

## Teachers in service, vacancies and sickness absence: January 2012

This Statistical First Release presents data on the number of teachers in service, vacancies for full-time permanent teachers in maintained schools in Wales as at January 2012, and sickness absence during 2011. The information is taken from the STATS3 survey of local authorities (LAs) and is analysed by type of school, type of teacher, vacancies by subject and summary information relating to sickness absence.

### Key points

#### Teachers in service (Section 1)

- There were 26,977 full-time equivalent (FTE) teachers in service with LAs, a decrease of 355 since January 2011 (*Chart 1, Table 1*).
- There were 25,745 FTE qualified teachers employed at maintained nursery, primary and secondary schools in Wales, a decrease of 265 since January 2011 (*Chart 2, Table 2*).
- There were 692 FTE qualified teachers at maintained special schools, an increase of 8 since January 2011 (*Table 3*).
- The number of FTE qualified teachers providing education other than at school decreased from 361 to 327 between January 2011 and January 2012 (*Table 1*).

#### Teacher vacancies (Section 2)

- The total number of teacher vacancies in nursery, primary and secondary schools was higher in January 2012 (93) compared with January 2011 (90) (*Tables 4 and 5*).  
The total nursery, primary and secondary vacancy rate is 0.4 per cent.
- There were 2 nursery school vacancies. The number of vacancies for teachers in primary schools was 56, a decrease of 5 compared with January 2011 (*Table 5*).  
The vacancy rate in the nursery/primary sector is 0.4 per cent.
- There were 35 vacancies in secondary schools in January 2012, an increase of 6 from January 2011 (*Table 4*).  
The vacancy rate in the secondary sector is 0.3 per cent.

#### Teacher sickness absence during 2011 (Section 3)

- 59 per cent of teachers took sickness absence during 2011, compared with 64 per cent during 2010 (*Table 7*).
- The average annual number of sick-days per teacher taking sickness absence was 13 days (*Table 7*).
- The total number of sick-days taken by teachers during 2011 was 213,317 – over 5,000 days less than during 2010 (*Table 7*).

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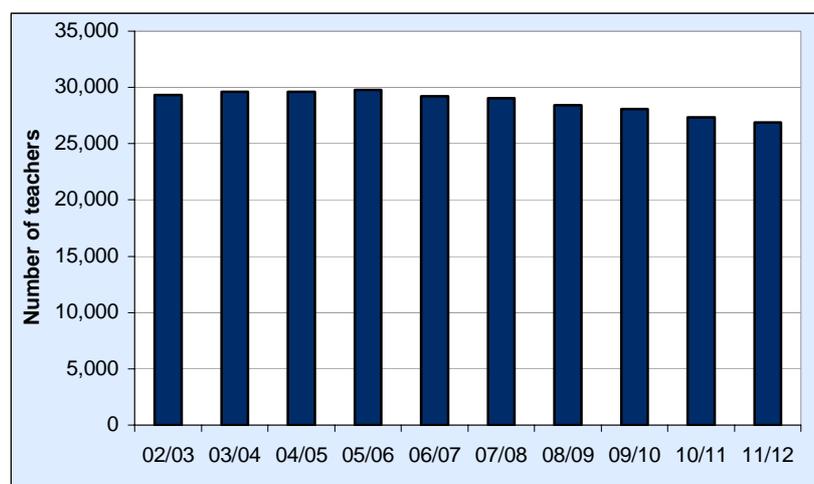
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## Section 1: Teachers in Service

The teachers in service data is collected every January by LAs in Wales, and only includes qualified teachers.

**Chart 1: Teachers in service with LAs**



- Since 2005/06 there has been a steady decline in the number of teachers employed by LAs.
- In the last ten years the largest number of teachers was in 2005/06 with 29,783.

**Table 1: Teachers in service with LAs (a)**

	<i>FTE</i>				
	2007/08	2008/09	2009/10	2010/11	2011/12
Qualified teachers at:					
LA maintained schools (b):					
Nursery	75	75	74	73	57
Primary	13,517	13,090	13,072	12,758	12,736
Secondary	13,241	12,988	12,782	12,526	12,327
Total	26,833	26,153	25,928	25,357	25,120
Miscellaneous/divided service (c):					
Primary	461	417	426	343	324
Secondary	405	371	386	310	301
Total	866	788	811	653	625
<b>Total</b>	<b>27,699</b>	<b>26,941</b>	<b>26,740</b>	<b>26,010</b>	<b>25,745</b>
LA maintained special schools (b)	726	738	703	684	692
Other qualified teachers providing education other than at school (d)	304	430	371	361	327
Other teachers (e)	111	85	87	100	66
Adult Education Centres (f)	215	222	184	176	148
<b>All teaching staff</b>	<b>29,056</b>	<b>28,417</b>	<b>28,084</b>	<b>27,332</b>	<b>26,977</b>
of which on secondment for one term or more	43	28	26	26	22

(a) At January each year.

(b) Includes:

- full-time teachers in regular service including those on secondment;
- full-time equivalent (FTE) of part time teachers in regular service;
- full-time teachers in occasional service including agency staff;

(c) Including peripatetic teachers and advisory teachers.

(d) Under the provisions of the Education Act 1944, Section 56 and the Education Act 1981, Section 3. Includes qualified teachers in pupil referral units.

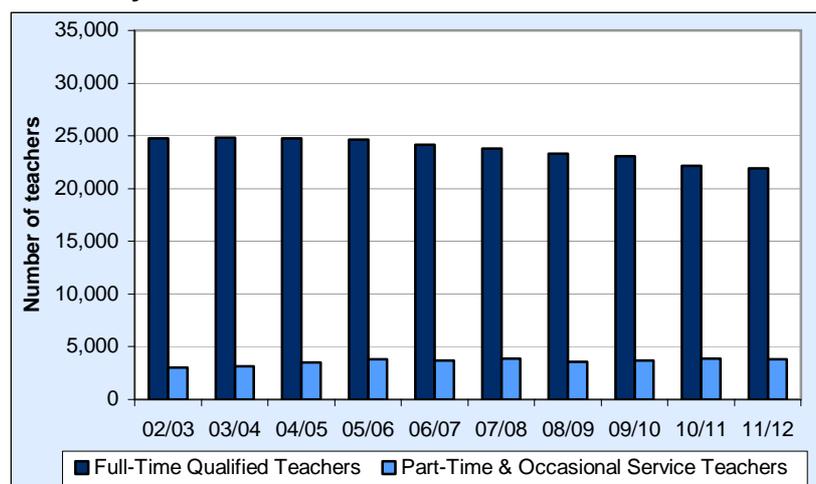
(e) Includes:

- any other full-time teachers in regular service including those on secondment;
- any other FTE of part time teachers in regular service;

(f) Includes:

- full-time teaching staff in regular service including those on secondment;
- FTE of part-time teaching in regular service;
- FTE of hourly paid part time teaching staff;
- FTE of all staff not paid on teaching staff scales but who spend all or part of their time teaching.

**Chart 2: Number of full-time, part-time and occasional service teachers at maintained nursery, primary and secondary schools**



- The number of full-time qualified teachers has fallen over the last ten years from 24,754 to 21,916.
- The number of part-time and occasional service staff has increased in the last ten years from 3,039 to 3,829.

**Table 2: Teachers in service at maintained nursery, primary or secondary schools (a)**

	2007/08	2008/09	2009/10	2010/11	2011/12
<i>FTE</i>					
Qualified teachers in full-time regular service:					
LA maintained:					
Nursery schools	63	63	59	60	50
Primary schools	11,197	10,981	10,993	10,477	10,536
Secondary schools	11,951	11,756	11,446	11,152	10,894
Miscellaneous/divided service					
Primary	288	261	276	221	214
Secondary	307	280	288	236	222
Total	595	541	564	457	436
<b>Total (b)</b>	<b>23,806</b>	<b>23,341</b>	<b>23,062</b>	<b>22,146</b>	<b>21,916</b>
Part-time (FTE) & Teachers in occasional service: (including supply teachers):					
LA maintained:					
Nursery schools	12	12	15	13	7
Primary schools	2,320	2,110	2,079	2,281	2,200
Secondary schools	1,290	1,232	1,337	1,374	1,433
Miscellaneous/divided service					
Primary	174	156	149	121	110
Secondary	98	91	98	75	79
Total	272	247	248	196	189
<b>Total (b)</b>	<b>3,893</b>	<b>3,600</b>	<b>3,678</b>	<b>3,864</b>	<b>3,829</b>
All teaching staff (FTE):					
LA maintained:					
Nursery schools	75	75	74	73	57
Primary schools	13,517	13,090	13,072	12,758	12,736
Secondary schools	13,241	12,988	12,782	12,526	12,327
Miscellaneous/divided service					
Primary	461	417	426	343	324
Secondary	405	371	386	310	301
Total	866	788	811	653	625
<b>Total (b)</b>	<b>27,699</b>	<b>26,941</b>	<b>26,740</b>	<b>26,010</b>	<b>25,745</b>

(a) At January each year.

(b) Includes those on secondment.

**Table 3: Teachers in service with LAs at maintained special schools (a)**

	<i>FTE</i>				
	2007/08	2008/09	2009/10	2010/11	2011/12
Qualified teachers in full-time regular service:	634	636	613	596	591
Part-time (FTE) & Teachers in occasional service: (including supply)	91	82	90	88	101
<b>All teaching staff (FTE)</b>	<b>726</b>	<b>738</b>	<b>703</b>	<b>684</b>	<b>692</b>

(a) At January each year.

Includes:

- full-time teachers in regular service including those on secondment;
- fte of part-time teachers in regular service;
- full-time teachers in occasional service;

- The last seven years has seen the number of teachers in maintained special schools fluctuate between 611 and 738.

## Section 2: Teacher Vacancies

*Teacher vacancies include advertised vacancies on 17 January 2012 for full-time permanent appointments or full-time appointments for at least one term's duration.*

Further data for individual subjects and attainment levels can be found in Tables 4 to 6.

### Key Points

#### Teacher vacancies in maintained secondary schools (Table 4)

- In 2011/12, the total number of vacancies in secondary schools has increased since last year, and stood at 35 in January 2012.

#### Teacher vacancies in maintained primary schools (Table 5)

- In 2011/12, total vacancies in primary schools fell to 56, down 5 from the previous year.

**Table 4: Teacher vacancies in maintained secondary schools, by subject (a)**

	2007/08	2008/09	2009/10	2010/11	2011/12
Mathematics	4	6	1	1	7
Computer Studies/ Information Technology	1	0	0	1	1
Chemistry	2	3	1	0	1
Physics	3	3	0	0	0
Biology	1	0	1	1	1
Other Science (b)	5	7	1	1	4
French	3	2	1	0	1
German	0	0	0	0	0
French/German	0	0	1	1	0
Spanish	0	0	0	0	0
Other languages	0	0	1	1	0
Welsh	7	6	6	0	1
English	3	4	0	1	4
Drama	0	1	2	1	0
History	1	0	0	0	1
Social Studies	0	0	0	0	0
Geography	5	1	0	1	1
Religious Education	0	2	0	1	2
Design and Technology (c)	3	2	1	1	1
Commerce/Business	2	0	0	1	0
Art/Light Craft	1	0	0	1	0
Music	2	5	2	1	0
P.E.	0	2	3	2	0
Special Educational Needs	0	2	2	1	1
Careers	0	0	0	0	0
Other main subjects	1	0	0	1	1
Combined subjects	0	0	1	0	0
<b>Total</b>	<b>44</b>	<b>46</b>	<b>24</b>	<b>18</b>	<b>27</b>
Headteacher vacancies	3	3	6	7	5
Deputy headteacher vacancies	2	5	3	4	3
<b>Total vacancies</b>	<b>49</b>	<b>54</b>	<b>33</b>	<b>29</b>	<b>35</b>
<i>Vacancy rate</i>	<i>0.4</i>	<i>0.4</i>	<i>0.3</i>	<i>0.2</i>	<i>0.3</i>

(a) At January each year.

(b) Including Key Stage 3 and Key Stage 4 Science.

(c) Includes Home Economics/Needlework.

**Table 5: Teacher vacancies in maintained nursery and primary schools (a)**

	2007/08	2008/09	2009/10	2010/11	2011/12
Nursery schools:					
Headteacher	0	0	0	0	1
Deputy headteacher	0	0	0	0	0
Other	0	0	1	0	1
Primary schools:					
Headteacher	13	6	16	16	15
Deputy headteacher	7	12	6	13	12
Other	25	25	22	32	29
Totals:					
Headteacher	13	6	16	16	16
Deputy headteacher	7	12	6	13	12
Other	25	25	23	32	30
<b>Total vacancies</b>	<b>45</b>	<b>43</b>	<b>45</b>	<b>61</b>	<b>58</b>
<i>Vacancy rate</i>	<i>0.3</i>	<i>0.3</i>	<i>0.3</i>	<i>0.5</i>	<i>0.4</i>

(a) At January each year.

**Table 6: Teacher vacancies in maintained special schools (a)**

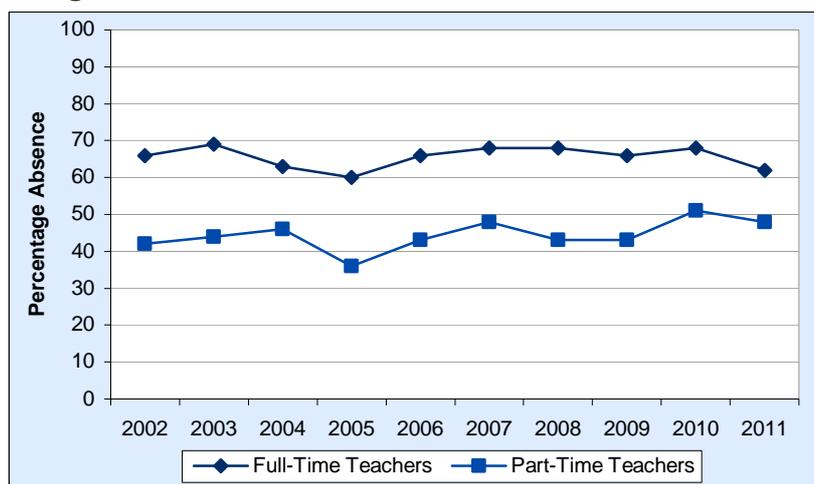
	2007/08	2008/09	2009/10	2010/11	2011/12
Special schools:					
Headteacher	1	1	0	0	1
Deputy headteacher	2	0	0	0	0
Other	1	4	2	2	1
<b>Total</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>2</b>

(a) At January each year.

### Section 3: Teacher Sickness Absence

*Sickness absence includes that recorded for full-time and part-time teachers, with permanent contracts or contracts of over 1 month (at maintained schools from 1 January to 31 December).*

**Chart 3: Percentages of full-time and part-time teachers taking sickness absence**



- Over the last ten years the percentage of full-time teachers taking a period of sick leave has varied between 60 and 69 per cent.
- Over the last five years the percentage of all teachers taking sickness absence has varied between 59 and 64 per cent.

**Table 7: Sickness absence of teachers in maintained schools: 1 January to 31 December (a)**

	2007	2008 (c)	2009	2010	2011
Teachers taking a period of sickness absence (b):					
Total teachers:					
Number	19,132	18,777	18,230	18,409	16,949
Percentage	65%	64%	62%	64%	59%
Full-time teachers:					
Number	16,741	16,573	15,932	15,647	14,229
Percentage	68%	68%	66%	68%	62%
Part-time teachers:					
Number	2,391	2,204	2,298	2,762	2,720
Percentage	48%	43%	43%	51%	48%
Average number of days lost due to sickness:					
per teacher taking a period of sick leave	13	14	13	12	13
per teacher (all teachers)	8	9	8	8	7
Average number of days lost due to sickness:					
per full-time teacher taking a period of sick leave	13	13	13	11	13
per teacher (all full-time teachers)	9	9	8	8	8
Average number of days lost due to sickness:					
per part-time teacher taking a period of sick leave	12	14	15	14	12
per teacher (all part-time teachers)	6	6	6	7	6
Sickness absences by duration (in days):					
Full-time teachers:					
5 days or less	66,968	68,348	62,140	58,363	50,083
6 to 20 days	46,179	47,965	43,953	29,067	36,635
more than 20 days	101,820	106,694	95,946	91,075	94,032
<b>Total days sickness absence taken by full-time teachers</b>	<b>214,967</b>	<b>223,007</b>	<b>202,038</b>	<b>178,505</b>	<b>180,750</b>
Part-time teachers:					
5 days or less	7,788	8,530	8,186	10,058	8,498
6 to 20 days	6,675	6,388	7,833	6,537	8,409
more than 20 days	15,281	15,984	18,116	23,251	15,660
<b>Total days sickness absence taken by part-time teachers</b>	<b>29,744</b>	<b>30,902</b>	<b>34,136</b>	<b>39,846</b>	<b>32,567</b>
<b>Total days sickness absence</b>	<b>244,711</b>	<b>253,909</b>	<b>236,174</b>	<b>218,350</b>	<b>213,317</b>

(a) Sickness absence (including unpaid absence) of teachers with permanent contracts or contracts of more than 1 month.

(b) Headcount, not full-time equivalents.

(c) For 2008 one LA was unable to provide part-time absence data.

## Key Quality Information

Caution should be used when looking at data on teacher vacancies, as they are only a snapshot of the year, and are taken as at a single day in January each year.

### Source of data

#### STATS3 data collection from LAs

The STATS3 return is completed every January by each LA in Wales and records the number of teachers in service, and vacant posts. The return covers all maintained establishments as well as peripatetic teachers, advisory and miscellaneous teachers and teachers with service divided between schools and those on secondment.

### Definitions

**Teachers:** The following teachers, employed by LAs, are included in the STATS3 data collection:

- Head teachers and other teachers regardless of whether they had classroom duties on the survey date.
- Teachers on full-time or part-time regular engagements, of one month or more, including those provided by an agency.
- Permanent and temporary supply teachers.
- Teachers on engagements of less than one month (occasional service - including 'claims based' and agency staff) if they were employed for the whole of the survey date.
- Teachers on leave, sick leave or maternity leave who are still being paid by the authority/school. Teachers, whether full-time or part-time, seconded for service *with the authority from outside the authority's area*.
- Full-time teachers in receipt of full salary whilst full-time on training courses of one term or more.
- Teachers in receipt of full salary whilst on a training course of less than one term.
- Teachers seconded by the authority on full pay.

The following are excluded from the STATS3 data collection:

- Teachers seconded for teaching service in a maintained school or establishment outside the authority's area.
- Unqualified teachers employed in nursery schools and classes under Section 4(1)(a) of Schedule 4 of the Education (Teachers) Regulations 1982.
- Nursery assistants.
- Foreign language assistants.
- Students on teaching practice.
- Teachers employed by colleges in the FE sector.

**Teacher vacancies:** includes advertised vacancies on 17 January 2012 for full-time permanent appointments or full-time appointments for at least one term's duration.

**Sickness absence:** includes sickness absence recorded for full-time and part-time qualified and unqualified teachers, with permanent contracts or contracts of over 1 month.

**Symbols:** The following symbols have been used throughout the publication:

- .. not available
- . not applicable

**Rounding:** In tables where figures have been rounded to the nearest final digit there may be an apparent discrepancy between the sum of the constituent items and the total as shown.

### **Other countries' releases**

Attached is the latest available release for England (includes data on teachers, vacancies and sickness absence), published on 25 April 2012:

[School Workforce in England, November 2011](#)

Scotland publishes some data on teachers as part of a larger publication on schools. Their latest release was published on 7 December 2011:

[Summary Statistics for Schools in Scotland, No.2 2011 Edition](#)

### **Related data for Wales**

The Welsh Government also releases data **from a different source** (the Pupil Level Annual School Census – PLASC) in the form of a Statistical First Release:

[Schools Census, 2011: Final Results - Revised](#), published on 13 December 2011 (2012 data will be published on 11 July 2012)

*Since the above release is from a different source, figures may not match, and therefore caution should be taken when making comparisons.*

### **Who are the key users of this data?**

These statistics are used within and outside the Welsh Government. Some of the key users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- The Department for Education in England;
- Other government departments;
- Local authorities;
- Schools;
- Estyn, Her Majesty's Inspectorate of Education and Training in Wales;
- Wales Audit Office;
- The Department for Education and Skills in the Welsh Government;
- Other areas of the Welsh Government;
- The research community;
- Students, academics and universities;
- Individual citizens and private companies.

Comments on the coverage or presentation of this release are welcomed. Contact details are on the front page.

We are currently reviewing the STATS3 data collection to establish what uses are made of this data and whether there is sufficient demand for this data in the future. Data on teachers is also available from the School Census and General Teaching Council for Wales.

We would welcome any feedback on these statistics.