time permanent teachers where it stood at 5.6% for primary schools and 7.3% for secondary schools.

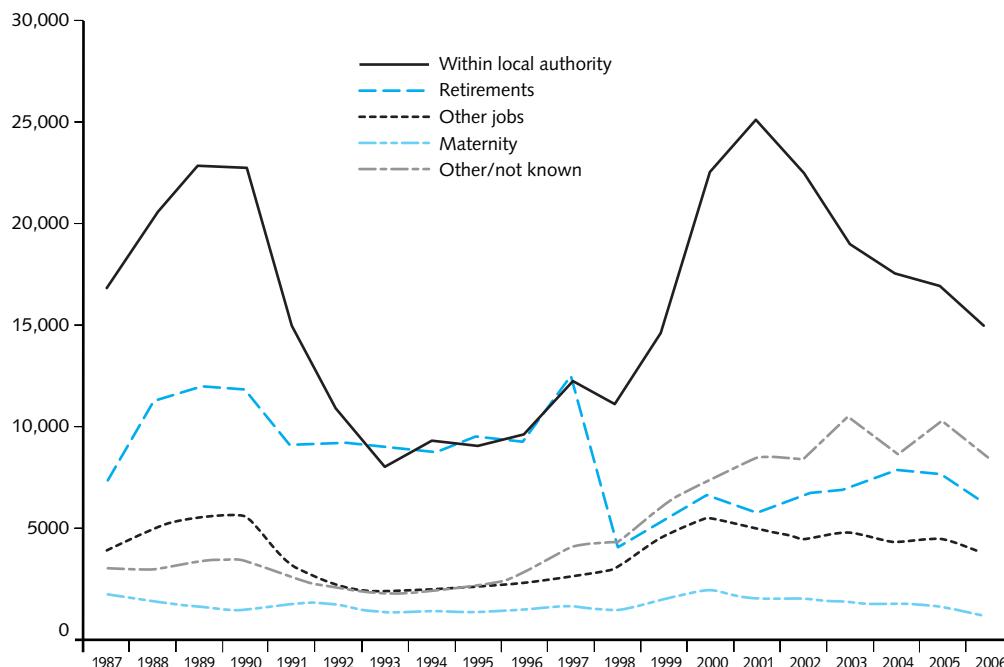
When looking at the main subject taught, IT had the highest turnover rate with 30.1%. The lowest turnover (6.1%) was in Art, Craft or Design. Other subjects showed a similar pattern to previous years and varied between 6.2% and 23.3%.

Not surprisingly, the highest turnover rates were for those full-time teachers who were aged 60 or over, as many teachers in this group retired from the profession. Turnover rates of 70.7% for full-time primary teachers and 62.7% for secondary teachers were experienced in this age group. Teachers aged 40–49 were least likely to leave, with this age group experiencing turnover rates of 6.3% for primary and 7.1% for secondary.

Nearly half of the full-time permanent teachers in both primary and secondary schools who resigned in 2006, moved to another position within the local authority sector. A further fifth of full-time permanent leavers retired from the teaching profession altogether. The rest of the leavers moved to other education jobs or jobs in other industries, had family reasons for leaving or did not give information about the reason for their move.

Figure 2 below shows the destinations to which resigning full-time permanent teachers moved during 2006. The number of teachers leaving to move to another job within the maintained sector peaked in 2001 when there were over 25,000 teachers moving between local authority roles. From 2001 to 2006, there was a steady decline in the number of teachers making this transition.

Figure 2 Destinations of full-time permanent resigning teachers (1987–2006)



Recruitment of full-time permanent teachers to local authority schools

Recruitment rates for full-time permanent male teachers were at 9.7% in 2006 in secondary schools. This was lower than for the equivalent female teachers (11.1%). However, in primary schools the recruitment rates for male and female full-time permanent teachers were exactly the same (7.1%).

A third of the overall recruitment rate of 9.0% was made up of moves within the local authority sector (3.0%). Another third came from new teachers joining either just after they completed their training or with a break before starting their teaching work after completing training. The rest of the full-time permanent teachers recruited during 2006 came from other jobs, were returning from maternity leave or other family breaks or had unknown origin.

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. This figure decreased between 2005 and 2006 from 6.6% to 5.7%. The gross wastage of full-time permanent teachers from primary schools was one percentage point lower in 2006 than it had been in 2005. The difference for secondary schools was slightly less, having decreased by 0.8 of a percentage point between the two years. A third of the gross wastage of teachers was a result of teachers retiring from the profession during 2006.

Net wastage of full-time permanent teachers, which is the difference between the gross wastage and the new recruits, fell in 2006 compared to 2005. In 2006, there was a net gain of +0.3% 2006, compared to a net loss of -0.2 in 2005. 2001 was the last year when net wastage of teachers was positive, indicating slightly more recruits than leavers overall, excluding moves within the local authority sector.

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

In 2006, the turnover rate for part-time permanent teachers in primary schools was 7.3%, which was the same as in 2005. In secondary schools in 2006, the turnover rate was 10.4% for part-time permanent teachers compared to a slightly higher percentage in 2005 (11.0%).

The recruitment rate for part-time permanent teachers in primary schools was 3.5% in 2006. This was a marked decrease on the previous year when the recruitment rate was 6.6%. For secondary schools the recruitment rate in 2006 was 5.3% for part-time permanent teachers. Again, this was a decrease on the previous year when there was a recruitment rate of 6.3% for that group.

Overall, in 2006, part-time recruitment rates were similar for male and female teachers in the whole school population. However, this masked a change in the recruitment rate for part-time permanent male teachers working in primary schools, which was 3.7% in 2006 compared to 10.5% in the previous year.

The overall recruitment rate for part-time permanent teachers in primary and secondary schools combined was lower in 2005 than in 2006 by 2.3 percentage points.

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

The overall turnover rate for full-time fixed term contract/temporary teachers was 51.3% in 2006. For part-time teachers with fixed term or temporary contracts the turnover rate in 2006 was 33.5%. The turnover rate was higher in secondary schools than in primary schools for both full and part-time teachers with fixed term or temporary contracts.

In 2006, the turnover rate for female full-time teachers with fixed term or temporary contracts in secondary schools stood at 61.5% and for the equivalent group of male teachers it was 78.9%. In comparison, the turnover for male full-time teachers in primary schools with fixed term or temporary contracts was 41.6%, and for their female colleagues it was 37.4%.

The recruitment rate for full-time fixed term contract/temporary teachers was 75.9% in 2006 for primary and secondary schools combined. The part-time recruitment rate was at 43.1% in 2006, with the recruitment rate for primary schools standing at 40.8% and for secondary schools at 46.7%. Between 2005 and 2006, the turnover rate for full-time fixed term or temporary contract teachers increased from 42.5% to 51.3% and for part-time teachers from 28.3% to 33.5%. In the same period, recruitment rates for full-time fixed term or temporary contract teachers decreased slightly from 76.0% to 75.9% and for part-time teachers from 49.0% to 43.1%.



Turnover and recruitment in sixth form colleges

The turnover rate of permanent full-time teachers from sixth form colleges fell from 6.7% in 2005 to 6.3% in 2006. This was lower than for maintained secondary schools, where the turnover rate for permanent full-time teachers was 10.5%. A quarter of the teachers leaving sixth form colleges retired.

The recruitment rate for full-time permanent teachers fell from 8.0% to 7.4%. This too was lower than the recruitment rate for maintained secondary schools which stood at 10.5% for full-time permanent teachers. A quarter of new recruits joining sixth form colleges in 2006 came from the local authority sector and a fifth were new to teaching.

Compared to secondary school full-time permanent recruits, sixth form college recruits were generally older. In secondary schools, over half of all recruits were under 30, compared to a third of recruits in sixth form colleges.

The subject with the most teachers in 2006 was English (9.1%). The highest turnover rate was for permanent full-time teachers of Nursery Nursing (14.8%). The lowest turnover rate was for teachers of Biology (2.6%). The recruitment rate was highest for teachers of Nursery Nursing (13.1%) and Physical Education (11.6%). It was lowest among teachers of Information Technology (3.0%).

1 Introduction

This report summarises the main findings from two surveys conducted in 2006. The first, covered by sections 2 to 7, was a survey of schools carried out by the National Foundation for Educational Research on behalf of the National Employers' Organisation for School Teachers (NEOST) and Local Government Association (LGA). The school survey was the latest in a series first carried out in 1985. The second was a survey of sixth form colleges in England, conducted by LGA and detailed in section 8. This report contains data for the 2006 surveys as well as including historical data from the surveys conducted over the past five years.

The information collected by these surveys is not available via other sources and therefore provides a unique picture of the movements within the teacher workforce. A member of staff in each participating school or college provided background information on their new starters and on the teachers who left their employment during 2006. The report collates this data and presents details of the turnover and recruitment rates of teachers in different groups and provides information about each group including their destination or origin, their role, age, gender and, where appropriate, length of service.

Moves covered by this report include those of full and part-time permanent teachers, full and part-time fixed term contract/temporary teachers. Supply teachers are excluded. Moves within schools, for example promotions, 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 of teachers' pay and conditions, as well as those looking at the supply of teachers to maintained schools in England and Wales.


Since 1985, changes in the school survey methodology have been minimal to ensure consistency and comparability between years. The survey scope has expanded since it first began, when the only details collected were those of full-time permanent teacher resignations. Data for new recruits was included in the collection exercise in 1990, part-time resignations have been collected since 1991 and fixed term contract/temporary teacher details since 1992. Any changes to the methodology of the survey have been as a result of changes made to how teachers were employed.

In 2006, a small change was necessary in one area of the survey due to a different method of structuring teacher roles in schools. The use of management allowances ceased, and was replaced by teaching/learning responsibility payments (TLRs). However, teachers' allowances were safeguarded where appropriate. To represent this information some of the tables in this report had to be altered from previous years (Tables 2.5, 5.2, 5.3, 6.3, 6.4). This means direct annual comparisons cannot always be made.

The survey was conducted with two groups of schools. The first comprised primary schools in England and Wales, chosen at random using a stratified representative sample that included a third of the maintained primary schools within each local authority. The second group comprised all maintained secondary schools in England and Wales. In total, 3602 secondary schools and 6505 primary schools were invited to participate in the survey.

Table 1.1 Response rate (2007)

	Number sampled	Number responded	Percentage responded %
LA primary schools	6505	4053	62
LA secondary schools	3602	1739	48
Sixth form colleges	100	67	67



In 2007, the school survey was conducted for the first time by the National Foundation for Educational Research. In previous years, each authority circulated the survey to schools in their area. NFER was contracted to carry out the 2007 survey, data capture, cleaning and reporting aspects of the work. The data collected contained information on turnover and recruitment for the previous calendar year, i.e. 2006.

In 2007, each school received a form to complete, with the option of entering their data into an online version if they preferred. In order to provide national analysis, the data was then grossed using figures provided by the Department for Children, Schools and Families (DCSF). More detail on the grossing method is given in Appendix A.

A survey of sixth form colleges was also carried out in 2007 by LGA. Of the 100 sixth form colleges invited to participate, 67 did so, providing information about the teachers who had either left or joined in 2006. This response rate of 67% was among the higher response rates achieved by the survey since it was first conducted in 1993. The survey was not carried out during 2004. Section 8 of this report covers in detail the profile of the leavers and starters for sixth form colleges as well as information about turnover and recruitment rates.

2 Overview of the teacher workforce, recruitment and retention

This section gives an overview of the teaching workforce in schools. Details are given regarding the numbers of teachers employed at January 2007 in maintained primary and secondary schools in England and Wales. Part-time teachers are shown in headcount terms, not as full-time equivalents. The section also shows trends in employment, overall turnover and recruitment of teachers of all categories before focusing on turnover and recruitment of permanent teachers. Finally a profile is provided of the resignations of permanent teachers including details of their destinations, length of service and other background information.

2.1 Size and composition of the teacher workforce

Table 2.1 below shows the estimated teaching workforce as at January 2007. This shows that a total of 484,586 teachers were working in maintained primary and secondary schools in England and Wales. The vast majority (76%) were full-time permanent teachers.

Table 2.1 Employment of teachers in local authority schools (2007)

	Full-time			Part-time		
	Male	Female	Total	Male	Female	Total
Permanent						
Primary	27,445	142,845	170,289	2300	45,698	47,998
Secondary	85,662	114,447	200,109	5761	26,813	32,574
Total	113,107	257,292	370,398	8061	72,511	80,572
Temporary/fixed term contract						
Primary	1968	9062	11,030	971	7637	8608
Secondary	3349	5096	8444	1745	3789	5534
Total	5317	14,158	19,474	2716	11,426	14,142
Permanent and temporary/fixed term						
Primary	29,412	151,907	181,319	3271	53,335	56,606
Secondary	89,010	119,543	208,553	7506	30,602	38,108
Total	118,422	271,450	389,872	10,777	83,937	94,714

Source: DCSF 618G (England) 2007 and NAW Stats 3 survey (Wales) 2007.

The teaching workforce was predominantly made up of permanent teachers (93.1%). Most teachers were working full-time (80.5%) and were female (73.3%). Of the permanent teachers, 82.1% were full-time and nearly three-quarters were female (73.1%). Teachers in primary schools were more likely to be employed part-time or on temporary or fixed term contracts than their secondary colleagues. Of the 237,925 primary teachers, 28.4% were either part-time or on fixed term/temporary contracts. This compares with just 18.8% of the 246,661 secondary teachers. Almost three quarters (73.3%) of all teachers were female, however, the male to female ratio was different in the primary and secondary sector. In secondary schools, 61.9% of teachers were female, whereas in primary schools 86.3% were female.

The table in Appendix B (Table B.1) gives a more detailed breakdown of the profile of the teachers employed in schools at January 2007. More than three quarters of the permanent teachers working full-time in primary schools were female, compared to just over half in secondary schools. In terms of age, in both primary and secondary schools and in terms of full and part-time roles, the group with the most teachers was that for those aged 50–59.

In 2007, most permanent teachers were classroom based. In primary schools, 79.6% of full-time and 99.3% of part-time permanent teachers were classroom teachers. In comparison, in secondary schools there were higher proportions of full-time classroom teachers (89.7%) and similar proportions of part-time staff were classroom teachers (99.7%). In 2007, 10.7% of full-time permanent teachers in primary schools were headteachers. Only 1.9% of full-time permanent secondary school teachers were headteachers. This is in part because primary schools employ a smaller proportion of full-time staff than secondary schools and that overall, they are much smaller in size and therefore numbers of staff.

Most permanent teachers had been working at the same school for more than three years in 2007. Over 80% of full-time permanent primary and secondary school teachers had done so, as had over 90% of part-time permanent teachers.

2.2 Trends in teacher employment

The figures in Table 2.2 come from the DCSF's 618G survey and the National Assembly for Wales Stats 3 survey. These returns are made each January by all maintained schools in the two countries. They cover full-time and part-time regular teachers who were defined as being those on permanent or temporary contracts of at least a month, working in maintained nursery, primary and secondary schools. They do not include supply teachers.

Table 2.2 shows the number of full and part-time teachers employed in schools since 2001. In 2005, the total number of full-time teachers peaked at 401,699 and has decreased in the two years since that time. However, part-time figures have continued to increase. The increase between 2006 and 2007 was the smallest for several years.

Table 2.2 Trends in teacher employment (2001–07)

	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

Sources: DCSF 618G (England) 2007 and NAW Stats 3 survey (Wales) 2007.

*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.

**Note: 2006 figures have been corrected following revised information received from DCSF in Autumn 2007.

2.3 Overall turnover and recruitment

Table 2.3 shows that in 2006, 57,749 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 11.9%. Compared to 2005, there were fewer resignations. In that year 62,437 teachers left their roles and the turnover rate for this group was 12.3%.

The majority of leavers had been working full-time and the turnover rate for them was 11.8%. However, the turnover rate for part-time teachers was slightly higher, standing at 12.3%.

Recruitment rates for 2006 stood at 12.3% for full-time staff and 10.0% for part-time. This was a decrease from the previous year in both cases, but in particular for part-time teachers.

Table 2.3 Overall turnover and recruitment rate of local authority teachers (2003–06)*

	2003		2004		2005		2006	
	Nos	%	Nos	%	Nos	%	Nos	%
Resignations								
Full-time	54,146	13.6	48,911	12.2	50,526	12.4	46,143	11.8
Part-time	12,250	15.2	11,232	13.1	11,911	12.1	11,605	12.3
Total	66,396	13.8	60,143	12.3	62,437	12.3	57,749	11.9
Recruits								
Full-time	54,677	13.7	49,415	12.3	52,237	12.8	47,959	12.3
Part-time	11,754	14.6	10,275	12.0	13,393	13.6	9496	10.0
Total	66,431	13.8	59,690	12.2	65,630	13.0	57,454	11.9

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

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 the past five years. Overall both the turnover and recruitment rates for full and part-time teachers for nearly all groups were lower in 2006 than in 2005. This follows a downward trend in both rates over the past few years.

The turnover rate for full-time permanent teachers fell from 11.0% in 2005 to 9.8% in 2006. For part-time teachers it remained more or less the same, falling only very slightly from 8.8% in 2005 to 8.5% in 2006. For primary schools there was a decrease between 2005 and 2006 as the overall turnover for full-time permanent teachers decreased from 10.2% to 8.9%. Secondary school full-time permanent teacher turnover also fell between the two years, from 11.6% in 2005 to 10.5% in 2006.

Turnover for part-time permanent teachers remained the same in primary schools in 2006 as it had been in 2005, standing at 7.3%. For secondary schools there was a slight decrease, turnover for part-time permanent teachers in those schools was 10.4% in 2006, having been 11.0% in 2005.

In 2006, recruitment rates for full-time permanent teachers in both primary and secondary schools stood at 9.0%. In primary schools alone, the recruitment rate for full-time permanent teachers went from 7.6% in 2005 to 7.1% in 2006. Full-time permanent teachers in secondary schools also saw a reduction in their recruitment rate from 11.7% in 2005 to 10.5% in 2006.

Part-time recruitment rates were lower than for full-time teachers and there was also a decrease from the rates in 2005. Part-time permanent primary school teachers were being recruited at a rate of 3.5% of total employment in 2006, compared to 6.6% in 2005. Part-time permanent secondary school teachers were being recruited at a slightly higher rate than their primary counterparts in 2006 (5.3%), but still at a lower rate than in 2005 when their rate stood at 6.3%.

Table 2.4 Turnover and recruitment rates of local authority permanent teachers (2002–06)

Full-time turnover	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	11.7	11.8	10.1	9.8	8.6	12.6	14.9	11.4	12.4	10.5	11.8	12.3	10.3	10.2	8.9
Secondary	12.9	11.4	11.0	11.5	10.1	12.1	11.6	11.8	11.7	11.1	12.5	11.5	11.4	11.6	10.5
Total	12.2	11.6	10.5	10.5	9.3	12.2	12.4	11.7	11.9	10.9	12.2	11.9	10.9	11.0	9.8

Part-time turnover	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	9.1	9.6	8.8	7.3	7.4	6.5	7.4	10.1	6.1	5.5	9.0	9.5	8.9	7.3	7.3
Secondary	11.8	10.4	10.3	10.9	9.9	11.7	12.1	12.3	11.7	12.6	11.7	10.7	10.7	11.0	10.4
Total	10.2	9.9	9.4	8.7	8.3	10.3	10.9	11.8	10.1	10.5	10.2	10.0	9.6	8.8	8.5

Full-time Recruitment	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	8.0	8.1	7.3	7.6	7.1	7.8	8.6	6.3	7.8	7.1	7.9	8.2	7.2	7.6	7.1
Secondary	14.1	13.5	12.5	12.4	11.1	11.1	11.3	10.4	10.7	9.7	12.7	12.5	11.6	11.7	10.5
Total	10.5	10.4	9.6	9.7	8.9	10.3	10.7	9.5	10.0	9.1	10.4	10.5	9.5	9.8	9.0

Part-time Recruitment	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	5.2	5.4	4.4	6.3	3.5	5.0	10.2	7.9	10.5	3.7	5.2	5.6	4.5	6.6	3.5
Secondary	7.2	6.7	5.8	5.9	5.2	6.8	7.0	7.3	8.2	5.6	7.1	6.7	6.1	6.3	5.3
Total	6.0	5.9	4.9	6.2	4.1	6.3	7.8	7.5	8.8	5.1	6.0	6.1	5.2	6.5	4.2

A profile of the permanent teachers who had resigned during 2006 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.

In 2006, female teachers made up 83.9% of the permanent full-time population in primary schools and 57.2% in secondary schools (Appendix B). The percentage of the teachers who left primary schools who were female was slightly less than that of the whole population (80.9%). Correspondingly, the percentage of teachers who left secondary schools who were female was less than that of the whole population (54.9%). It seems that male teachers were slightly more likely to leave than their female counterparts.

In 2006, the age group containing the most teachers in both primary and secondary schools, full and part-time categories was that of those aged 50–59. When looking at those who resigned, the largest group in each case was those aged 30–39 with the exception of part-time secondary teachers. Part-time permanent secondary teachers aged 30–39 made up 27.2% of the total who resigned in 2006, instead the group with the highest turnover rate for 2006 was for those aged between 50 and 59 (29.5%).

In primary schools in 2006, 10.7% of full-time permanent teachers were headteachers (Appendix B). From the 15,120 teachers who left in 2006, 10.0% were headteachers. In secondary schools, 1.9% of the total teaching population of full-time permanent teachers were heads (Appendix B). Out of the 21,136 full-time permanent teachers leaving secondary schools in 2006, 1.4% were headteachers.

Details of the classroom teachers with qualified teacher status (QTS) are shown in terms of their management allowances and/or teaching/learning responsibility payments. In this report several tables show the breakdown of both recruits and leavers by salary grade. In the past these tables used management allowances as a way of categorising classroom teachers. However, in 2006, teachers were able to have teaching/learning responsibility payments and also safeguarded

management allowances. This was because the system had changed and during this interim period both types of salary supplement remained.

Part-time permanent teachers in primary schools totalled 47,998 in 2006, of which 95.2% were female (Appendix B). Out of the 3485 who resigned that year, 96.4% were female. In secondary schools, part-time permanent teachers were comprised of 57.2% female and 42.8% male (Appendix B). The percentage of the total that left permanent part-time positions in secondary schools, who were male was 21.4%.

2.5 Profile of resignations of permanent teachers from local authority schools

Table 2.5 Profile of local authority permanent teacher resignations (2006)

	Full-time			Part-time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	80.9	54.9	65.8	96.4	78.6	87.6
Male	19.1	45.1	34.2	3.6	21.4	12.4
Age						
Under 25	4.3	4.0	4.1	2.1	1.5	1.8
25–29	21.1	21.6	21.4	8.4	6.5	7.5
30–39	26.5	28.3	27.5	29.1	27.2	28.2
40–49	15.4	16.1	15.8	20.7	21.3	21.0
50–59	23.9	22.9	23.3	28.6	29.5	29.0
60 and over	8.8	7.1	7.8	11.3	14.0	12.6
Salary*						
Headteacher	10.0	1.4	5.0	1.6	0.4	1.0
Deputy Headteacher	8.3	2.8	5.1	0.9	0.3	0.6
Assistant Headteacher	3.0	4.1	3.6	1.3	0.7	1.0
Advanced skills teacher	1.5	1.3	1.4	1.2	0.5	0.8
Classroom non-QTS teacher	3.5	3.3	3.4	2.2	5.9	4.0
Classroom teachers – Management Allowances						
Safeguarded management allowances	11.8	11.4	11.6	9.8	5.4	7.6
Permanently safeguarded management allowances	6.8	11.6	9.6	5.3	6.2	5.8
Teaching / learning responsibilities	6.5	17.8	13.0	3.5	6.2	4.8
No management allowances or teacher / learning responsibilities	48.9	46.8	47.7	74.5	74.6	74.5
Length of service						
Less than 3 years	27.6	39.0	34.3	23.5	32.3	27.8
3–6 years	32.6	28.3	30.1	26.7	25.2	25.9
More than 6 years	39.8	32.6	35.6	49.8	42.5	46.2
Destination						
Education job						
– same LA	21.9	12.8	16.6	19.8	9.1	14.5
– other LA	20.9	28.6	25.3	7.1	10.5	8.8
– non LA	6.9	9.3	8.3	3.5	5.8	4.7
Other job	2.9	4.0	3.5	3.0	4.5	3.7
Retirement						
– age	7.9	5.6	6.6	10.4	10.5	10.5
– ill-health	2.9	2.4	2.6	2.3	2.3	2.3
– premature	10.1	8.7	9.3	10.4	10.2	10.3
Maternity	4.3	2.6	3.3	14.2	10.2	12.2
Other	9.8	9.0	9.3	13.7	12.0	12.9
Not known	12.4	17.2	15.2	15.5	25.0	20.2
Base numbers (=100%)	15,120	21,136	36,256	3485	3384	6869

*Please note, classroom teachers may be reported in more than one category so these figures will not necessarily total 100%.

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 2006. First, the section looks at changes in the turnover rate of this group over time. The section then goes on to show turnover rates in different regions. Next, information is provided on the destinations of teachers in this group who left during 2006, followed by a breakdown of the turnover rate in terms of the sector of education, age and salary grade of teachers. Finally, the section concludes by looking at moves as a result of promotions and moves within the local authority sector between and within different regions.

3.1 Trends in full-time permanent teacher turnover

For full-time permanent teachers, turnover decreased between 2005 and 2006 for primary and secondary school teachers, both male and female. The decrease between those two years follows a general pattern which has been ongoing since 2001, albeit with some slight increases in the meantime.

Table 3.1 shows that turnover for primary schools fell from 10.2% in 2005 to 8.9% in 2006. For secondary schools it fell from 11.6% in 2005 to 10.5% in 2006. The turnover of male primary school teachers went from 12.4% in 2005 to 10.5% in 2006. The most marked decrease was the turnover of female primary teachers which went from 9.8% in 2005 to 8.6% in 2006. This can be seen clearly in Figure 3.1 as the lowest line representing the group with the lowest turnover.

In secondary schools there was a similar situation but a smaller change. Male teacher turnover in 2005 stood at 11.7%, dropping in 2006 to 11.1%. Female teacher turnover for secondary schools was 10.1% in 2006, when it had been 11.5% in 2005.

Figure 3.1 Turnover of local authority full-time permanent teachers by sex (1985/6–2006)

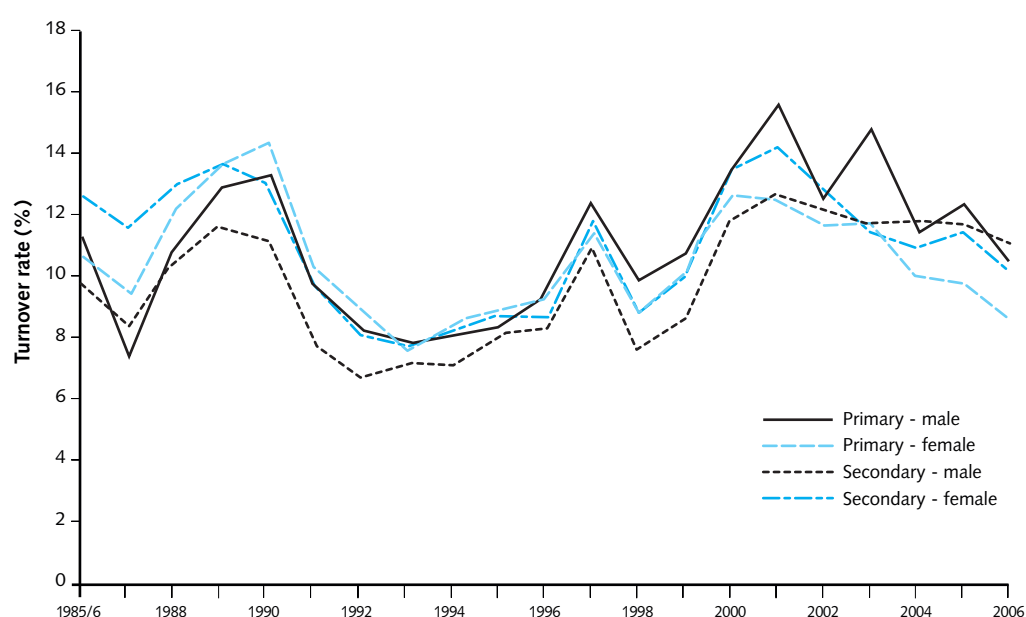


Table 3.1 Trends in turnover rates of local authority full-time permanent teachers (2001–06)

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

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. Although the rate of turnover varied across the different regions of England and Wales, over the past five years, the Greater London, South East and Eastern regions have had the highest turnover rates. The same was mostly true in 2006, where for primary schools the turnover was highest in Greater London where it stood at 10.9% and for secondary schools in the South East where it stood at 13.0%.

However, between 2005 and 2006 the turnover rate in the Eastern region decreased considerably for both primary and secondary schools. The turnover rate dropped from 14.6% in 2005 to 8.7% for primary schools in 2006 and from 13.7% in 2005 to 8.3% in 2006 in secondary schools.

Wales continued to be the region with the lowest turnover in both primary and secondary schools, as it had been for the past five years. The lowest turnover rate occurred in 2004 when it was just 4.7% in primary schools. In 2006, the turnover rate for Welsh primary schools was 5.6%, and for secondary schools 7.3%.

In both primary and secondary schools, there was a decrease in the turnover rate in eight of the ten regions from the previous year.

Table 3.2 Turnover rates of local authority full-time permanent teachers by region and sector (2001–06)

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

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

3.3 The destinations of full-time permanent teacher leavers

Table 3.3 Destinations of local authority full-time permanent resigning teachers (2001–06)

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

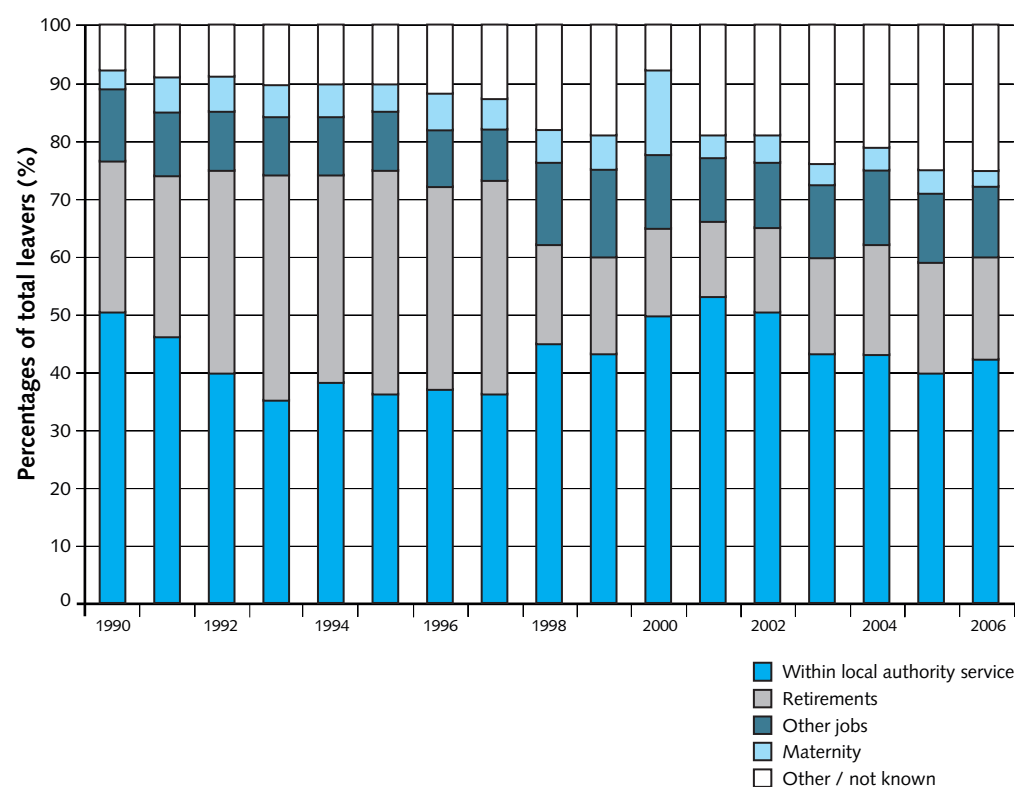
Note: totals may not add exactly due to rounding.

Table 3.3 Destinations of local authority full-time permanent resigning teachers (2001–06)
cont'd

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

Table 3.3 and Figure 3.2 give details of the destinations of full-time permanent teachers who left primary and secondary schools in 2006. The first part of the table shows the numbers (rounded to the nearest 10) who went on 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. It is clear from the table that of those teachers who leave, most move on to another post within the maintained sector, including centralised positions within local authorities. 15,200 full-time permanent teachers made a move of this kind in 2006, representing 4.1% of the total teachers in that group.

Figure 3.2 Distribution of local authority full-time permanent resigners by destination (1990–2006)



Around 6700 teachers retired from permanent full-time teaching positions in 2006. Half (3400) of these were premature retirements, the second largest group were those retiring at the normal age and the remainder were teachers retiring through ill-health. Overall, they accounted for 1.7% of the population.

The rest of the leavers went either to other education jobs, jobs in other industries, maternity or other family breaks, or details were not given of their new destinations.

Tables C.1 and C.2 in Appendix C give a more detailed breakdown of the destinations of leavers in 2006, including separate information for primary and secondary teachers.

3.4 Main teaching subject

Table 3.4 shows that the turnover rate for secondary schools varied depending on the subject taught. The turnover for Information Technology (IT) teachers was the highest, standing at 30.1% in 2006. The lowest turnover was 6.1%, for teachers of Art, Craft or Design. For fifteen of the nineteen different subject categories used in this survey, the turnover decreased between 2005 and 2006. For teachers of IT, Social Sciences, Other Sciences and Commercial and Business studies the turnover rate increased between 2005 and 2006. In Chemistry, the turnover rate for teachers stood at 7.7% in 2006, which was a decrease of 3.5 percentage points from the previous year. There was also a reduction in the turnover rate for teachers of Biology. This was 13.6% in 2005 and had fallen to 9.2% in 2006.

Table 3.4 Turnover rates of local authority full-time permanent secondary teachers by main teaching subject (2001–06)

Numbers of resignations	Primary and secondary sectors combined					
	2001	2002	2003	2004	2005	2006
Mathematics	15.3	14.4	12.5	11.7	12.4	11.4
Information Technology	18.8	25.7	21.8	24.2	28.7	30.1
Physics	14.2	15.5	11.4	11.3	10.9	9.4
Chemistry	15.4	13.6	12.6	10.7	11.2	7.7
Biology	18.6	16.1	14.3	13.4	13.6	9.2
Other Sciences	13.5	12.8	11.4	12.0	11.7	13.3
Modern Foreign Languages	15.8	14.1	11.4	10.0	9.2	7.9
English	16.4	15.6	12.8	12.5	12.5	12.4
History	10.5	11.1	9.4	10.1	9.5	7.8
Social Sciences	10.7	12.8	8.9	12.6	11.3	15.2
Geography	10.7	11.4	9.7	10.0	8.8	8.4
Religious Education	15.6	14.3	13.5	11.9	11.7	10.5
Design and Technology	11.3	11.7	10.2	9.3	10.3	9.4
Commercial and Business studies	12.8	10.9	11.5	11.5	9.7	10.1
Art, Craft or Design	10.3	10.6	7.8	7.6	7.2	6.1
Music	16.3	16.8	13.2	13.3	15.7	12.2
Physical Education	12.7	11.8	10.9	10.0	11.2	9.9
SEN	9.3	10.3	8.9	9.7	8.2	6.2
Other and Combined	11.8	11.5	12.8	20.6	26.4	23.3
All subjects	13.5	12.5	11.5	11.4	11.6	10.5

3.5 Sector changes

The destination information collected for each teacher who left during 2006 can be analysed to assess whether teachers were moving between different educational sectors. Table 3.5 below shows the percentage of all teachers who, during 2006, moved out of one educational sector and into another. This shows that 0.5% of teachers employed in primary schools in 2006 left and went to work in a different local authority sector (e.g. a maintained secondary school or to posts within the LA) rather than continue 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. Both of these represent slight increases compared to 2005 when the percentage stood at 0.4% for both categories.

These figures relate only to destination information given with regard to teachers who left during each year. The origins of recruits were not taken into account as this would mean counting each move twice.

Table 3.5 Moves within local authority to other educational sectors (2001–06)

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

3.6 Age

As would be expected, the highest rate of turnover in primary schools occurred in the age group including teachers who were 60 or over. The turnover rate for this group did drop slightly from 72.6% in 2005 to 70.7% in 2006. The turnover rate for the group aged under 25 dropped by the most, however, decreasing from 10.5% in 2005 to 6.7% in 2006. The group with the lowest turnover in primary schools was that of 6.3% for teachers aged 40–49.

In secondary schools in 2006, the turnover rate had decreased for every age group since 2005 except for the group with teachers aged 60 and over which had increased from 55.8% in 2005 to 62.7% in 2006. The most stable group was that of teachers aged 40–49, where only 7.1% of the teachers of that age had left.

Table 3.6 Turnover rates of local authority full-time permanent teachers by age grouping (2001–06)

Primary	2001	2002	2003	2004	2005	2006
Under 25	15.1	13.9	16.4	10.7	10.5	6.7
25–29	18.4	16.6	16.2	12.0	12.9	10.5
30–39	15.6	12.5	13.7	12.2	11.2	9.4
40–49	8.3	7.9	7.6	6.0	6.3	6.3
50–59	10.1	8.7	10.3	9.9	9.2	7.5
60 or over	89.8	70.4	80.9	91.8	72.6	70.7
Total	13.0	11.8	12.3	10.3	10.2	8.9
Secondary	2001	2002	2003	2004	2005	2006
Under 25	16.8	15.7	18.8	15.2	12.4	10.4
25–29	22.3	19.3	17.4	16.7	17.2	14.0
30–39	17.8	16.0	14.6	14.3	13.7	11.3
40–49	8.7	8.0	6.9	6.5	7.5	7.1
50–59	8.6	8.9	8.6	9.4	8.9	8.6
60 or over	53.1	53.3	54.4	61.8	55.8	62.7
Total	13.5	12.5	11.5	11.4	11.6	10.5

3.7 Salary grade

Classroom teachers in primary and secondary schools were able to receive management allowances until 2006. In that year, these were stopped and teaching/learning responsibility payments (TLRs) were introduced. Some management allowances were safeguarded either temporarily or permanently. However, due to these changes, the information collected about these teachers was different in 2006 to previous years. An analysis by management allowances undertaken in previous years is therefore not possible for 2006. Table 3.7 therefore compares turnover rates for full-time permanent teachers in terms of their different salary grades.

Headteachers of primary schools had a turnover rate of 10.4% in 2005, which had decreased to 8.3% in 2006. There was also a decrease for headteachers of secondary schools from 9.4% in 2005 to 7.8% in 2006. The turnover rate for non-QTS teachers in primary schools had increased to 10.3% from 8.5% in 2005. In contrast, the turnover rate for non-QTS teachers in secondary schools had decreased from 9.7% in 2005 to 8.3% in 2006.

Table 3.7 Turnover rates of local authority full-time permanent teachers by salary grade (2001–06)

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

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

3.8 Promotions

Although less than half of moves by teachers within the local authority sector in both primary and secondary were a result of promotion in 2006, this was a very slight increase on the percentages in the previous year. Table 3.8 shows that in 2006, 1.7% of teachers within the local authority sector were promoted in primary schools, compared to 1.4% in 2005. In secondary schools the percentage for whom the move was promotion within the secondary sector was 1.6%, compared with 1.4% in 2005.

Table 3.8 Turnover rates due to promotions of full-time permanent teachers within the local authority sector (2001–06)

	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

3.9 Geographical moves within the local authority sector

Table 3.9 shows that in 2006, in primary schools, 3.8% of full-time permanent teachers moved within the local authority sector. Around half of these teachers remained working within the same LA. A quarter of the full-time permanent teacher leavers moved within the same region but to a different local authority and the rest moved to a different region altogether.

Moves within the local authority sector accounted for 4.4% of the total teachers employed in secondary schools in 2006. A quarter of the moves made by full-time permanent teachers involved moving to a school in a different region. Around a third of the moves were to schools in the same local authority and the remainder were moves to another local authority but within the same region.

Table 3.9 Regional distribution of moves of full-time permanent teachers within the local authority sector (2001–06)

	Primary (%)						Secondary (%)					
	2001	2002	2003	2004	2005	2006	2001	2002	2003	2004	2005	2006
Same LA	3.5	3.0	2.7	2.4	2.1	1.9	2.5	2.2	1.6	1.7	1.7	1.4
Other LA												
– same region	1.7	1.1	1.4	1.1	1.3	1.2	2.5	2.1	2.0	2.0	2.2	2.0
– other region	1.3	1.6	1.0	0.9	0.6	0.7	2.3	2.1	1.3	1.2	0.8	1.1
– total	3.0	2.7	2.4	2.0	1.9	1.9	4.8	4.2	3.3	3.2	3.0	3.0
Total (above)	6.5	5.7	5.1	4.4	4.1	3.8	7.4	6.4	4.9	4.9	4.7	4.4

Table 3.10 shows the net loss and net gain for each region for the past six years. These figures were calculated on the basis of moves between regions, including only those where the region of origin and region of destination are known. So, for example, the net loss of -0.5 from primary schools in the South West meant that the overall teacher population in the South West had gone down by 0.5%. So, in contrast, the net gain of +0.7 in Greater London was a result of more teachers joining that region than leaving it to go to others. This increase in Greater London in primary schools represented the first net gain for that region for several years. Since 2001, however, the figure has been increasing gradually. The same pattern was seen in the secondary schools in Greater London.

Table 3.10 Net regional effect of moves of full-time permanent teachers within the local authority sector (2001–06)

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

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

This section covers resignations of teachers from part-time permanent roles during 2006. First, details of the breakdown of these teachers by age group are provided. Then information is given on the destinations of these teachers.

In 2006, there were 80,572 part-time permanent teachers and 14,142 fixed term contract/temporary part-time teachers. Table 4.1 shows that the overall turnover rate for part-time permanent teachers was 10.4% for secondary schools in 2006 and 7.3% for primary schools.

4.1 Age

Within the population of part-time permanent teachers, the age band with the highest turnover has mostly been that of the under 25s. Whilst this was still the case in secondary schools where nearly a third of all under 25s leave their role, it was not in primary schools in 2006. The turnover rate in those schools was highest in the category of teachers who were aged 60 and over. In primary schools, the turnover rate was 22.7%. The turnover rate for the under 25 age group was 18.8%. However, the turnover rate for the category of teachers aged under 25 has fluctuated considerably since 2003 because the number of teachers in this group is low.

Table 4.1 Turnover rates of local authority part-time permanent teachers by age (2002–06)

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

4.2 Destinations

Table 4.2 shows that part-time permanent teachers went to a variety of destinations in 2006. In primary schools, 1.4% of these teachers had moved to another position within the same local authority and 1.8% of teachers had retired. In secondary schools, 0.9% of teachers had moved to another role within the same local authority and 1.1% of teachers had moved to a different local authority. In secondary schools 2.4% of teachers had retired.

Table 4.2 Turnover rates of local authority part-time permanent teachers by destination (2002–06)

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

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

This section deals with recruitment of permanent teachers, both full and part-time, to roles in maintained primary and secondary schools. First, overall recruitment rates are presented for different sectors of education. Next, a profile is provided for permanent teacher recruits along 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 5.1 shows that in 2006, the recruitment rates for full-time teachers stood at 7.1% in primary schools and 10.5% in secondary schools. This was a slight decrease in both sectors compared to the previous year. For part-time permanent teachers, the recruitment rate had dropped quite considerably in 2006 for primary schools. In 2005 the rate stood at 6.6% and had decreased to 3.5% in 2006. For secondary part-time teachers the rate had also dropped, but by a smaller amount. In 2006 the rate had gone down from 6.3% in 2005 to 5.3%.

Table 5.1 Recruitment rates of local authority permanent teachers (2001–06)

	Full-time						Part-time					
	2001	2002	2003	2004	2005	2006	2001	2002	2003	2004	2005	2006
Primary												
LA Sector	3.5	3.3	2.7	2.2	2.3	1.8	2.6	2.2	2.6	1.5	1.8	1.0
Other	5.6	4.6	5.5	5.0	5.3	5.3	3.2	3.0	3.0	3.0	4.8	2.5
Total	9.1	7.9	8.2	7.2	7.6	7.1	5.8	5.2	5.6	4.5	6.6	3.5
Secondary												
LA sector	6.6	5.9	4.8	4.3	4.4	4.0	5.1	3.7	3.3	2.6	2.2	2.3
Other	7.2	6.8	7.7	7.3	7.3	6.5	4.1	3.4	3.4	3.5	4.1	3.0
Total	13.8	12.7	12.5	11.6	11.7	10.5	9.2	7.1	6.7	6.1	6.3	5.3

5.2 Profile of permanent teacher recruits

Overall, there were 36,697 permanent recruits to full and part-time roles in primary and secondary schools in 2006. The majority were to full-time positions. Table 5.2 shows that in primary schools, 83.9% of full-time recruits were female. The majority of permanent teacher recruits (70.1%) did not receive any management allowance or teaching/learning responsibility payments. The age group with the higher proportion of recruits was those aged 25–29. This was true for both primary (29.1%) and secondary (30.5%).

Within primary schools, considering only full-time permanent teachers, 32.6% had come straight from teacher training into their new teaching roles. Only a very small proportion (0.4%) of full-time permanent recruits had come from a non-education job into teaching. The origin of 28.9% of primary full-time permanent recruits was unknown.

In secondary schools, 39.0% of full-time permanent teachers came straight from teacher training, 60.4% were female and 30.5% were aged between 25 and 29. Part-time teachers were distributed along different lines. In primary schools 95.0% were female and only 5.0% male. In secondary schools 81.1% were female and 18.9% male. The distribution by age shows that the group with

the most recruits was that for teachers aged 30–39. This was the case for both primary and secondary schools.

In the case of part-time permanent teachers, 29.9% of primary recruits and 42.4% of secondary recruits came from jobs within the local authority maintained sector. In 2006, 8.0% of part-time primary and 12.0% of part-time secondary recruits had come directly from teacher training to permanent roles.

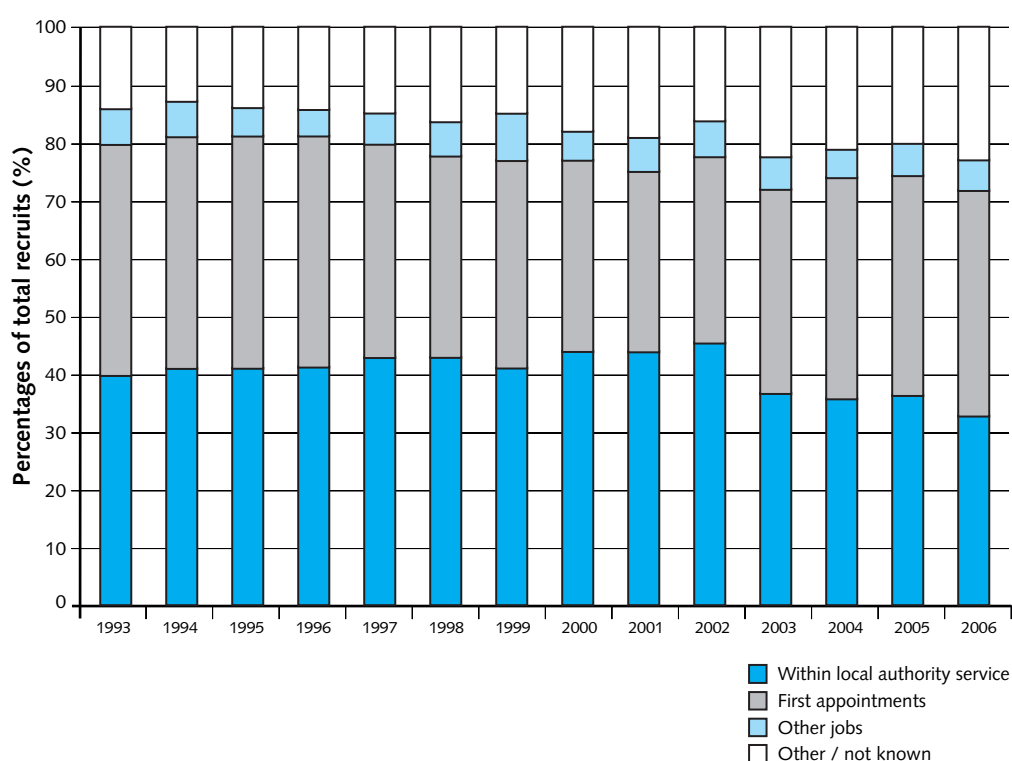
Table 5.2 Profile of local authority permanent teacher recruits (2006)

	Full-time			Part-time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	83.9	60.4	69.0	95.0	81.1	87.9
Male	16.1	39.6	31.0	5.0	18.9	12.1
Age						
Under 25	22.5	21.3	21.8	4.0	4.5	4.2
25–29	29.1	30.5	30.0	12.1	15.1	13.6
30–39	26.2	28.0	27.3	40.1	34.5	37.3
40–49	14.6	14.1	14.3	28.3	25.9	27.1
50–59	7.1	5.7	6.2	12.0	16.7	14.4
60 and over	0.6	0.3	0.4	3.5	3.3	3.4
Salary*						
Headteacher	7.6	0.9	3.3	2.2	0.0	1.1
Deputy Headteacher	6.1	1.5	3.2	0.8	0.3	0.6
Assistant Headteacher	2.4	2.1	2.2	1.2	0.9	1.1
Advanced skills teacher	0.5	0.5	0.5	0.6	0.9	0.8
Classroom non-QTS teacher	5.9	6.5	6.3	5.1	11.2	8.2
Classroom teachers – Management Allowances						
Permanently safeguarded management allowances	1.7	2.5	2.2	0.9	2.2	1.6
Teaching / learning responsibilities	5.8	15.1	11.7	3.2	4.9	4.1
No management allowances or teacher / learning responsibilities	70.1	71.1	70.7	86.0	79.6	82.7
Origin						
First employment						
– immediately	32.6	39.0	36.7	8.0	12.0	10.0
– not immediately	3.0	2.2	2.5	3.3	2.0	2.6
Education job						
– LA	25.4	37.4	33.0	29.9	42.4	36.3
– other	4.1	4.4	4.3	3.1	6.0	4.6
Other job	0.4	1.1	0.8	0.3	2.6	1.5
Break for family	1.1	0.4	0.6	12.5	7.4	9.9
Other reason	4.6	2.2	3.1	7.3	7.6	7.5
Not known	28.9	13.3	19.0	35.5	20.0	27.6
Base numbers (=100%)	12,132	21,162	33,294	1670	1733	3403

* Please note, classroom teachers may be reported in more than one category so these figures will not necessarily total 100%.

Figure 5.1 shows that the proportion of full-time local authority recruits from jobs in the local authority sector climbed throughout the period 1993 to 2002 and then began to decline. The proportion of recruits whose new role was their first after completing their training was decreasing at the start of that same time period, but after reaching its lowest amount (31%) in 2001, it has since been increasing. In 2006, the percentage of recruits for whom the role was their first after their teacher training was completed was 39%.

Figure 5.1 Distribution of local authority full-time permanent teacher recruits by origin (1993–2006)



5.3 Recruitment rates of permanent teachers

Both Figure 5.2 and Table 5.3 show the recruitment rates for permanent teachers in 2006 broken down into different categories. For primary and secondary, male and female teachers, the recruitment rates have been declining steadily for the past few years.

The recruitment rate was higher in secondary schools for full and for part-time permanent teachers than in primary schools for the same groups. The recruitment rate for primary full-time permanent staff was the same for male as for female teachers (7.1%). However, it was slightly higher for females in the secondary sector than for their male colleagues. Part-time recruitment stood at 3.5% for female primary school teachers with permanent contracts. In secondary schools this was slightly higher at 5.2% but overall part-time recruitment rates were lower than full-time.

The recruitment rate for teachers was highest in the age band for those under 25. This was particularly true for full-time secondary teachers in 2006 where the recruitment rate for teachers in that group was at 56.4%. In primary part-time roles, the recruitment rate for under 25s was 17.4%, compared to 47.5% for secondary teachers in the same age group. The recruitment rate for headteachers in primary schools for full-time positions was 5.1%.

Non-QTS full-time teachers had a recruitment rate of 6.3% overall for primary and secondary roles combined. The part-time recruitment for this group was 8.2% for primary and secondary combined.

Figure 5.2 Recruitment rates of local authority permanent teachers by sex (1993–2006)

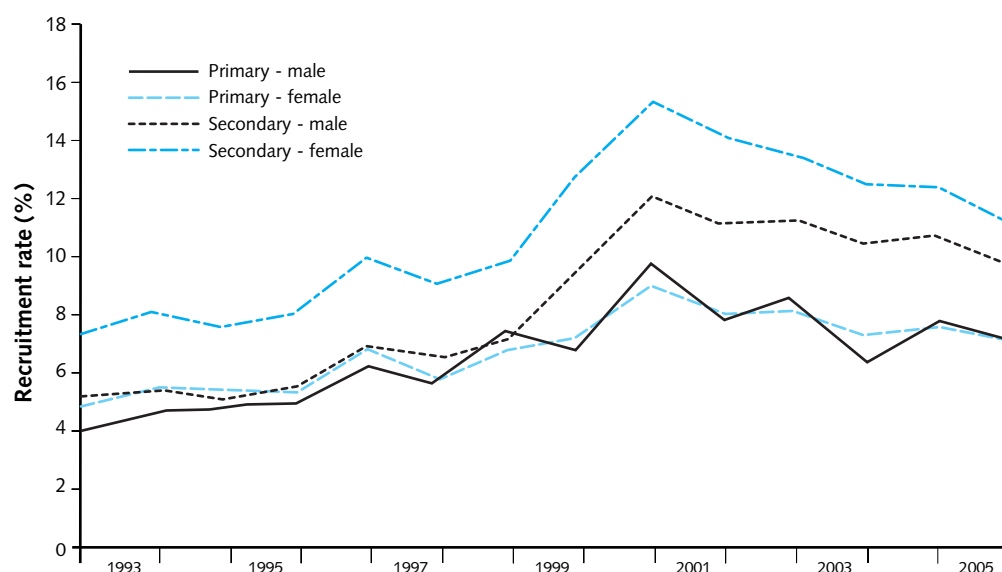


Table 5.3 Recruitment rates of local authority permanent teachers (2006)

	Full-time			Part-time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	7.1	11.1	8.9	3.5	5.2	4.1
Male	7.1	9.7	9.1	3.7	5.6	5.1
Age						
Under 25	28.2	56.4	40.9	17.4	47.5	26.4
25–29	11.6	19.8	15.9	8.4	20.1	12.5
30–39	7.4	11.2	9.5	4.1	6.9	5.0
40–49	4.8	6.2	5.6	3.5	4.9	4.1
50–59	1.8	2.2	2.0	1.5	2.7	2.0
60 and over	4.0	2.7	3.3	3.4	2.1	2.6
Salary						
Headteacher	5.1	4.9	5.0	75.4	0.0	75.4
Deputy Headteacher	5.8	5.1	5.6	7.2	7.7	7.3
Classroom non-QTS teacher	14.1	16.4	15.5	5.5	6.9	8.2
Classroom QTS teacher	7.3	11.1	9.4	3.4	5.8	4.3
Origin						
First employment						
– immediately	2.3	4.1	3.3	0.3	0.6	0.4
– not immediately	0.2	0.2	0.2	0.1	0.1	0.1
Education job						
– LA	1.8	4.0	3.0	1.0	2.3	1.5
– other	0.3	0.5	0.4	0.1	0.3	0.2
Other job	0.0	0.1	0.1	0.0	0.1	0.1
Break for family	0.1	0.0	0.1	0.4	0.4	0.4
Other reason	0.3	0.2	0.3	0.3	0.4	0.3
Not known	2.1	1.4	1.7	1.2	1.1	1.2
Total recruitment rate	7.1	10.5	9.0	3.5	5.3	4.2

6 Fixed term contract/temporary teachers in local authority schools

This section deals with moves of teachers on fixed term contract/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. Neither does it include moves from full to part-time status, or vice versa, or moves as a result of promotion within the same school.

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

Table 6.1 shows that the number of teachers employed as at January 2007 on fixed term or temporary contracts was 33,616, which was a decrease from 2006, when there were 35,040.

Fixed term contract/temporary teachers were more likely to be part-time (42% of them) than their colleagues with permanent contracts, where only 18% were part-time. Primary schools employed 58.4% of all fixed term contract/temporary teachers in 2006. Full-time teachers accounted for 57.9% of the total.

Table 6.1 Employment of fixed term contract/temporary teachers in post (2007)

	Full-time	Part-time	Total
Primary			
Female	9062	7637	16,699
Male	1968	971	2939
Total	11,030	8608	19,638
Secondary			
Female	5096	3789	8885
Male	3349	1745	5094
Total	8444	5534	13,978
Primary and Secondary	19,474	14,142	33,616

6.2 Turnover and recruitment of fixed term contract/temporary teachers

As might be expected, turnover rates for fixed term contract/temporary teachers were much higher in 2006 than for their permanent colleagues. Table 6.2 shows that the turnover rate for full-time secondary schools was 68.4% in 2006 which was a large increase on the previous year when it stood at 57.0%. The primary school turnover rate was smaller at 38.1% which was an increase from 31.3% in 2005.

Turnover rates of primary school full-time teachers on fixed term or temporary contracts has varied across the last five years, peaking at 42.1% in 2003. The increase in 2006 was the first since then. Similarly, the turnover in secondary schools had fluctuated in the previous five years, but the peak during that time was that of the 68.4% turnover rate in 2006.

Part-time turnover for both primary and secondary schools in 2006, had increased since the previous year. Primary school teacher turnover for part-time roles went up from 18.1% in 2005 to

24.6% in 2006. Similarly, in secondary schools, turnover for part-time teachers went from 43.8% in 2005 to 47.3% in 2006.

In full-time roles, turnover was higher for male teachers than for female teachers for both primary and secondary schools. In contrast, for part-time roles turnover was higher for female teachers than for males in both primary and secondary schools. The highest rate of turnover for any group was that of full-time male teachers in secondary schools. In 2006, the turnover rate for this group stood at 78.9%.

In primary schools the full-time recruitment rate was 69.7% in 2006. In secondary schools it was even higher, standing at 83.9%.

Part-time recruitment rates were lower than full-time rates. In 2006, recruitment rates for part-time primary teachers had gone down to 40.8% from the 47.1% they were at in 2005. Similarly, the recruitment rate for part-time secondary teachers had also decreased. In 2005, this had been 51.8% and in 2006 it was 46.7%.

Table 6.2 Turnover and recruitment rates of local authority fixed term contract/temporary teachers (2002–06)

Full-time turnover	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	40.5	41.6	33.3	30.9	37.4	35.0	44.8	24.7	32.8	41.6	39.4	42.1	31.7	31.3	38.1
Secondary	49.2	53.9	48.0	54.7	61.5	56.6	54.4	49.7	59.7	78.9	52.6	54.1	48.8	57.0	68.4
Total	43.1	45.4	38.2	39.0	46.1	48.0	51.1	40.8	50.5	65.1	44.6	47.0	39.0	42.5	51.3
Part-time turnover	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	28.0	33.9	19.5	18.9	25.3	25.3	40.8	22.3	12.4	19.5	27.8	34.4	19.8	18.1	24.6
Secondary	41.7	41.0	43.8	42.9	48.4	41.8	47.2	40.9	45.6	45.0	41.7	42.9	42.8	43.8	47.3
Total	33.3	36.6	28.5	27.0	32.9	37.2	45.6	35.3	33.6	35.9	34.0	38.3	29.8	28.3	33.5
Full-time Recruitment	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	61.7	70.0	64.7	71.6	72.2	46.3	61.3	47.7	59.4	58.2	58.7	68.6	61.5	69.4	69.7
Secondary	80.1	93.1	80.2	87.5	84.1	80.1	81.4	74.6	80.7	83.8	80.1	87.9	77.7	84.4	83.9
Total	67.2	77.1	69.9	77.0	76.4	66.7	74.5	65.0	73.4	74.3	67.0	76.4	68.4	76.0	75.9
Part-time Recruitment	Female					Male					Total				
	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006	2002	2003	2004	2005	2006
Primary	37.6	53.2	42.7	47.7	41.2	32.8	54.5	28.3	43.2	37.0	37.1	53.3	41.2	47.1	40.8
Secondary	48.5	52.0	51.7	53.4	49.1	44.8	48.4	43.8	48.5	41.5	47.4	50.9	49.1	51.8	46.7
Total	41.8	52.7	46.0	49.6	43.9	41.4	49.9	39.1	46.5	39.9	41.7	52.2	44.6	49.0	43.1

6.3 Profile of fixed term contract/temporary leavers

Table 6.3 shows the profile of fixed term or temporary contract teachers who resigned during 2006. 80.5% of the primary school full-time leavers were female, as were 54.3% of the secondary full-time leavers. The largest group of teachers who left fixed term or temporary contracts that had been on a full-time basis in primary schools were aged between 30 and 39. The same was true of teachers leaving fixed term or temporary contracts that were full-time in secondary schools. In secondary schools, the majority of teachers who left part-time roles were aged 50–59, whereas in primary schools, it was those aged 40–49.

Table 6.3 Profile of local authority fixed term contract/temporary teacher resignations (2006)

	Full-time			Part-time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	80.5	54.3	65.3	91.0	70.0	79.4
Male	19.5	45.7	34.7	9.0	30.0	20.6
Age						
Under 25	13.3	8.7	10.6	4.2	2.3	3.1
25–29	26.1	25.5	25.8	12.2	11.3	11.7
30–39	26.4	29.2	28.0	26.2	23.5	24.7
40–49	16.4	18.1	17.4	26.6	21.6	23.8
50–59	14.9	15.7	15.4	23.7	27.6	25.9
60 and over	3.0	2.7	2.8	7.1	13.6	10.7
Salary*						
Headteacher	4.3	0.5	2.1	0.3	0.2	0.2
Deputy Headteacher	3.2	0.6	1.7	0.2	0.1	0.2
Assistant Headteacher	0.7	1.5	1.2	1.1	0.2	0.6
Advanced skills teacher	0.6	0.7	0.7	0.5	0.4	0.5
Classroom non-QTS teacher	13.1	19.2	16.7	5.4	12.7	9.4
Classroom teachers – Management Allowances						
Safeguarded management allowances	0.5	1.3	1.0	0.5	1.4	1.0
Permanently safeguarded management allowances	0.4	1.0	0.7	0.8	1.0	0.9
Teaching / learning responsibilities	0.1	1.6	1.0	0.3	0.7	0.5
No management allowances or teacher / learning responsibilities	76.9	73.7	75.0	91.0	83.3	86.7
Length of service						
Less than 3 years	77.6	77.9	77.8	81.0	77.2	78.9
3–6 years	12.5	13.2	12.9	11.6	11.4	11.5
More than 6 years	9.9	8.9	9.3	7.4	11.4	9.6
Destination						
Education job						
– same LA	27.5	12.8	19.0	29.5	13.8	20.8
– other LA	18.2	17.2	17.7	8.4	7.5	7.9
– non-LA	7.2	8.0	7.7	3.0	4.1	3.6
Other job	3.8	5.8	5.0	2.2	4.6	3.5
Retirement						
– age	2.2	1.6	1.9	2.2	6.8	4.7
– ill-health	0.4	0.7	0.6	1.0	0.7	0.8
– premature	1.5	1.6	1.6	2.2	3.2	2.8
Maternity	2.8	1.4	2.0	6.6	3.0	4.6
Other	14.4	16.0	15.3	19.0	15.7	17.2
Not known	21.8	34.8	29.3	25.8	40.6	34.0
Base numbers (=100%)	4203	5785	9989	2119	2625	4744

*Please note, classroom teachers may be reported in more than one category so these figures will not necessarily total 100%.

The proportion of leavers who were full-time headteachers was 2.1% overall. However, in primary schools the proportion of full-time headteachers was 4.3% compared to 0.5% in secondary schools.

The majority of classroom teachers employed on fixed term or temporary contracts had no management allowances or teaching/learning responsibility payments. In part-time roles in primary schools, 91.0% of teachers were within this group.

Fixed term contract/temporary teachers who left during 2006 moved on to a variety of destinations. In 2006, in full and part-time roles in primary schools just under a third of teachers on fixed term/temporary contracts moved on to another educational job in the same local authority. In secondary schools, 12.8% of full-time and 13.8% of part-time teachers on fixed term/temporary contracts, moved to another job within the same local authority. It should be noted that there was no destination known for around a third of teachers.

6.4 Profile of fixed term contract/temporary recruits

There were 14,780 full-time and 6098 part-time recruits to fixed term contract or temporary roles in 2006. Table 6.4 shows that 73.2% of full-time recruits to temporary or fixed term contracts were female, 82.2% of similar part-time recruits were also female.

The age group with the highest proportion of recruits varied between full and part-time and primary and secondary sectors. For full-time recruits, the age group with the highest recruitment rate was teachers aged 25–29. For part-time teachers, the highest recruitment rate was for teachers aged 30–39. Primary teachers recruited to full-time roles with a temporary or a fixed term contract had turnover rates ranging from 0.7% for those aged 60 and over, to 28.0% for those aged 25–29.

The rate for full-time recruits to temporary or fixed term contract roles was 2.9% for primary headteachers and 0.5% for secondary headteachers. The origin of around a third of recruits was unknown due to the necessary information being unavailable. However, in the full-time category, for a third of recruits, their new job was their first teaching role. In total 34.5% of recruits had come to their new position straight from training or had completed training, taken a break and then begun their teaching careers.

Part-time teachers were much more likely to have originated from the local authority sector than their full-time colleagues. For secondary teachers, over a third were recruited from this sector (38.4%), compared to less than a quarter in the full-time category (22.7%).

Table 6.4 Profile of local authority fixed term contract/temporary teacher recruits (2006)

	Full-time			Part-time		
	Primary	Secondary	Total	Primary	Secondary	Total
Sex						
Female	85.1	60.4	73.2	89.8	72.0	82.2
Male	14.9	39.6	26.8	10.2	28.0	17.8
Age						
Under 25	28.4	21.6	25.1	7.9	5.3	6.8
25–29	28.0	29.0	28.5	12.1	12.0	12.1
30–39	21.6	24.7	23.1	29.9	27.8	29.0
40–49	14.3	14.3	14.3	28.0	26.1	27.2
50–59	6.9	9.4	8.1	19.1	21.3	20.0
60 and over	0.7	1.1	0.9	2.9	7.6	4.9
Salary*						
Headteacher	2.9	0.5	1.7	2.4	0.0	1.4
Deputy Headteacher	1.7	0.5	1.1	0.8	0.0	0.4
Assistant Headteacher	0.8	1.1	0.9	0.8	0.3	0.6
Advanced skills teacher	0.3	0.3	0.3	0.8	0.1	0.5
Classroom non-QTS teacher	13.9	22.4	18.0	7.0	16.2	10.9
Allowances						
Permanently safeguarded management allowances	0.2	0.4	0.3	0.4	0.8	0.6
Teaching / learning responsibilities	0.4	2.1	1.2	0.7	1.4	1.0
No management allowances or teacher / learning responsibilities	79.9	72.7	76.4	87.1	81.1	84.5
Origin						
First employment						
– immediately	33.0	24.0	28.7	11.3	8.7	10.2
– not immediately	7.0	4.5	5.8	5.6	2.1	4.1
Education job						
– LA sector	15.0	22.7	18.7	28.2	38.4	32.5
– other	5.3	7.4	6.3	3.7	6.2	4.8
Other job	0.9	2.9	1.8	1.8	4.7	3.0
Break for family reasons	1.9	0.6	1.3	11.6	5.5	9.0
Other reason	6.6	7.0	6.8	8.8	11.5	10.0
Not known	30.3	31.0	30.6	29.0	22.9	26.4
Base numbers (=100%)	7685	7095	14780	3509	2589	6098

*Please note, classroom teachers may be reported in more than one category so these figures will not necessarily total 100%.

7 Teacher wastage from local authority schools

This section draws together information about gross and net changes in the teacher population. First, details are given regarding the wastage of teachers from the local authority sector altogether, comparing the figures from this survey with those produced by the DCSF. Next, tables are given that present details on the destinations of resigners and the origins of recruits side by side. Finally, net wastage figures are given. These show the change to the profession as a whole and the extent to which recruitment might have offset any losses.

Teacher turnover and recruitment rates were similar to one another for permanent teachers and for fixed term contract/temporary teachers in 2006. They complemented one another such that around the same number of teachers joined schools as left them. A large proportion of those leaving schools were then recruited to different schools but still remained within the maintained teaching workforce.

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.

Table 7.1 shows the gross wastage from schools from 2001 to 2006. It had been very stable during those years, changing by very little between each year. In 2006, the overall wastage had dropped by 0.9 percentage points, which follows the picture provided by the earlier sections of this report which showed a lower turnover rate in almost all categories in 2006 compared to 2005.

Table 7.1 Gross wastage of full-time permanent teachers (2001–06)

	Gross wastage (%)		Total
	Primary	Secondary	
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

7.2 Differences between LGA and DCSF gross wastage measures

The DCSF produce a series of wastage statistics. Historically, these have shown, year on year, a higher level of gross wastage than the figures collected in the LGA survey. However, DCSF figures included moves between full and part-time status, which have been excluded from the LGA survey. This may be one of the reasons for the differences. In more recent years, including 2006, the figures have become closer to one another, such that in 2004 and 2005, the gross wastage from DCSF was actually lower than that of this survey's figures. Data was collected at such a time that information was only available for comparison for the previous year. Hence, Table 7.2 shows the figures only up to 2005.

Table 7.2 Comparison of wastage figures between LGA and DCSF (2001–05)

	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

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 teaching workforce and excludes moves within the local authority sector. Percentages of teachers leaving the sector altogether can be compared against percentages of teachers being recruited to it. Comparisons of the destinations of leavers and the origins of starters of full-time permanent teachers are presented in Table 7.3. This enables a direct comparison between the percentage of teachers joining and the percentage leaving the maintained teaching profession. Net wastage figures cannot be considered indicators of employment change as they exclude the effects of moves within schools of teachers from fixed term contracts to permanent contracts and from part-time to full-time status, or vice versa.

Table 7.3 Local authority full-time permanent teacher turnover and recruitment, destinations and origins (2002–06)

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

Please note that for the leavers in this table, no distinction was made between a break for family reasons and a break for other reasons – these categories are therefore grouped together.

Table 7.3 Local authority full-time permanent teacher turnover and recruitment, destinations and origins (2002–06) *cont'd*

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

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

See Appendix D for numbers of recruits.

*First employment in teaching immediately/not immediately after training.

Please note that for the leavers in this table, no distinction was made between a break for family reasons and a break for other reasons – these categories are therefore grouped together.

Table 7.4 shows the net wastage of full-time permanent teachers. These figures show the net gain or loss to the total population in terms of the different categories of origin or destination. Since there were no leavers going to a job that could be described as their first employment, this was a net gain of +2.5% in 2006. In contrast, those retiring from the profession could not move to another school and so this was a net loss. Over all the categories, there was a net surplus of +0.3%.

In primary schools there was a net gain overall of +0.2%, mostly due to an influx of new teachers. Similarly in secondary schools, there was a net gain of +0.4%. This was the same increase as in 2006, which was less than the previous two years.

Net losses to other education jobs, other jobs and other breaks all decreased for primary schools. Net losses in secondary schools decreased for other jobs and other breaks and stayed the same for moves to other education jobs at -0.5% in both 2006 and in 2005.

Table 7.4 Net wastage of local authority full-time permanent teachers (2001–06)

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

**These percentages are net recruitment rates and exclude local authority moves.*

8 Sixth form colleges

This section covers moves of teachers to and from sixth form colleges during 2006. Information was collected from 67 of the 100 sixth form colleges in England and Wales that were asked to participate. First, this section presents details of the workforce in sixth form colleges in 2007, before showing some comparisons to earlier years. The survey was not conducted in 2005 so moves during 2004 are not reported in the tables. As for the school survey, the data shown in this report have been grossed to give national figures. Numbers of teachers employed in sixth form colleges were not collected as part of the 618G return so this survey was the only source of this data. Figures relating to total numbers of teachers should therefore be considered estimates rather than actual totals since they were calculated by grossing.

8.1 Employment structure

In 2007, it was estimated that over 10,800 teachers were employed on both permanent and fixed term/temporary contracts in sixth form colleges. The majority of these were employed on permanent contracts (93.5%). Of these permanent teachers, 74.3% were full-time and 25.7% were part-time. In comparison, the secondary schools in 2007 had more full-time permanent teachers (86.0%) and fewer part-time (13.9%).

In sixth form colleges in 2007, three-fifths (58.3%) of all permanent teachers were female, which was a very similar proportion to that of secondary schools (60.7%). When considering part-time teachers, secondary schools employed a higher proportion of permanent female teachers (82.3%) than sixth form colleges (73.7%).

Only 6.5% of teachers in sixth form colleges in 2007 were on fixed term contracts (709). In comparison, the figure in maintained secondary schools was slightly lower, standing at 5.7%. In sixth form colleges, 84.8% of teachers on fixed term contracts were part-time, which was more than double that of local authority secondary schools (39.6%). Fixed term contract roles were taken up mostly by women in sixth form colleges in 2007 (62.8%).

Table 8.1 Employment in sixth form colleges (2007)

	Full-time			Part-time			Full and Part-time Total
	Male	Female	Total	Male	Female	Total	
Permanent	3547	4006	7553	687	1925	2612	10,165
Fixed term contract	51	57	108	213	388	601	709
Total	3598	4063	7661	900	2313	3213	10,874

8.2 Employment changes

Table 8.2 shows that the overall number of full-time and part-time permanent and fixed term contract teachers employed in sixth form colleges increased by 5.4% between 2006 and 2007. This follows an increase of 29.5% over 2000–06.

The number of full-time permanent teachers increased by 7.3% between 2006 and 2007 and the numbers of part-timers by 5.6%, giving an overall increase in the numbers of permanent teachers of 6.9%. Employment of full-time fixed term contract teachers decreased by 32.5% and that of part-timers by 7.0%, giving an overall fall of 12.0%.

Table 8.2 Trends in employment, sixth form colleges (2001–07)

	Permanent			Fixed term contract			Permanent and fixed term contract
	Full-time	Part-time	Total	Full-time	Part-time	Total	
2001	5913	1478	7391	157	839	996	8387
2002	6291	1616	7907	165	776	941	8848
2003	6345	1908	8253	175	681	856	9109
2004	6611	2020	8631	151	610	761	9392
2006	7039	2473	9512	160	646	806	10,318
2007	7553	2612	10,165	108	601	709	10,874
% change							
2000–01	6.4	5.7	6.3	18.0	25.6	24.3	8.1
2001–02	6.4	9.3	+7.0	+5.1	-7.5	-5.5	+5.5
2002–03	0.8	18.1	+4.4	+6.1	-12.2	-9.0	+2.9
2003–04	4.2	5.9	+4.6	-13.7	-10.4	-11.1	+3.1
2004–06	6.5	22.4	+10.2	+6.0	+5.9	+5.9	+9.9
2006–07	7.3	5.6	+6.9	-32.5	-7.0	-12.0	+5.4

8.3 Overall turnover and recruitment rates

Table 8.3 shows that for permanent teachers, the full-time turnover rate fell from 6.7% in 2005 to 6.4% in 2006, lower than that in local authority secondary schools (10.5%). The recruitment rate fell from 8.0% to 7.5%, also lower than in local authority secondary schools (10.5%).

Table 8.3 Turnover and recruitment rates of full-time permanent teachers in sixth form colleges (2007)

	Turnover rate (%)					Recruitment rate (%)				
	2001	2002	2003	2005	2006	2001	2002	2003	2005	2006
Male	7.4	7.3	6.7	6.9	6.8	11.1	9.7	8.1	6.9	7.0
Female	8.4	8.0	8.0	6.6	6.0	11.9	10.0	10.4	9.0	8.0
Total	7.9	7.7	7.4	6.7	6.4	11.5	9.9	9.3	8.0	7.5

No analysis of the moves of part-time or fixed term contract teachers can be shown owing to the relatively small numbers employed.

8.4 Regional variations in turnover and recruitment

Turnover of full-time permanent teachers from sixth form colleges stood at 8.1% in the South East, 7.1% in the Southern region, 6.4% in the North West, 5.0% in the Midlands and Wales, and 4.3% in the North East. The recruitment rate stood at 9.9% in Southern region, 8.8% in the South East, 6.5% in the Midlands and Wales, 6.2% in the North East, and 5.5% in the North West.

8.5 Destinations of leavers

The destinations of full-time permanent teachers leaving sixth form colleges in 2002–06 are shown in Table 8.4. Around a quarter of the teachers who left sixth forms during 2006 went into retirement. The turnover rate of 6.4% also included moves to other sixth form colleges (0.7%), non-education employment (0.6%) and the local authority sector (0.4%).

Table 8.4 Numbers of full-time permanent teacher leavers and turnover rates

	2002		2003		2005		2006	
	No.	%	No.	%	No.	%	No.	%
LA – same area								
– secondary	23	0.4	14	0.2	12	0.2	8	0.1
– other	6	0.1	1	0.0	3	0.0	3	0.0
– total	29	0.5	15	0.2	15	0.2	11	0.1
LA – other area								
– secondary	45	0.7	36	0.5	34	0.5	12	0.2
– other	9	0.1	3	0.0	5	0.1	5	0.1
– total	54	0.9	39	0.5	39	0.6	17	0.2
Total LA (above)	83	1.3	54	0.8	54	0.8	28	0.4
Sixth form college								
– same LA area	23	0.4	23	0.3	19	0.3	13	0.2
– other LA area	58	0.9	60	0.9	45	0.6	43	0.6
– total	81	1.3	83	1.3	64	0.9	56	0.7
Independent school	20	0.3	21	0.3	13	0.2	13	0.2
University/HE college	9	0.1	14	0.2	8	0.1	7	0.1
FE college	21	0.3	30	0.5	15	0.2	31	0.4
Overseas education	9	0.1	19	0.3	20	0.3	10	0.1
Other job								
– public sector	19	0.3	14	0.2	7	0.1	13	0.2
– self employed	12	0.2	3	0.0	12	0.2	15	0.2
– other	8	0.1	10	0.2	20	0.3	15	0.2
– total	39	0.6	27	0.4	39	0.6	43	0.6
Retirement								
– age	63	1.0	38	0.6	71	1.0	68	0.9
– ill-health	12	0.2	20	0.3	19	0.3	16	0.2
– premature	23	0.3	36	0.5	45	0.6	40	0.5
– total	98	1.5	94	1.4	135	1.9	124	1.6
Maternity/family break	23	0.4	7	0.1	22	0.3	12	0.2
Other reason	51	0.8	76	1.1	57	0.8	63	0.8
Not known	53	0.8	64	1.0	45	0.6	96	1.3
Total	487	7.7	489	7.4	473	6.7	481	6.4

8.6 Origins of starters

The origins of full-time permanent teachers recruited to sixth form colleges in 2002–2006 are presented in Table 8.5. As in previous years, most recruits came from other roles within the local authority sector. This group represented a quarter of the total recruitment rates for 2006. A fifth of the recruits in 2006 came to sixth form colleges as their first employment as qualified teachers. FE colleges and other sixth form colleges provided just over a third of all recruits (2.6%).

Table 8.5 Numbers of full-time permanent teacher starters and recruitment rates by origin, sixth form colleges (2002–06)

	2002		2003		2005		2006	
	No.	%	No.	%	No.	%	No.	%
First employment*								
– immediately	96	1.5	96	1.4	107	1.5	113	1.5
– not immediately	9	0.1	12	0.2	3	0.0	14	0.2
LA sector	121	1.9	126	1.9	156	2.2	136	1.8
Sixth form college	109	1.7	83	1.3	89	1.3	89	1.2
Independent school	18	0.3	32	0.5	19	0.3	23	0.3
University/HE college	25	0.4	17	0.3	19	0.3	12	0.2
FE college	155	2.4	103	1.6	80	1.1	107	1.4
Overseas education	23	0.4	10	0.1	10	0.1	4	0.1
Other job								
– public sector	8	0.1	4	0.1	7	0.1	4	0.1
– self employed	4	0.1	1	0.0	2	0.0	0	0.0
– other	21	0.3	12	0.2	9	0.1	10	0.1
– total	33	0.5	17	0.3	18	0.3	14	0.2
Break								
– maternity/family	0	0.0	6	0.1	3	0.0	4	0.1
– other	0	0.0	1	0.0	2	0.0	0	0.0
Other reason	18	0.3	17	0.3	10	0.1	6	0.1
Not known	19	0.3	94	1.4	44	0.6	47	0.6
Total	626	9.9	615	9.3	561	8.0	568	7.5

* First employment in teaching immediately/not immediately after training.

8.7 Profile of leavers

The characteristics of all permanent teachers resigning from full-time posts in sixth form colleges in 2006 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.

Around half of resigning teachers (50.3%) were male. Just under a half (47.6%) were aged in their thirties or forties. A third of resigning teachers (32.1%) were on the main scales, around a quarter (26.2%) were PSP range, over a third (37.2%) were on the management range, 2.1% were vice principals, 1.5% were principals and 0.9% were other senior postholders. The overwhelming majority of resigning teachers were graduates (94.5%). Almost half of teachers resigning (45.6%) had served in their last college for more than six years, 23.6% for between three and six years and 30.8% for fewer than three years.

In comparison with leavers from local authority secondary schools, those from sixth form colleges were less likely to be aged under 30 (12.2% in colleges compared with 24.6% in secondary schools).

8.8 Profile of recruits

The characteristics of recruits to full-time posts in sixth form colleges in 2006 are also shown in Table 8.6.

Over half of such recruits (56.5%) were female. A third (32.5%) were aged under 30, with over half (56.9%) aged in their thirties or forties. Almost two-thirds (64.3%) were recruited to main scale posts. Almost all recruits (97.7%) were graduates.

The major difference between the profiles of full-time recruits to local authority secondary schools and those to sixth form colleges was in the proportions of recruits aged under 30 or over 40. In local authority secondary schools, 51.8% of recruits were aged under 30 and 20.1% aged over 40. In sixth form colleges, 32.5% were under 30 and 31.7% over 40.

Table 8.6 Profile of full-time permanent teacher resignations and recruits, sixth form colleges (2006)

	Full-time resignations	Full-time recruits
Sex		
Female	49.7	56.5
Male	50.3	43.5
Age		
Under 25	1.8	8.3
25–29	10.4	24.2
30–34	13.6	21.5
35–39	14.2	14.2
40–49	19.8	21.2
50–59	26.0	10.5
60 or over	14.2	0.0
Salary		
Main scale (points 1–6)	32.1	64.3
PSP range	26.2	13.4
Management range	37.2	19.8
Vice Principal	2.1	0.8
Principal	1.5	1.3
Other senior postholder	0.9	0.3
Graduate status		
Graduate	94.5	97.7
Non-graduate	5.5	2.3
Length of service		
Fewer than 3 years	30.8	not
3–6 years	23.6	applicable
More than 6 years	45.6	
Base number (=100%)	481	568

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.

As in earlier years, the subject with the most teachers was English, where the 689 teachers made up 9.1% of all full-time permanent teachers. Other subjects with large numbers of teachers were Business Studies (8.3%), Mathematics (7.8%) and IT (7.5%).

In 2006, turnover rates were highest among teachers of Nursery Nursing (14.8%), Design and Technology (12.7%) and Economics (11.7%). Turnover was lowest in Biology (2.6%), Mathematics (4.6%) and English (4.9%).

Recruitment rates in 2006 were highest in Nursery Nursing (13.1%), Physical Education (11.6%) and Religious Education (10.9%). Recruitment rates were lowest among teachers of Information Technology (3.0%) and Design and Technology (3.8%).

Table 8.7 Numbers of staff, turnover rates and recruitment rates of full-time permanent teachers by main teaching subject, sixth form colleges (2003–06)

	Numbers of staff		Turnover rate (%)			Recruitment rate (%)		
	Nos	%	2003	2005	2006	2003	2005	2006
Mathematics	590	7.8	6.6	6.1	4.6	7.0	8.3	7.5
Information Technology	563	7.5	7.8	10.6	9.1	9.5	6.1	3.0
Physics	221	2.9	5.3	7.1	7.2	4.0	7.6	9.0
Chemistry	228	3.0	4.9	6.3	5.7	7.4	5.5	6.6
Biology	378	5.0	5.9	10.3	2.6	4.7	10.6	6.1
Other Sciences	72	1.0	1.9	13.2	9.7	15.4	7.4	8.3
Modern Foreign Languages	232	3.1	8.6	7.3	6.9	6.2	3.9	7.8
English	689	9.1	9.6	7.1	4.9	13.1	7.8	6.7
History	298	3.9	7.2	5.6	6.4	7.8	9.3	7.0
Economics	77	1.0	10.4	4.0	11.7	4.5	9.3	6.5
Sociology	256	3.4	7.9	5.6	6.6	11.7	8.0	9.4
Other Social Studies	410	5.4	6.4	3.4	5.9	11.1	10.7	9.3
Geography	196	2.6	4.9	7.8	6.6	3.7	7.3	7.1
Religious Education	128	1.7	6.0	9.4	5.5	7.5	20.8	10.9
Design and Technology	79	1.0	4.4	12.8	12.7	5.6	14.1	3.8
Commercial and Business Studies	626	8.3	8.7	6.0	5.4	10.1	4.5	5.9
Art, Craft and Design	343	4.5	6.7	4.7	6.7	6.8	6.9	7.6
Music	115	1.5	4.3	11.5	5.2	8.8	8.7	7.0
Physical Education	406	5.4	6.6	4.5	5.9	12.4	8.7	11.6
Performing Arts	260	3.4	9.7	6.1	9.2	15.1	5.6	8.1
Leisure and Tourism	141	1.9	5.7	5.2	7.1	5.8	3.7	8.5
Nursery Nursing	61	0.8	2.5	5.0	14.8	10.0	6.7	13.1
Psychology	465	6.2	8.3	4.9	5.6	15.3	11.8	7.5
SEN	273	3.6	15.1	10.2	7.3	12.9	13.4	6.6
Combined and Other	446	5.9	6.9	4.5	5.4	8.2	6.4	9.0
All subjects	7553	100.0	7.4	6.7	6.3	9.3	8.0	7.4

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.

A random sample of a third of all local authority maintained primary schools has been included in the survey each year, and all maintained secondary schools were also included. All sixth form colleges have been within the scope of the survey since 1993.

A.2 Survey response

Table A.1 Survey response (2001–07)

	Number of schools / colleges responding			Percentage response		
	Primary	Secondary	Total	Primary	Secondary	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

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 resigners 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. 2007 for the 2006 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 (2007)

Table B.1 Profile of the local authority permanent teacher workforce (2007)

This table shows proportions of staff in each category – the base numbers are given at the bottom of the table.

	Primary		Secondary	
	Full-time	Part-time	Full-time	Part-time
Sex				
Female	83.9	95.2	57.2	82.3
Male	16.1	4.8	42.8	17.7
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
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
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
Base numbers (=100%)	170,289	47,998	200,109	32,574

Sources: Numbers, sex: DCSF and LGA, January 2007.

Salary: DCSF, January 2007.

Age: DCSF, March 2006.

Length of Service: DCSF, March 2006.

Appendix C – Full-time turnover by destination (2001–06)

Table C.1 Full-time turnover by destination (2001–06) – Primary

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

Table C.2 Full-time turnover by destination (2001–06) – Secondary

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

Appendix D – Full-time permanent teacher recruits to local authority schools (2001–06)

Table D.1 Numbers of full-time permanent teacher recruits to local authority schools (2001–06)

	2001	2002	2003	2004	2005	2006
PRIMARY						
First employment	4680	4270	4520	4160	4690	4320
Within LA service	6010	5800	4830	3890	4110	3080
Sixth form college	20	30	10	30	10	0
Independent school	90	80	60	60	40	40
University/FE/HE college	110	200	210	130	160	260
Overseas education	350	320	290	160	250	200
Public sector	30	30	40	20	30	20
Self employment	30	20	30	0	30	10
Other	50	60	60	40	50	30
Break for family reasons	180	100	150	90	50	130
Other break	170	100	130	90	120	120
Other reason	320	320	370	300	260	440
Not known	3650	2770	3730	3630	3880	3500
Total	15,740	14,100	14,460	12,600	13,660	12,130
	2001	2002	2003	2004	2005	2006
SECONDARY						
First employment	8210	8600	9350	9270	9600	8720
Within LA service	12,410	11,740	9820	8970	9150	7910
Sixth form college	100	110	100	80	100	90
Independent school	310	280	250	210	200	200
University/FE/HE college	350	380	350	350	320	300
Overseas education	560	750	670	400	460	360
Public sector	80	110	110	120	100	60
Self employment	50	40	50	30	30	50
Other	190	250	260	140	150	110
Break for family reasons	140	130	90	80	80	80
Other break	180	150	120	120	160	110
Other reason	300	360	360	320	430	360
Not known	2920	2230	3920	3850	3730	2820
Total	26,050	25,140	25,450	23,940	24,510	21,160

**Table D.1 Numbers of full-time permanent teacher recruits to local authority schools
(2001–06) *cont'd***

	2001	2002	2003	2004	2005	2006
PRIMARY AND SECONDARY						
First employment	12,890	12,870	13,870	13,430	14,290	13,040
Within LA service	18,420	17,550	14,650	12,870	13,260	10,990
Sixth form college	120	140	110	100	110	90
Independent school	390	360	300	260	240	240
University/FE/HE college	450	580	560	480	480	560
Overseas education	910	1080	960	560	710	560
Public sector	110	150	150	130	130	80
Self employment	90	60	70	30	50	60
Other	250	310	320	180	190	140
Break for family reasons	330	230	240	170	130	210
Other break	350	250	250	220	270	230
Other reason	630	680	740	620	690	800
Not known	6560	5000	7650	7480	7610	6320
Total	41,790	39,240	39,910	36,540	38,170	33,290

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