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**Local Authority Chief Executive  
Directors of Education  
Directors of Finance**

9 February 2023

## **Protecting teacher numbers, pupil support staff and learning hours**

### Teacher numbers

1. Following the Cabinet Secretary's statement to Parliament on 7 February, you will now be aware that we have taken steps to ensure that the current level of teachers and support staff are maintained. In addition, we also indicated our intention to introduce legislation to standardise learning hours for pupils. The purpose of this letter is to confirm the position for your local authority and to set out the implications for local government finance settlement for 2023-24.
2. As you will be aware, in 2022/23 we provided additional funding of £145.5 million to local authorities to support the recruitment of additional teachers and support staff.
3. Following a drop in teacher numbers as published in the Summary Statistics for Schools in December 2022, the Cabinet Secretary set out in her statement to Parliament the actions we have taken to:
  - maintain teacher numbers and the number of pupil support assistants at their current levels in the year ahead, as we continue to work towards our aim to increase teacher numbers by 3,500 and support staff by 500 by the end of this Parliament.
  - Ensure places remain available for probationer teachers who need them through the Teacher Induction Scheme.
  - Ensure there is no reduction in the number of pupil learning hours delivered by teachers in the school week.

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4. You will be aware that local authorities already receive £88 million per year to (i) maintain teacher numbers and (ii) provide places on the Teacher Induction Scheme for all probationers who need one (£37 million of the £88 million is held back by as undistributed funding in the annual local government finance settlement for this specific purpose). In addition, we are providing a further £145.5 million each year from 2022/23 explicitly to fund teacher numbers and pupil support staff.

5. This funding will be maintained in full, but from 1 April 2023 both components (giving a total allocation in 2023-24 of £233.5 million) will now be conditional upon the successful delivery of the following expectations:

- Maintain teacher numbers at 2022 census levels, as published in the Summary School Statistics in December 2022 (details provided at Annex A).
- Maintain pupil support staff numbers at 2022 census levels, which we will publish on 21 March 2023 based on the data collected from local authorities in September 2022.
- Ensure that places remain available for probationer teachers who need them through the Teacher Induction Scheme

6. Of this total of £233.5 million, £151 million will be distributed as normal and included in the Local Government Finance (Scotland) Order 2022/23 for delivering the first two of these expectations. A further £45.5 million will also be distributed as a redetermination of General Revenue Grant in the last two weeks of March 2024 subject to confirmation that those conditions above have been met in full by each local authority. The remaining £37 million will continue to be distributed depending on the number of teachers that receive a place on the Teacher Induction Scheme in August 2023 as has been the case in previous years.

7. A full breakdown of the teacher numbers we expect to be maintained, both nationally and locally, is attached at Annex A, with the relevant financial allocations set out in Annex B. Details of the figures for Pupil Support Staff will be provided in March when the 2022 statistics are published. In the event of these requirements not being met, the Scottish Government will recover or withhold relevant monies allocated to individual authorities for these purposes.

8. We are working with COSLA to reach agreement on what monitoring arrangements will be put in place, but it is likely to be quarterly in line with previous monitoring and include, but not be limited to, the data collection for the 2023 school census.

9. For completeness, all grant funding streams to local authorities and schools through the Scottish Attainment Challenge programme remain bound by their existing grant conditions and should be targeted towards supporting children and young people impacted by poverty. This includes Pupil Equity Funding, where headteachers should continue to be empowered to invest their PEF to support the children and young people impacted by poverty.

### Learning Hours

10. Similarly, we have made clear our serious concern that any reduction in learning hours for pupils, reportedly considered by some local authorities due to pressure on budgets, would have a significant negative impact on children and young people, and on their families.

11. We propose to commence section 21 of the Education (Scotland) Act 2016, which confers powers on the Scottish Ministers to specify by regulations the minimum number of learning hours which must be made available to pupils in a school year. We intend to consult shortly on proposals to make regulations under that power which would ensure that there is no reduction in the number of learning hours made available to pupils.

12. Decisions over the delivery of the school week are primarily for local authorities and we are aware that many authorities have already used a degree of flexibility in order to adapt provision, for example, to implement an asymmetric week. We would not intend to restrict that flexibility, but to ensure that the current levels of provision, which are so important to pupils and parents, are protected.

13. It will be important to gather accurate information on current provision in order to inform our consultation and ensure that new regulations would have their intended effect. Officials have prepared short surveys that local authorities are asked to complete via SmartSurvey to provide information on the number of learning hours per week currently taught in schools. The surveys can be accessed here:

Primary schools - <https://www.smartsurvey.co.uk/s/4M7LJ6/>  
Secondary schools - <https://www.smartsurvey.co.uk/s/53W3L7/>  
Special schools - <https://www.smartsurvey.co.uk/s/60KAF4/> .

We would be grateful if these are completed by **Wednesday, 22 February**.



Sam Anson  
Deputy Director: Workforce, Infrastructure & Digital

Teacher FTE from the 2022 census (as published in December 2022) including ELC.	
Local Authority	FTE
Aberdeen City	1,836
Aberdeenshire	2,747
Angus	1,156
Argyll and Bute	835
City of Edinburgh	3,725
Clackmannanshire	556
Dumfries and Galloway	1,389
Dundee City	1,395
East Ayrshire	1,243
East Dunbartonshire	1,393
East Lothian	1,031
East Renfrewshire	1,393
Falkirk	1,651
Fife	3,724
Glasgow City	5,779
Highland	2,356
Inverclyde	781
Midlothian	1,081
Moray	977
Na h-Eileanan Siar	320
North Ayrshire	1,434
North Lanarkshire	3,726
Orkney Islands	257
Perth and Kinross	1,419
Renfrewshire	1,780
Scottish Borders	1,067
Shetland Islands	339
South Ayrshire	1,164
South Lanarkshire	3,516
Stirling	974
West Dunbartonshire	950
West Lothian	2,075
<b>All local authorities</b>	<b>*54,071</b>

\* This total does not include teachers in grant -aided schools.

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Local Authority	£51m	£100m	£45.5m*
Aberdeen City	1.732	3.446	1.568
Aberdeenshire	2.591	5.065	2.305
Angus	1.091	2.094	0.953
Argyll and Bute	0.787	1.482	0.674
Clackmannanshire	0.525	0.938	0.427
Dumfries and Galloway	1.310	2.743	1.248
Dundee City	1.316	2.754	1.253
East Ayrshire	1.172	2.278	1.036
East Dunbartonshire	1.314	2.267	1.031
East Lothian	0.972	2.027	0.922
East Renfrewshire	1.314	2.306	1.049
City of Edinburgh	3.514	7.256	3.302
Na h-Eileanan Siar	0.302	0.494	0.225
Falkirk	1.557	3.052	1.389
Fife	3.512	7.076	3.219
Glasgow City	5.451	11.314	5.148
Highland	2.223	4.413	2.008
Inverclyde	0.736	1.439	0.655
Midlothian	1.019	1.869	0.850
Moray	0.921	1.689	0.769
North Ayrshire	1.353	2.602	1.184
North Lanarkshire	3.514	6.868	3.125
Orkney Islands	0.243	0.440	0.200
Perth and Kinross	1.338	2.478	1.128
Renfrewshire	1.679	3.282	1.493
Scottish Borders	1.007	2.018	0.918
Shetland Islands	0.319	0.518	0.236
South Ayrshire	1.098	2.016	0.917
South Lanarkshire	3.317	6.449	2.934
Stirling	0.919	1.779	0.810
West Dunbartonshire	0.896	1.740	0.792
West Lothian	1.957	3.808	1.733
All local authorities	51.000	100.000	*45.50

\*To be withheld subject to conditions being met