



Department
for Education

School workforce census 2015

**Business and technical specification
draft v1.1**

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1. Introduction

This business and technical specification describes the data items that will be collected in the School Workforce Census (SWF), in Autumn 2015.

There are three levels of collection in the annual collection:

- School Workforce Level (the collection of data on individual staff members) – see sections 3 and 4 of this specification
- School Level (the collection of aggregate data on vacancies, occasional staff and third party support staff) – see section 5, and
- local authority Level (the collection of headcount data for certain categories of staff) see section 5

The Reference Date for the School Workforce Census will be the first Thursday in November (5th November 2015).

1.1 This document and its relationship to other technical documentation

This 2015 School Workforce Census business and technical specification details the technical requirements for the data items which need to be extracted from school Management Information Systems (MIS) and local authority HR and payroll systems. This document needs to be read alongside the Common Basic Database ([CBDS](#)) for full details of the data items included in each module and related code sets. Data items can be accessed by searching for the CBDS number shown in this document or by filtering the CBDS table using the column headed “School Workforce 2015”. Any item used in this specification will be marked with a “1” in this column.

This document contains a narrative, sample XML messages and validation rules for this data, as well as annexes containing

- description of types of staff for whom data is collected,
- a glossary,
- a description of the COLLECT rules for matching and reconciliation,
- guidance on local authority data submissions.

Further documentation will be provided separately consisting of

- Guidance notes,
- additional documentation relating to the XML based facilities which are to be made available (see section 8 for a description of these),
- School Workforce summary specification for school MISs.

1.2 Business rationale

The School Workforce Census is the department's primary source of data on school staff, and informs departmental policy on pay and the monitoring of the effectiveness and diversity of the school workforce.

Data is collected on the "collect once, use many times" principle.

1.3 Changes from the 2014 Collection

The specification has been re-structured to remove repetition and to put the document in a more logical structure.

Colour Highlighting: The version for software suppliers has all changes from 2014 specification highlighted in colour. Changes introduced in draft 0.1 are highlighted in yellow for additions and in red for removals. Changes between version 0.1 and version 1.0 are highlighted in green. Changes introduced in version 1.1 are highlighted in turquoise. The version published on the website will not have these highlightings, or this paragraph.

Annex A, detailing types of staff in scope has been incorporated into section 2.1.5.

Note 2 in section 5.2 has been added to clarify requirements for 'Given name'. There is no actual change in requirements.

The ethnicity codes for 'Gypsy/Roma' are now available for use, see Note 3 section 5.2.

Note 10 in section 5.3 has been re-worded for clarity and to remove an apparent contradiction with Annex C.

Following changes brought in by the School Teachers Pay and Conditions document 2014 (STPC 2014) 'Pay Scale' and 'Regional Spine' have become 'Pay Range' and 'Regional Pay Range', see Note 11 in section 5.3 for details.

Spine Point has been removed from the collection as a result of STPC 2014. For details see Note 11 in section 5.3.

Pay Framework has been introduced as a new data item, see Note 12 in section 5.3.

Leadership Pay range maximum and minimum have been added, see Note 13 in section 5.3.

Date of last pay review has been added, see note 15.

TLR3 payments have been added to the codeset for additional payments, start and end dates of these payments will be required, please see note 18 in section 5.3.

2. Guidance section: scope, timing and the minimum data set

2.1. Scope

The DfE expects that the majority of the data required at individual level will be generated from computer systems within schools and local authorities, rather than entered on purpose-built data entry screens.

The scope is described in detail below.

To find out what data they need to return a school or local authority will need to consider:

- which types of schools are in or out of scope
- who has the responsibility to ensure that data are returned
- how many records should be returned for each member of the workforce
- for which types of staff data are required

These factors are described in the following sections.

2.1.1. Schools in and out of scope

The 2015 School Workforce Census covers publicly funded English schools and includes community, foundation, voluntary aided and voluntary controlled schools as well as academies, including AP academies (alternative provision academies) and free schools.

In scope

The following types of establishment must return the school workforce census:

- Primary schools
- secondary schools
- maintained nursery schools
- maintained special schools
- pupil referral units
- CTCs and academies (including free schools, studio schools, UTCs and AP academies).

Out of scope

Returns are not expected from the following types of establishment:

- early years settings
- privately funded independent schools
- non-maintained special schools
- sixth form colleges
- other alternative provision providers
- FE establishments
- service children's education schools
- miscellaneous establishments

2.1.2. Who supplies the data

Schools will not necessarily hold all workforce data as local authorities often hold data on behalf of the schools and it will be for schools and local authorities to agree at local level which data they should respectively supply. In some authorities, existing arrangements may mean that **all** data can be provided from a central system.

Local authorities are responsible as the collection point for data from maintained schools within the authority, prior to the data being sent to the DfE. Local authorities are expected to scrutinise the data for validity, completeness and credibility. Suppliers should also be making a school summary report available for schools.

Academies will normally submit their file direct to COLLECT. However, academies are free to enter into data sharing arrangements with their local authority. If an academy wishes to do this, they should inform the data collections helpdesk, via the [Helpdesk Service Request Form](#), and the necessary arrangements will be made.

If an academy, or federation of academies, wishes to provide their data from more than one source, e.g. a school MIS and an HR system, they should contact the data collections helpdesk to discuss how this might be facilitated.

2.1.3. How many records should be returned for each member of the workforce

Details relating to an individual member of the school workforce may be held on more than one system. This may happen in several different situations.

- Where the person works in more than one school at different time throughout the week. Examples include; a) a teaching assistant who works two days in one school and three in another, and b) a supply teacher who is working one day a week at one school and two at another. In both cases each school will be responsible for a record that reflects the time spent by the staff member in that school.

- Where a person ceases working at one school and begins working at another school during the same collection period. In this case each school will be responsible for a record that reflects the time spent in that school.
- Where information on an individual member of staff is held on different systems e.g. qualifications on a school MIS, and contract information on a local authority HR/payroll system.
- Any one school should only return a single set of modules for a member of the school workforce per collection. However the same person can have more than one role in the school, or can have more than one simultaneous contract with the same school, and to allow for this multiple contracts/service agreements or roles (as well as both old and current contracts) can be returned within the contract or service agreement module.

So that the DfE can correctly interpret multiple records (i.e. from more than one school or local authority) a separate data item, “LA or School level”, is included in the Census definition. This item will be generated by software systems on extraction of the data, and rules for population are given in section 5.3 (Note 10).

2.1.4. Types of staff for which data are required

School staff

School workforce (individual) level data is required for teachers and support staff that work for schools if they are in **regular service** (see Regular Service section below and also Annex A).

Each member of the school workforce for whom school workforce level data is required should be engaged to work within a school under arrangements that must be recordable as either a contract or a service agreement. For information on contracts and service agreements see section 5.3.

If supply teachers are provided by a LA acting like a supply agency and are in regular service at a school, then a service agreement record will be required to reflect the amount of time worked in that school. However, service agreement records are not required for any other staff centrally employed by the LA that work in schools, eg peripatetic music teachers, cleaners and catering staff. Information on these staff will be provided by the LA.

The following, if they are in regular service, are examples of those for whom school workforce level data should be returned:

- teachers employed by the school, both with and without QTS
- support staff employed by the school

- teachers working at the school who have been supplied by an agency or a LA if the LA is acting like a supply agency
- staff on paid or unpaid absence, whether long or short term
- teachers on the School Direct programme, the Overseas Trained Teacher Programme (OTTP) and the Teach First programme

School workforce level data does not need to be returned for the following:

- temporary staff with service of less than 28 days
- casual staff without contracts employed on an ad hoc basis
- trainee teachers on teaching practice
- trainee teachers on a School-Centred Initial Teacher Training (SCITT) programme
- staff working in extended school service provision, eg breakfast and after school clubs, Sure Start and children's centres. Note that staff engaged in the normal running of the school, such as cleaners, should be included regardless of when they work, eg before, after or during the normal school day
- staff employed by the LA that provides support to schools eg peripatetic music teachers, advisory teachers, educational psychologists, educational welfare officers (information on these will be submitted by the LA)
- teachers only engaged in One to One Tuition
- governors and voluntary staff
- staff for whom there is no role identifier code that equates to the function they carry out, eg clerk to governors, school crossing patrol staff and SIPs

If a member of staff works at two establishments, one which is in scope for the School Workforce Census and one which is not, then information should be returned for their activity which falls within scope of the School Workforce Census only. For example, a nursery assistant might work at a Sure Start centre and a maintained nursery and individual level data would need to be returned for the portion of time they are working in the maintained nursery only.

If schools are unsure about which staff they should include in the School Workforce Census they should check first with their local authority. The school or the local authority, if they are still unsure, should then check with the data collections helpdesk using the [Helpdesk Service Request Form](#). Academies should contact the data collections helpdesk directly.

Local authority staff

Individual level data is required from local authorities for all centrally employed teachers and advisory teachers, and for those centrally employed support staff that spend the majority of their time in schools. The majority of their time means they

spend more than half the time they work, ie more than 50%, in schools. Only those in **regular service should be included**.

Each member of staff employed by the LA for whom school workforce level data is required should be engaged to work for the LA under a contract. Service agreement records are not required for centrally employed staff. For information on contracts and service agreements see section 5.3.

Specifically, the following staff employed directly by the LA should be included:

- teachers. This includes
 - peripatetic teachers - teachers who normally cover a number of schools each week on a regular timetable, usually because they possess some specialist knowledge
 - teachers working in non-school education, for example teachers providing education by reason of SEN under section 319 of the Education Act 1996, staff employed as teachers in institutions other than schools and PRUs, eg teachers in hospitals or centres run by social services, or those providing home tuition.
 - if the LA acts like a supply agency providing teachers to schools on a fixed term or temporary basis, then the LA should submit contract records for those teachers that have been in regular service during the previous academic year.
- advisory teachers - often qualified teachers that carry out a range of duties including training staff, helping develop and implement school policy and classroom support. For the purposes of the School Workforce Census, advisory teachers should be treated as support staff rather than teachers in terms of the data items that need to be provided. This is regardless of whether or not they are on Teacher's Pay and Conditions.
- support staff, including teaching assistants, who spend the majority of their time in schools and whose role is one of those listed in the role code set, eg cleaners, catering staff, and ICT technicians. Staff working in extended school service provision should be excluded from the School Workforce Census but staff engaged in the normal running of the school, such as cleaners, should be included regardless of when they work, eg before, after or during the normal school day.

Individual level data is not required for:

- educational psychologists – as educational psychologists do not spend the majority of their time in schools and do not provide or support the provision of education directly the department does not collect individual level data on them. Headcount information will be collected instead.

- teachers only engaged in one to one tuition. This complements classroom teaching by addressing barriers to learning that are personal and particular to each child, and it can take place at the child’s school or in a town centre location such as a library.
- staff paid according to teachers’ pay and conditions but not falling in any of the categories above. The fact that someone is paid according to Teacher’s Pay and Conditions does not automatically mean they should be included in the School Workforce Census. An example might be a former teacher now working as a senior manager with the local authority.
- If local authorities are unsure about which staff they should include in the School Workforce Census they should check with the data collections helpdesk using the [Helpdesk Service Request Form](#)

Regular Service

Teachers and support staff are included in the census if they are in regular service on census reference day, or were in regular service at any point during the period 1 September 2014 to 31 August 2015. This is defined as continuous service of twenty eight days or more, already undertaken or planned, either under a specific contract or under a service agreement (contract and service agreement are defined in more detail in section 5.3).

Validation rules check the length of service by subtracting the contract start date from the end date (or census reference date) and incrementing the result by one [e.g. a contract that starts on 1 October and ends on 28 October has lasted 28 days: end date minus start date incremented by one yields $(28/11 - 1/11) + 1$ equivalent to $27+1=28$].

Where the continuous service has not yet reached twenty eight days, planned service should only be counted where 1) it is indicated by contract end dates that the service will be of twenty eight days or more, or 2) the contract type is ‘permanent’ in which case it can be assumed that the contract will last 28 days.

Support Staff

The Census covers teachers and support staff employed both full- and part-time¹ in the maintained sector in England.

“**Support staff**”² are comprised of:

¹ Part-time staff who are normally present at the school, but work on days of the week other than the Census Reference Date should be included.

a) “Teaching assistants”: Those support staff based in the classroom for learning and pupil support staff, e.g. HLTAs, teaching assistants, special needs support staff, nursery officer/assistant, minority ethnic pupils support staff and bilingual assistants;

b) “Other support staff”: Those support staff that are not classroom based e.g. matrons/nurses/medical staff, librarians, IT technicians, technicians, administrative officers/secretaries, bursars and other administration/clerical staff, premises and catering staff; and,

c) “Advisory teachers”: These are often qualified teachers that carry out a range of duties including training staff, helping develop and implement school policy and classroom support.

School workforce level data is not required for support staff, including teaching assistants, who work in schools but whose contract is with another organisation. School level data is required for these support staff if they are in the school on census day.

Further details on the staff members for whom data is to be collected can be found in annex A. These are split into school and local authority staff for ease of reference.

2.2. The minimum data set for matching purposes

Unless the local authority holds all the data for a school, a school MIS must provide at least the following set of data items for each teacher or member of support staff for whom individual level data is required. This data is the minimum that can be used for matching purposes and still give a high level of reliability.

The minimum data set for matching purposes consists of:

Teacher number (CBDS Ref 400014), required, where available, for all members of workforce who have QT status, and to be supplied for others where available

- Family name (CBDS Ref 400001)
- Given names (CBDS Ref 400003) - where applicable
- Former family names (CBDS Ref 400010) - where applicable
- Date of birth (CBDS Ref 400007)
- NI number (CBDS Ref 400013), except where not available.

² The full code set provided in CBDS identifies all support staff posts for which data is expected.

2.3. When the Census is to be collected

SWF census data will be collected annually. The reference date for the School Workforce Census will be the first Thursday in November (5th November 2015).

2.4. Snapshot and continuous data

Much of the data to be collected represents some characteristic or status at a point in time. There are also continuous data items, that is those which capture data for a year; examples of these are absence records and some parts of contract data. These may legitimately include data for staff who have left school prior to the census reference date.

Two modules of the school workforce census show data over a span of time:

- contract details, which will include data on staff members who left, or whose contract ended, during the previous academic year; and
- absence details, which will include absences occurring wholly or partly in the academic year prior to the census reference date. (School workforce census absence is recorded differently from pupil absence, see details below)

Successive collections will thus build up a continuous picture of certain aspects of the school workforce. Figure 1 illustrates the relationship between snapshot and continuous data. For more details see section 3.3.

Data	Nature of Data	Dates Covered
Staff details	Snapshot	Date of data extraction (or leaving date for staff who have left).
Contract/service agreement	Snapshot	Contracts and service agreements in scope that are open on census reference date (if contract has lasted 28 days or is permanent or has a contract end date 27 days or more after the contract start date) (ie for 2015 census all contracts/service agreements still open and in scope on 5 November 2015).
	Continuous	Contracts and service agreements in scope that ended in the period 1 September of the previous year to census reference day (ie for 2015 census all in scope contracts/service agreements ending in the period 1/9/2014 to 5 November 2015).
Absence	Continuous	Absences that started or finished in the period 1 September to 31 August of the previous academic year, including for staff who left during this period.
Curriculum	Snapshot	Census reference date
Qualifications	Snapshot	Date of data extraction
Headcounts and vacancies	Snapshot	Census reference date

Figure 1 Census returns over time

3. Data items for different categories of person

3.1. Determining categories of person

The table in section 3.2 shows which data items are expected for each category of person. These categories are based on the contract information supplied, and contract/service agreement type, post, start date and role identifiers are required. Where these items are present, the school or local authority software will need to determine the category for each contract and use this to derive the person category. These categories can then be utilised both to decide which items to extract for each person and are also used in the validation rules.

Usually a person will have only one contract or multiple contracts of the same category, and in this case the contract category and the person category will be the same. Some people will have multiple contracts of differing categories e.g. a person may have a teaching contract and also a support staff contract (e.g. where they also work as a bursar). In such cases the person category needs to be derived based on the ‘highest ranking’ contract according to the business rules following the table below, which need to be evaluated in sequence.

Some schools will only supply a minimum set of information (see section 2.2 for details of the minimum set) and the local authority will provide the remaining contract information. Hence it will not always be possible to derive the categories within the school software, and the validation section has been written to allow for both where minimum and detailed contract information is supplied by the school.

The definition of the categories of person is summarised in the table below.

		Contracted Teacher	Agency/SA Teacher	Contracted Teaching Assistant	Other contracted Support Staff	
Contract Type (400090)	Contracts	PRM, FXT, TMP	n/a	PRM, FXT, TMP	PRM, FXT, TMP	
	Service Agr'mts	n/a	SLA, SAG, SOT	n/a	n/a	
Length of contract		=> 28 days		=> 28 days	=> 28 days	
Post (400361)		Any value other than SUP/TAS/AVT		TAS	SUP	AVT

NB Roles of “TASS” or “HLTA” should be associated with a post of “TAS”.

Please also note that no workforce level data is required for agency support staff.

Centrally employed non-teaching staff such as education welfare officers, cleaners, ICT support and catering staff should be regarded as other support staff. Teaching assistants should be assigned the post of TAS along with any suitable role such as behaviour manager/specialist, bilingual support assistant, cover supervisor, language support, learning support assistant (for SEN pupils), teaching assistant or higher level teaching assistant. Teaching assistants who have already been assigned the post of SUP will be accepted but all new entries should be given the post of TAS. Please see annex A for background on advisory teachers.

Business Rules

The table can be formally expressed using the following business rules, which need to be evaluated in sequence:

- a) A 'Contracted Teacher' will be one where any of his/her contracts have
 - i) Contract/Service Agreement Type (CBDS Ref 400090) = 'PRM' and Post (CBDS Ref 400361) not = ('SUP' or 'TAS' or 'AVT') **or** [Contract/Service Agreement Type = 'FXT'] and [(End Date (CBDS Ref 400092) – Start Date (CBDS Ref 400091) greater than or equal to twenty seven days)] and Post not = ('SUP' or 'TAS' or 'AVT') **or**
 - ii) Contract/Service Agreement Type = 'TMP' and End Date provided and [End Date – Start date greater than or equal to twenty seven days] and Post not = ('SUP' or 'TAS' or 'AVT') **or**
 - iii) Contract/Service Agreement Type = 'TMP' and End Date not provided and [Reference Date (CBDS Ref 800004) – Start date greater than or equal to twenty seven days] and Post not = ('SUP' or 'TAS' or 'AVT') **otherwise an**
- b) An 'Agency/Service Agreement (SA) Teacher in Regular Service' will be one where any of his/her contracts have
 - i) Contract/Service Agreement Type provided and [not = 'PRM' and not = 'FXT' and not = 'TMP'] and End Date provided and [End Date – Start Date greater than or equal to twenty seven days] and Post not = ('SUP' or 'TAS' or 'AVT') **or**
 - ii) Contract/Service Agreement Type provided and [not = 'PRM' and not = 'FXT' and not = 'TMP'] and End Date not provided and [Reference Date – Start date greater than or equal to twenty seven days] and Post not = ('SUP' or 'TAS' or 'AVT') **otherwise a**
- c) A 'Contracted Teaching Assistant' will be one where any of his/her contracts have:
 - i) Post = 'TAS' and Contract/Service Agreement Type = 'PRM' **or**

- ii) Post = 'TAS' and [Contract/Service Agreement Type = 'FXT' or 'TMP'] and End Date provided and [End Date – Start Date greater than or equal to twenty seven days] **or**
 - iii) Post = 'TAS' and [Contract/Service Agreement Type = 'FXT' or 'TMP'] and End Date not provided and [Reference Date – Start Date greater than or equal to twenty seven days] **otherwise an**
- d) An 'Other Support Staff' will be a workforce member any of whose contracts have:
- i) Post = 'SUP' and Contract/Service Agreement Type = 'PRM' **or**
 - ii) Post = 'SUP' and [Contract/Service Agreement Type = 'FXT' or 'TMP'] and End Date provided and [End Date – Start Date greater than or equal to twenty seven days] **or**
 - iii) Post = 'SUP' and [Contract/Service Agreement Type = 'FXT' or 'TMP'] and End Date not provided and [Reference Date – Start Date greater than or equal to twenty seven days] **or**
 - iv) Post = 'AVT' and Contract/Service Agreement Type = 'PRM' **or**
 - v) Post = 'AVT' and [Contract/Service Agreement Type = 'FXT' or 'TMP'] and End Date provided and [End Date – Start Date greater than or equal to twenty seven days] **or**
 - vi) Post = 'AVT' and [Contract/Service Agreement Type = 'FXT' or 'TMP'] and End Date not provided and [Reference Date – Start Date greater than or equal to twenty seven days].

3.2. Data items expected for each category

The following table shows which data items are expected for each category of person in regular service. This table identifies which data items are mandatory, optional or not expected. An item may be mandatory but not included in the minimum data set for matching purposes. Some items, such as contract end date, are marked as mandatory but may not be applicable in certain circumstances. The circumstances in which it is mandatory may be determined from the validation rules. For further details please see the associated CBDS tables.

	Contracted Teachers	Agency/SA teachers	Contracted Teaching Assistants	Other contracted support staff	Notes
1. Staff Details					
Teacher Number	√	√	√	√	Mandatory for non-teachers, if applicable
Family Name	√	√	√	√	
Given Name	√	√	√	√	
Former Family Names	√	#	√	#	
NI Number	√	√	√	√	
Gender	√	√	√	√	
Date of birth	√	√	√	√	
Ethnic Code	√	√	√	√	
Disability	√	√	√	√	
QT Status	√	√	√	#	
HLTA Status	√	#	√	√	
QTS Route	√	√	#	#	Mandatory for all staff who, in the last year, have taken up their first position since qualifying as a teacher. May also be returned for other staff as well.
2. Contract/Service Agreement					
Contract/Service Agreement Type	√	√	√	√	
Start Date	√	√	√	√	
End Date	√	√	√	√	
Post	√	√	√	√	
Date of Arrival in School	√	√	√	#	Not applicable for centrally employed staff. Only mandatory for teachers and teaching assistants who joined the school from 1/9/2009.

	Contracted Teachers	Agency/SA teachers	Contracted Teaching Assistants	Other contracted support staff	Notes
Pay Review Date	√	√	X	X	Applicable only to teachers
Pay Range	√	√	√	√	These two data items are not mandatory but the department desires these items if they are available.
Regional Pay Range	√	√	X	X	
Pay Framework	√	√	X	X	Applicable only for Leadership teachers
Pay Range Minimum And Pay Range Maximum	√	√	X	X	Applicable only for Leadership teachers
Base Pay	√	√	√	√	Not mandatory if "Daily Rate" = 'Y'. NB: Daily rate only applies to agency/SA teachers
Safeguarded Salary	√	X	X	X	
Daily Rate ³	X	√	X	X	Not required for centrally employed staff
Destination	√	#	√	#	
Origin	√	#	√	#	Mandatory for contracts starting from 1/9/2009
Role Identifier	√	√	√	√	
Hours worked per week	√	√	√	√	
FTE Hours per week	√	√	√	√	
Weeks per year	√	√	√	√	Not required if "Daily Rate" = 'Y'. NB: Daily rate only applies to Agency/SA Teachers
Category of Additional Payment	√	√	√	√	
Additional Payment Amount	√	√	√	√	
Pay Start Date	√	√	X	X	Not required if "Daily

³ When Daily Rate applies pay data are not required.

	Contracted Teachers	Agency/SA teachers	Contracted Teaching Assistants	Other contracted support staff	Notes
Pay End Date	√	√	X	X	Rate" = 'Y'. Only required for Category 'TL3'.
3. Absence					
First Day	√	#	√	#	Not required for centrally employed staff
Last Day	√	#	√	#	
Working Days Lost	√	#	√	#	
Absence Category	√	#	√	#	
4. Curriculum					
Subject Code	√	√	√	X	Not required for centrally employed staff
Hours	√	√	√	X	
NC Year Group	√	√	√	X	
5. Qualification					
Qualification code	√	√	√	√	
Class of Degree	√	#	#	#	Mandatory where 'Date of Arrival' is equal to or greater than 1 August 2013
Subject Code 1	√	√	√	√	
Subject Code 2	√	√	√	√	

Notes: Pay and hours data are mandatory for all staff in regular service. Pay and hours data consist of: pay range, regional pay range, base pay, pay range minimum, pay range maximum, safeguarded salary, additional payment type, additional payment amount, hours worked per week, FTE Hours per week and weeks per year. In some cases one or more of these data items may be irrelevant, please see notes on individual data items.

'√' indicates that this data item is required for this category of staff.

'#' indicates optional data items – schools and local authorities may wish to hold on their MIS, but software suppliers should endeavour to filter out from returns where possible. These data items are not required by DfE but will be used if supplied.

'X' indicates that this data item is not applicable and would not be expected to be held on a MIS, or returned.

3.3. Coverage and timing

The following table details the rules relating to when the various workforce level modules, or individual data items, are to be collected. Most data will be snapshot data (ie, collected as at census reference date or date of data extraction); but some data will be from the previous academic year, to provide a picture over time (i.e. continuous data).

Breakdown of snapshot and continuous data

(Please read this table in conjunction with table in section 3.2)

	SNAPSHOT	CONTINUOUS
Staff Details module	<p>All items⁴ for All staff in regular service at schools or local authorities on census reference date, plus, Any additional teachers or teaching assistants for whom the MIS will generate absence data for the previous academic year, plus, Any additional staff in schools and local authorities, who had been in regular service and whose contract/service agreement finished in the period from 1 September of the previous academic year to 5 November (Census Reference Date).</p>	
Contract/Service Agreement module	<p>All items for all current contract/service agreement records for all members of staff in regular service on census reference date.</p>	<p>Non-pay items⁵ for any further contract/service agreement records with an end date in the period 1 September of the previous academic year to census reference date. (ie for 2015 school workforce census 1 September 2014 to 5 November 2015).</p>
Absence module	<p>none required</p>	<p>Any absence records where the first day or last day of absence falls in the period 1 September to 31 August (inclusive) of the previous academic year. This could include absences on-going on census day.</p>
Curriculum module	<p>All items for all records for all teachers and teaching assistants in regular service for whom data is supplied by the timetable system.</p>	<p>none required</p>
Qualification module	<p>All items for all records for all teachers, teaching assistants and support staff in regular service⁶.</p>	<p>none required</p>

⁴ "All Items" i.e. all items that are required for the type of person, as specified in section 3.2.

⁵ Non-pay items required from the contract/service agreement module are contract/service agreement type, start date, end date, post, date of arrival in school, destination and origin, role identifier, hours per week, fte hours and weeks per year. No additional payments items are required.

⁶ Schools/LAs are required to populate qualifications for teachers, service agreement/agency teachers, teaching assistants and other support staff in regular service.

4. Guidance Section: Header

A standard XML message header is required for each School Workforce Census file. Section 7 contains a sample XML message header. The data items required within the header are as follows:

<p>Survey collection name <Collection> (800001) will be 'School Workforce Census'. <i>Description: Name of the data collection i.e. School Workforce Census</i></p>
<p>Survey year <Year> (800003) will be '2015'. <i>Description: The year of the collection.</i></p>
<p>Survey reference date <ReferenceDate> (800004) will be '2015-11-05'. <i>Description: The reference date is normally the day of the census or collection. Is used as the baseline date from which comparisons with other dates in the return can be made.</i></p>
<p>Source level <SourceLevel> (800005) will be 'S' for files returned from a school system and 'L' for files returned from local authority systems. <i>Description: The source of the data submission.</i></p>
<p>LA <LEA> (200001) is the local authority Number. <i>Description: Standard DfE three digit Local Authority number.</i></p>
<p>Estab <Estab> (200636) is the school's establishment number. <i>Description: standard DfE four digit establishment number.</i></p>
<p>Software code <SoftwareCode> (800006) is the code indicating the software supplier. This is allocated by the supplier. <i>Description: software product identification. Suppliers should advise DfE of the code used.</i></p>
<p>Release <Release> (800008) is a code / date (or combination) provided by the software supplier to assist in identification.</p>
<p>XSLT Version <Xversion> (800009) <i>Description: version number of the XML / XSLT provided by DfE, if used, or "not used" if the software supplier produces their own XSLT. Software suppliers using the DfE's XSLT can find the version number within the XSLT file. Please note that Xversion is a five character field so should not include the year or the date of release. E.g. If the xslt file contains the line "xsltversion>2015.1.1 Released 29/05/2015</xsltversion" then the return file should give '1.1' as the Xversion.</i></p>
<p>Serial No <SerialNo> (800007) will start at '001' and then be incremented by 1 each time a new file is prepared for submission. <i>Description: an incremented number generated by a provider's software. Enables data collection systems to identify re-submissions.</i></p>
<p>Date / time <DateTime> (800010) is the date and time when the file was prepared or generated in CCYY-MM-DDThh:mm:ss format. <i>Description: date and time of generation of the return.</i></p>
<p>CBDS Level <CBDSLevel> (800011) will be one of 'Workforce', 'School' or 'LA'. Not all levels will need to be included in all returns. <i>Description: shows which of the defined CBDS levels are present within a data return.</i></p>

5. Guidance Section: School Workforce level

5.1. Outline data content

The school workforce census return will consist of a message header, a modules section and a number of modules for each member of the school workforce within the school or employed centrally by the local authority.

An outline of the structure of the data for one member of the school workforce is as follows:

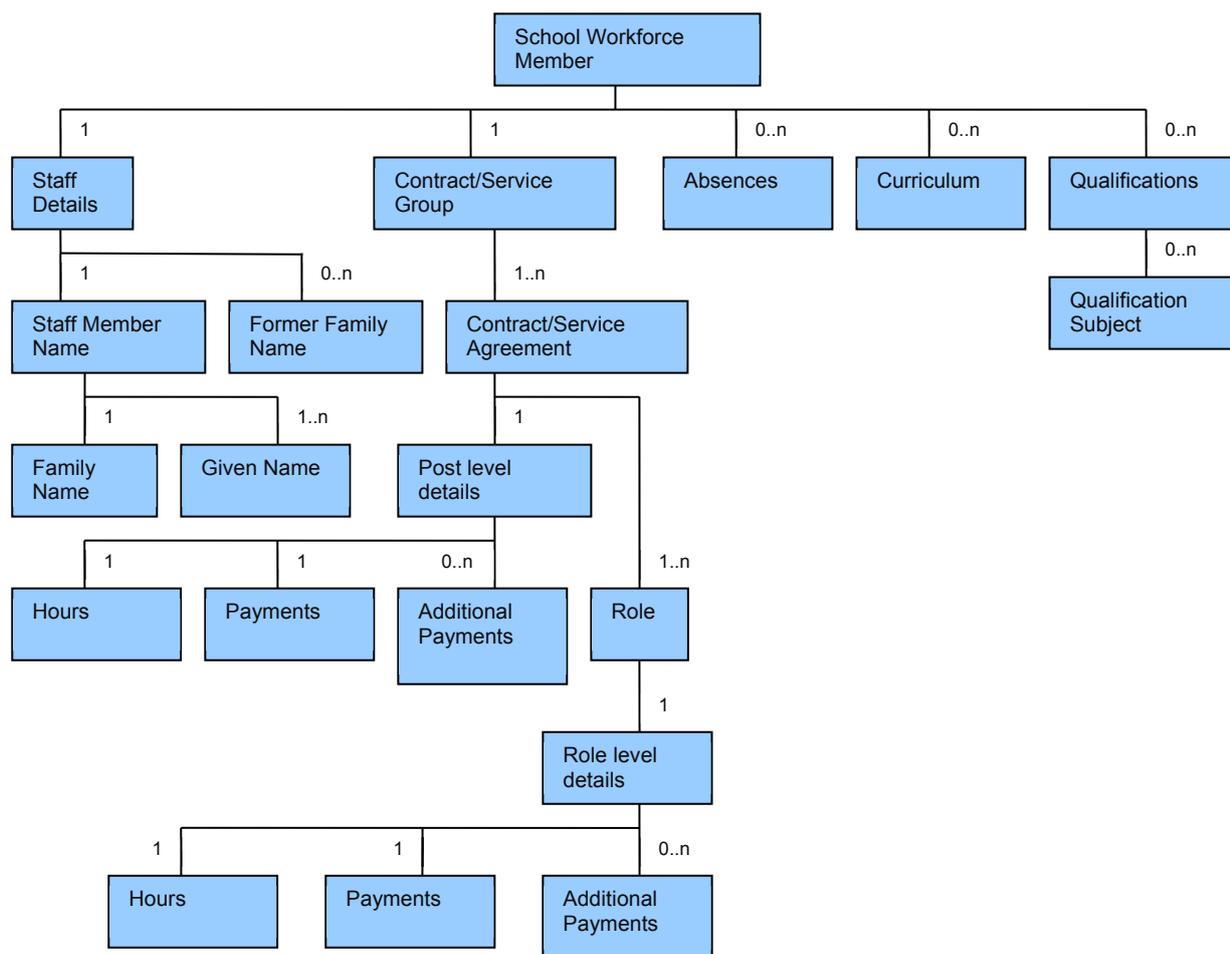


Figure 2 Outline modular structure of entry for one member of the School Workforce from one data provider

CBDS lists the data items for each of the above record-types.

Not all record-types shown above are required for every type of person. Section 3.2 shows how the data requirements vary between teachers, teaching assistants and other support staff.

5.2. Staff details module

This record consists of basic identifying details and characteristics.

Note 1: NI Number (CBDS Ref 400013)

The department prefers that temporary NI numbers are not used. If a correct NI number cannot be obtained this field should be left null, ie not exported.

Note 2: Family name (CBDS Ref 400001) and Given name (CBDS Ref 400002)

Family name and given name should be recorded for each staff member. The given name field is repeatable.

Note 3: Ethnic Code (CBDS Ref 400359)

The full CBDS codeset is available for use in this category, either the department's extended Codes or Main Codes (see CBDS), including 'Traveller of Irish Heritage' and 'Gypsy/Roma'.

Note 4: Qualified Teacher Status (CBDS Ref 400047) and Teacher Number (CBDS Ref 400014)

Qualified Teacher Status should be an entered field rather than a calculated one. It is possible for a person to have a Teacher Number without having Qualified Teacher Status. Only English and Welsh teacher numbers are to be used. Temporary Teacher Numbers should not be used. If a permanent Teacher Number cannot be obtained, this field must be left null, ie not exported.

The Qualified Teacher Status field is required for all teachers in scope, even if the teaching contract is not current on census reference date.

Note 5: HLTA Status (CBDS Ref 400051)

The Higher Level Teaching Assistant Status field is required for all teaching assistants and all contracted teachers in scope, even if the relevant contract is not current on census reference date.

Note 6: QTS Route (CBDS Ref 400350)

Schools and local authorities are required to return QTS route for all staff who, since the previous school workforce census, have taken up their first position since qualifying as a teacher, regardless of when they qualified. QTS route may also be returned for other staff as well.

The code “OTTN – Overseas Trained Teacher, not yet on the programme” should be used for overseas trained teachers who have not yet signed up to the Overseas Trained Teacher Programme. For those who have signed up to the programme the code “Overseas Trained Teacher Programme” should be used.

More information on the Overseas Trained Teachers Programme can be found [on the department's website](#).

5.3. Contract or service agreement module

NB No data is required in this module for third party support staff.

Types of record are either:

Contract records, where there is a **contract** between the person and the school or local authority. These are identified by three categories (permanent, fixed term and temporary). A permanent contract is defined as one with no end date (unless the contract has been closed and the date is in the past). A temporary contract normally has no end date but is designed for short-term situations, e.g. cover. A fixed term contract by definition is for an agreed length of time and has a fixed end date.

or:

if the school providing the data does not have a contractual arrangement with the person, the **service agreement** covering the teacher's employment by the school. This will enable the school to provide details where the person has a contract with either an Agency or the local authority, if the local authority is acting like a teacher supply agency. These records are identified by the use of three categories (SLA, SAG or SOT). Service agreement records are not required for centrally employed staff visiting schools regularly. Service agreement records are however required for agency teachers in regular service, including those supplied by a local authority if the local authority is acting like a supply agency.

One contract/service agreement record should be supplied for each contract that fulfils both of the following conditions:

- Has or had a duration of twenty eight days or more (including contracts with an end date 27 days after the start date),

- Is either a) current on the census reference date, or b) has ended during the period 1 September of the academic year prior to the census reference date to census reference date (eg for the census reference date 5 November 2015 this would mean any contract finishing during the period 1/9/2014 to 5/11/2015).

Please note that for any single contract, Payments, Additional Payments and Hours can be held either under Post or under Role but not split between Post and Roles.

Note 7: Date of Arrival in School (CBDS Ref 400094)

Required only of teachers and teaching assistants. This should be the start of the current period of continuous service in the school. Long term absences, whether for sickness or for maternity or paternity leave, should not cause this date to change, nor should factors such as passing the threshold. However a career break, which might be an extension of maternity leave, would be followed by a new date. This data item is not required for centrally employed staff.

For staff that began their current period of continuous service some time ago, it may not be possible to accurately provide this information. If this is the case the department would prefer no date to be entered and for a note to be written against the query which will be generated to say that the Date of Arrival in School is not known.

Date of Arrival in School should, however, be provided for all teachers and teaching assistants that started their current period of continuous service with the school on or after 1 September 2009.

Note 8: Destination (CBDS Ref 400097)

This field will be updated when a person concludes their contract. It will be captured as an update by the census following their departure. (Where contract renewal results in a new contract/service agreement record for the same person in the same post, then a special destination code 'Not Applicable – Change of Contract' (NAPPCH) should be used on the closed record.) This data is not required for agency teachers.

Note 9: Origin (CBDS Ref 400334)

Origin should be captured for all new contracts for teachers and teaching assistants from 1 September 2009. This data may be provided for contracts starting earlier than this but is not required. (Where contract renewal results in a new contract/service agreement record for the same person in the same school, a code of 'Not Applicable – Change of Contract' should be used. This code should also be used where staff move from a service agreement to a contract (ie from contract type SLA, SAG or SOT to PRM, FXT or TMP). This data is not required for agency teachers.

Note 10: LA or School Level (CBDS Ref 400117)

School systems should enter S in this field. Local authority systems should use S if they are generating data on behalf of a school e.g. records that provide pay details supplementing data provided by schools, and L if they are providing central records, that is, records for centrally employed staff (e.g. for an advisory teacher) this should also be L. The field should indicate who the data applies to rather than who is supplying the data to the department.

The above points are summarised in the following table:

Data Source	Single / multiple Estab return?	Which <Estab> (200636) should be populated?	Value of <LASchoolLevel> (400117)	Value of <SourceLevel> (800005)
School system	Single	All instances	S	S
local authority system	Either single estab, or local authority central staff	For single estab submissions, all instances. For central staff submissions, this should not be provided.	S (for school return from a local authority central system) OR L (for central return)	L

Note 11: Pay Range (CBDS Ref 400351) and Regional Pay Range (CBDS Ref 400352)

Indicates the pay range and regional pay range under which a member of staff is paid.

Teachers without QT Status should be paid under the pay range 'UT-Unqualified teachers.

The previous statutory spine points between the minima and maxima of the pay ranges have been abolished. Schools may wish to retain spine points in their MISs for their own use but these will no longer be reported in the census.

Schools and local authorities must provide pay data for all staff, not just teachers and teaching assistants. The pay range data is not required for staff paid via a daily rate.

Pay data is only required for contracts current on census reference date.

Base pay is mandatory whether or not pay range and regional pay range have been provided.

Note 12: Pay framework (CBDS Ref 400353)

Indicates the pay framework under which leadership teachers are paid. Current values are “Pre 2014 framework” and “2014 pay framework”. For contracts with a start date before 1/9/2014 this should be defaulted to “Pre 2014 framework” and for those with a start date from 1/9/2014 this should be defaulted to “2014 framework”. The field should be manually editable. This item is only required for staff with posts of EXH, HDT, DHT or AHT.

One of the key differences is that in the 2014 pay framework all permanent allowances are subsumed within the base pay.

Note 13: Leadership Pay Range Minimum (CBDS Ref 400354) and Leadership Pay Range Maximum (CBDS Ref 400355)

Each leadership teacher will have a basic salary range within which they can expect to be paid while they remain in the same post at the same school. This item is only required for staff with posts of EXH, HDT, DHT or AHT.

Note 14: Base Pay (CBDS Ref 400348)

Schools and local authorities are required to provide pay data for all staff in scope. Base pay is mandatory for all staff not being paid via a daily rate.

Base Pay is the pre-tax annual salary of a member of staff as at the census reference date. It should not include the annual amount of any additional payments or allowances (see Note 17). The pay of part-time or term-time only staff should not be adjusted upwards to the pay of a full-time equivalent member of staff. It should not be adjusted downwards for a member of staff who started work part way through the year. In other words it is the annual salary that would be earned based on the salary rate at census date. Please note that if any elements of the salary are safeguarded these should also be reflected in the base pay.

Example 1: A member of staff works full time throughout the year and earns a pre-tax salary of £30,000 plus additional payments of £2000. Base pay = £30,000.

Example 2: Two members of staff job share the post described in example 1, each working 0.5 FTE time throughout the year and share additional payments of £2000 between them. Base pay for each of the job sharers = £15,000.

Example 3: A member of staff takes up the post described in example 1 in June 2015 and then works full time. Base pay = £30,000.

Please note that within the contract / service agreement module, there are repeating groups of data items for Role, Payment, Additional Payment and Hours. This means the data has the following structure:

- a contract or service agreement equates to a single Post
- each contract or service agreement will contain data on a number of Roles, of which there must be at least one
- each contract or service agreement may contain data on a number of Payments, Additional Payments and Hours. These may be shown at the contract level, or be shown separately for different Roles within the contract. For any particular contract, Payments can be held either under Post or under Role but not split between Post and Roles. Similarly for Additional Payments and for Hours.
- each contract must have payments data, either at contract level or role level. Within each contract payments should be recorded either at contract level OR across all roles. If any role contains only additional payments then base pay must be at contract level.

For more details of this data, please see section 7, XML message structure.

Note 15: Date of Last Pay Review (CBDS 400356)

This is the date of the most recent determination of a school teacher's remuneration. Maintained schools are required by statute to carry out these determinations annually and we would expect academies to do likewise. A determination of a school teacher's remuneration must also be made when they take up a new post or become entitled to be paid on the upper pay range. The date supplied should be the most recent pay determination, even if this did not result in a change to the teacher's pay.

This data item is required for all staff on posts of Executive Head Teacher, Head Teacher, Deputy Head, Assistant Head, Classroom Teacher (regardless of pay range) or Leading Practitioner.

Note 16: Safeguarded Salary (400138)

This data item indicates if any element of a teacher's salary is subject to safeguarding. For further information about safeguarding see the Local Government Association's website - [Local Government Association website](#).

Note 17: Additional Payments: Payment Type (CBDS Ref 400360) and Payment Amount (CBDS 400143)

Additional payments should include all payments earned since the previous census reference date, ie all additional payments from 7/11/2014 to 5/11/2015 actually received

not including salary payments. Examples of additional payments include special educational needs allowances, teaching and learning responsibility payments. Benefits in kind should not be included.

Example 1: A member of staff receives an Inner London Weighting payment of £200 per month from 1 September 2014 to 31 August 2015. This is replaced by a payment of £220 per month from 1 September 2015. When assessing payments for the 2015 census return there are 12 disbursements to consider, 10 of £200 each (November 2014 through August 2015) and 2 of £220 each (September and October 2015). These can be reported as; 1) one payment of £2440, OR 2) as one payment of £2000 AND one payment of £440. [This is assuming that the payment for each month is made later than the 5th of each month. If payments were made on the 1st of each month then the November 2014 payment would not count - as it preceded the 2014 census reference date – and the November 2015 payment would be included as it would come before the 2015 census reference date.]

Example 2: A member of staff receives a one-off recruitment incentive in September 2014 and a one-off retention payment in September 2015. Only the payment in September 2015 should be reported.

Example 3: A member of staff receives several one-off payments for out of school activities. The dates and amounts are: December 2014 £100, January 2015 £200 and September 2015 £500. For the 2015 SWF census these could be reported as three separate payments or as one payment of £800.

NB the payment amounts and categories quoted in these examples have been chosen to give clarity to the Department's data requirements and are not intended to be representative of the actual amounts that would or should be paid.

Schools and local authorities are asked to provide pay data for other support staff as well as teachers and teaching assistants.

Note 18: Additional Payment Start Date (CBDS Ref 400357) and Additional Payment End Date (CBDS Ref 400358)

Where a teacher receives a TLR3 payment, the duration of this must be fixed. For these payments the pay start date and end date must be reported, even if the start or end dates are outside of the reporting period, eg if the TLR3 payment finishes after census reference date then the actual end date, should still be recorded even if it is in the future. This is not requested for any other category of additional payment.

Note 19: FTE Hours per week (CBDS Ref 400100) and Weeks per year (CBDS Ref 400346)

These fields are to contain the hours which a full time employee in this post or role would work and the weeks per year that the employee is paid for. This will allow the DfE to calculate FTE ratios consistently.

For teachers, the standard contractual week is 32.5 hours. Part time teachers now have to be paid on the basis of the proportion of the school time table week (STTW) which they work whereas support staff are generally still paid on a standard hours basis. Typically the full STTW will be about 25 hours and standard support staff hours about 37 hours. These values can be used as defaults or auto-fills in data entry screens, although they may be edited.

As long as the FTE hours and actual hours worked are entered on the same basis for a particular contract, either STTW or contractual hours can be used. The calculated FTE ratio will be calculated using these fields and the weeks per year field (400346) and it is the FTE ratio that is important. Please note that some posts or roles may be intrinsically part time. The FTE hours for these posts/roles should be the same as the standard hours for support staff (about 35). FTE hours will flag a query if the value is lower than 24 or greater than 40.

The 'weeks per year' is the number of weeks for which a person is paid, including any paid holiday. For example, a full-time teacher would be paid for 52 weeks per year whereas a full-time, term time only teacher would be 39 weeks per year. Some term time only staff may be contracted for more than 39 weeks under local arrangements. It is the number of weeks that the employee is contracted for that is important, regardless of whether payment is spread over all 52 weeks of the year or not.

Schools and local authorities are asked to provide this data for all staff, not just teachers and teaching assistants.

Hours information should be supplied at either the post or the role level, but not both.

Note 20: Hours per week (CBDS Ref 400099)

The number of hours worked in a normal week is required for each role or for each post, for staff whether full-time or part-time. Hours can be recorded against either post or role, *but not both*, though where an employee has more than one role the DfE would prefer that hours are recorded against each role.

Where there is more than one role attached to the post, hours should be assigned to the roles roughly according to the time spent on them, eg a teacher could spend 27.5 hours per week in a role as classroom teacher and 5 hours per week as a head of year. A person on a full time contract who works three days per week as a classroom teacher,

and two days per week providing minority ethnic support should have two separate roles or posts with separate hours shown for the census.

However, part-time teachers now have to be paid on the basis of the proportion of the school timetable week (STTW) which they work. Teaching assistants are generally still paid on a standard hours' basis. Typically the full STTW will be about 25 hours for teachers and standard support staff hours about 37 hours. As long as the hours worked per week and the FTE hours are entered on the same basis for a particular contract, this should not be a problem as the information collected in these two fields will be combined to calculate the FTE ratio.

5.4. Absence Module

This module applies to staff in all schools and PRUs but **does not** apply to centrally employed staff.

Absence data are only required for teachers and teaching assistants in regular service working for schools through a contract, not an agency agreement (see section 3.1). Absence data are not required for agency/service agreement teachers, other support staff or centrally employed staff.

Absences are not just sickness absences, but also various types of absence for secondment, unpaid leave and maternity/paternity leave. This absence information assists the DfE in its overall monitoring of and planning for the costs and supply of teachers and teaching assistants. Absence due to training is not required.

Absence records are required for the previous academic year. More precisely, absence records will be required to cover any absence commencing or concluding in the period from the 1st September to 31st August (1/9/2014 to 31/8/2015), inclusive, of the academic year before the census reference date. Absences which commenced before the 31 August prior to the reference date should be reported on even if the absence ended in the current academic year or is still ongoing at the reference date. For anyone with an absence that is ongoing at the time of the census, the MIS system will not have an entry in last day of absence. This is permissible and such absences are required to be included in the Census.

Note 21: Working Days Lost (CBDS Ref 400202)

This data item relates to sickness absence only for full and part time teachers and teaching assistants. If schools or local authorities wish to record working days lost for types of absence other than sickness then they may do so. However, the data may be extracted from their systems and submitted to the DfE as part of the census, but it will not be reported on.

Working days lost are reported in days and should be recorded to the nearest half day.

- Example 1: a full-time teacher who is off from midday on Friday to the end of Monday, would be shown as being absent for 1.5 days.
- Example 2: a member of staff is contracted to work less than half a day, the absence should still be recorded and if it is for sickness absence, the working days lost should be recorded as 0.5.
- Example 3: a part time member of staff works Monday, Wednesday and Friday, phones in sick on Monday and returns to work on Friday, they would be reported as losing two working days.

Note 22: Absence Category (CBDS Ref 400205)

'Absence' is not just sickness absence. For the purpose of the workforce census *Absence* refers to any activity or circumstance that takes a member of staff away from normal duties with their usual employer for half a day or more, except for training. *Absence of less than half a day does not need to be recorded.* Please note, if morning and afternoon sessions are unequal each session should be regarded as half a day. Where a staff member is contracted to work for less than half a day absence should still be recorded, see Note 21.

Only required for contracted teachers and contracted teaching assistants in regular service working for schools (see section 3.1). Absence data are not required for agency/service agreement teachers, other support staff or centrally employed staff.

5.5. Curriculum Module

Curriculum data is expected from secondary schools and middle deemed secondary schools, with computerised timetable systems, where those systems interface with their MI systems. Similarly, all-through schools with computerised timetable systems, where those systems interface with their MI systems should supply this data for NC year groups 5 and above. This data is required for all teachers and teaching assistants, where these are timetabled. For each staff details record there may be one or more curriculum records. Please note that Planning Preparation and Assessment time and registration should be excluded from the return.

The curriculum module is not required from nursery, primary, special schools or from PRUs.

Note 23: Subject Code (CBDS Ref 400343)

The general subject code set within the CBDS includes some categories that should only be used where necessary for the census. Where possible the specific learning

code should be used for the curriculum field. For example, in the case of MFL, this code may be used for the vacancy field, but please do not use it for the curriculum field.

These codes are:

MFL – Modern Foreign Languages. Where possible the specific language code (or “Other Language Subject” [OLA]) should be used

SCI – Science. Subject codes for Biology, Chemistry and Physics are provided, together with separate codes for Combined Science. SCI should be used for Key Stage 3 Science, otherwise data providers should avoid using SCI unless individual lessons cannot be categorised under one of the three sciences

DAT – Design and Technology. Where possible schools should use one of the more specific codes (Design and Technology – Electronics, Design and Technology – Food Technology, Design and Technology – Graphics, Design and Technology – Resistant Materials, Design and Technology – Systems & Control, Design and Technology – Textiles).

NAP – Not Applicable and PRI – Primary Curriculum. These codes should only be used for Vacancy Subject <200639>

Note 24: Subject Hours (CBDS Ref 400221)

The number of hours in a typical week (or the equivalent of a week averaged over your timetable cycle) that the teacher or teaching assistant is timetabled to teach the subject at the NC year group level. If a school operates a six day week then the total over the six days should be entered. If the school operates a timetable cycle covering two or more weeks an average figure over that period should be entered. If the school timetable is structured so that an average is not readily obtainable then a figure to represent a typical week may be entered.

Please note that hours are recorded as decimal figures, not as hours and minutes, i.e. 27.5 means 27 and a half hours.

Note 25: Year Group (CBDS Ref 400222)

The CBDS provides the full NC year group code set. NC year groups for primary schools (year 4 and below) are not applicable here. (Years 5 and 6 are provided for some ‘middle deemed secondary’ schools and for those secondary schools that include occasional periods for junior school pupils, as well as for all through schools).

5.6. Qualification Module

Schools and local authorities are asked to provide qualification data for other support staff as well as teachers and teaching assistants. All qualifications graded at level 4 or above (i.e. post A-level qualifications) should be included.

For teachers we expect, as a minimum, their ITT qualifications. For teachers with a PGCE, we also request data on prior degrees. For each member of staff, there may therefore be a number of qualification records.

Note 26: Class of Degree (CBDS Ref 400342)

Schools are asked to provide 'Class of Degree' for all newly employed teachers, i.e. all teachers with a 'date of arrival in school' from 1 August 2013. This information is also only mandatory where the qualification code is returned as 'FRST' (first degree or equivalent) or 'BEDO' (Bachelor of Education).

Validation errors should not be raised if class of degree is returned for staff who are not covered by the above criteria.

The Department receives some information on teachers' qualifications through the National College for Teaching and Leadership but this data is not complete, so schools and local authorities are asked to provide all the qualification data for these members of staff directly.

Note 27: Subject Code 1 & 2 (CBDS Ref 400335 & 400336)

The code set provided in CBDS is based on the "Joint Academic Council (JACS) Principal Subjects" code set. Schools and software suppliers may use the extended JACS codes if desired, and schools should be able to supply a detailed JACS code if the person's coding is known to the school, i.e. if it is shown on the degree certificate. For further information on JACS codes, please see the [JACS website](#).

The JACS codeset represents the courses on offer currently and may not match those available in the past. Therefore there will be some cases where it is not possible to find an exact match between the qualifications of a staff member and one of the JACS codes. To accommodate these cases extra subjects (Z101 – *Science*; Z102 - *Applied Science*, Z103 – *Citizenship*, Z104 - *Design & Technology*, Z105 – *Geography*, Z106 - *Manufacturing* and Z107 - *Modern Languages*) have been added to the CBDS code-set to represent subject areas commonly taught in schools. If a qualification does not match one of the JACS codes then the subject code which is closest should be used.

The DfE has decided not to implement version 3.0 of the JACS codes for School Workforce Census 2015.

A set of five SEN qualification areas are also in the subject codeset in CBDS. Staff who have qualifications relevant to teaching SEN pupils will be able to use these subjects to record that fact. The SEN qualification areas are Z201 - *SEN – SENCO*; Z202 - *SEN – Sensory impairments*; Z203 - *SEN – Severe Learning Difficulties*; Z204 - *SEN – Profound and Multiple Learning Difficulties*; Z205 - *SEN – other*.

6. Guidance Section: School level and local authority Level

6.1. Outline data content – School Level

The data items included in the teacher vacancies and staff information modules are shown in the CBDS tables.

Note 28: Establishment (CBDS Ref 200636)

For school MIS returns, and for most returns from local authority central systems, this will be a copy of the value from the header, and the same value for each person's contract record(s).

Data item 'establishment' from the header is repeated within the XML message as part of the school module but is not repeated as part of the contract, absence, curriculum or qualification modules.

6.1.1. Teacher Vacancies Module

The Secretary of State has a legal responsibility (section 10, 1994 Education Act) in relation to teacher supply in England. The information is used to plan teacher recruitment and judge success of teacher supply strategies.

For each qualified teacher post (permanent or a contract of one or more terms, where a term is one third of an academic year) that is vacant or temporarily filled on census reference date, the school must complete a vacancy record. A vacant or temporarily filled post is where:

- the vacant post is not covered, or
- the post is covered temporarily by other staff within the school, or
- the post is covered by a teacher on a contract of less than one term (ie one third of an academic year), or
- the post is covered by a teacher on a contract of at least one term (ie one third of an academic year) and no more than three terms (except if the incumbent is on recognised long term absence such as sick leave, maternity leave, other paid leave, training or secondment).

The school should include:

- posts the school has tried to fill but which were not filled on census reference date,
- posts where an appointment has been made but the appointee was not in post on census reference date,

- posts for all types of qualified teachers from classroom teachers to head teachers,

and exclude

- posts not becoming vacant until after census reference date (e.g. where teacher has resigned but is serving notice).

If a school has no vacancies then the whole module can be omitted from the return.

Note 29: Vacancy Post (CBDS Ref 200671)

This identifies the type of teaching post that is vacant.

Support staff, teaching assistant and advisory teacher are included in the post code-set but schools do not need to provide information about any vacancies for these posts. Information is only required for vacant teacher posts in the code-set: executive head, head teacher, deputy head, assistant head, classroom teacher and leading practitioners.

Note 30: Vacancy Subject (CBDS Ref 200639)

This item identifies the subject relevant to the vacant post within the school. For head, deputy head and assistant head posts, subject is not relevant and so the code of 'not applicable' can be used for these vacancies. For vacancies in primary or special schools choose the most appropriate subject code, or if the vacancy is not for a specific subject, choose 'Primary Curriculum' or, for special schools choose 'Not Applicable' or 'Primary Curriculum' as appropriate.

Note 31: Vacancy Tenure (CBDS Ref 200323)

This item identifies whether the post is part-time or full time.

Note 32: Vacancy Temporarily Filled (CBDS Ref 200324)

A post temporarily-filled on census day is where the post is covered by a teacher on a contract of at least one term (a third of an academic year) and no more than three terms (except if the incumbent is on recognised long term absence, eg sick leave, maternity leave, other paid leave, training or secondment).

Note 33: Vacancy Advertised (CBDS Ref 200325)

This item indicates whether or not the post has been advertised.

6.1.2. Staff information module

A count of various categories of staff in service on census reference date is required in order to provide a complete picture of staffing levels at schools. Collection of individual level data on these staff would be too burdensome, for example, for supply teachers who may only be in service for as little as a day, or for support staff provided by third parties – where it would be very difficult for schools to obtain detailed information.

For teachers, a simple count of occasional teachers in school on census reference date, split by categories of qualified/unqualified/not known is required.

A count is required for each category of occasional teacher and zero counts should also be returned.

For 3rd party support staff, ie support staff **not directly employed by a school or local authority** (e.g. cleaners employed by a contract cleaning company), a count of staff working at the school on census reference date is required, split by their role as defined in the role code list.

Zero counts are not required against roles for which no third party staff are employed.

6.2. Local authority level – educational psychologists

The third level of the SWF collection is an LA Level collection of information on educational psychologists.

The data required is a headcount of educational psychologists in regular service in post, by:

- Full time (CBDS Ref 300026)
- Part-time (number i.e. headcount) (CBDS Ref 300027)
- Part-time FTE (rounded to one decimal place e.g. 95.0, 28.4) (CBDS Ref 300028). This is the FTE for all the part time educational psychologists added together. For example if there are three part time ed psychs with FTEs of 0.2, 0.3 and 0.4 the part time FTE will be $(0.2+0.3+0.4)=0.9$.

Note: LAs who contract educational psychologists from other authorities should count them as part-time, and show the relevant FTE. The LAs from whom the educational psychologists have been contracted, should deduct the equivalent FTE from their return.

Educational psychologists employed through agencies, should be included if they are in post on census reference date.

7. XML message structure

7.1. Note on the XML message for the school workforce census

The XML message structure described below has the following features:

- The Header follows the standard DfE census header, derivation rules are provided in section 8;
- The school workforce modules section comes between the header and the school workforce members section.
- Within the contract / service agreement module, there are XML groups for three areas of data; Payments, Additional Payments and Hours. These groups are shown at two levels. They can be contained at contract / service agreement level, within the <PostLevelDetails> group. Alternatively they can be contained within the Role, using the group <RoleLevelDetails>. Suppliers can choose to implement either one of these options in their systems, or they can implement both and provide user choice, but any one of these groups must not appear at both levels. For example, for any particular contract Hours may be shown either within the <PostLevelDetails> group, or within the <RoleLevelDetails > group but not within both.
- Note that the minimum set of data items should be supplied with any of the other modules for identification and matching purposes;
- The order of xml tags within each module should be as specified;
- Please ensure that date and time are supplied in the correct format;
- Empty xml tags should not be returned.

7.2. Overall XML message structure

School Workforce Census 2015 - Overall Message Structure	
	<Message>
	<Header>
	(See 7.3 below for details)
	</Header>
	<SchoolWorkforceModules>
	(See 7.4 below for details)
	</SchoolWorkforceModules >
	<SchoolWorkforceMembers>
	(See 7.5 below for details)
	</SchoolWorkforceMembers>
	<School>
	(See 7.6 below for details)
	</School>
	<LA>
	(See 7.7 below for details)
	</LA>
	</Message>

7.3. XML header message structure

School Workforce Census 2015 - Header Message Structure	
	<Header>
	<CollectionDetails>
800001	<Collection>School Workforce Census</Collection>
800003	<Year>2015</Year>
800004	<ReferenceDate>2015-11-05</ReferenceDate>
	</CollectionDetails>
	<Source>
800005	<SourceLevel>S</SourceLevel>
200001	<LEA>303</LEA>
200636	<Estab>3001</Estab>
	<SoftwareCode>ABC</SoftwareCode>
800008	<Release>2</Release>
800009	<Xversion>1.5</Xversion>
800007	<SerialNo>001</SerialNo>
800010	<DateTime>2015-11-05T11:14:05</DateTime>
	</Source>
	<Content>
	<CBDSLevels>
800011	<CBDSLevel>Workforce</CBDSLevel>
800011	<CBDSLevel>School</CBDSLevel>
800011	<CBDSLevel>LA</CBDSLevel>
	</CBDSLevels>
	</Content>
	</Header>

7.4. Workforce modules XML message structure

School Workforce Census 2015 - WorkforceModules Message Structure	
	<SchoolWorkforceModules>
	<ContractOrServiceIncluded>true</ContractOrServiceIncluded>
	<AbsencesIncluded>true</AbsencesIncluded>
	<CurriculumsIncluded>true</CurriculumsIncluded>
	<QualificationsIncluded>true</QualificationsIncluded>
	</SchoolWorkforceModules >

7.5. Workforce XML Message Structure

The data within the XML tags in the structure below is intended to demonstrate the type of data that should be returned for each item. *Note that the full set of data in this structure would not be a valid return as, for example, hours and payments cannot be assigned to both Post and Role.*

School Workforce Census 2015 – Workforce XML Message Structure	
	<SchoolWorkforceMembers>
	<SchoolWorkforceMember>
	<StaffDetails>
400014	<TeacherNumber>0154321</TeacherNumber>
	<StaffMemberName>
400001	<PersonFamilyName>Smith</PersonFamilyName>
	<GivenNames>
	<GivenName>
400002	<PersonGivenName>Daphne</PersonGivenName>
	</GivenName>
	</GivenNames>
	</StaffMemberName>
	<FormerFamilyNames>
400010	<PersonFamilyName>Jones</PersonFamilyName>
	</FormerFamilyNames>
400013	<NINumber>EB123456C</NINumber>
400008	<GenderCurrent>2</GenderCurrent>
400007	<PersonBirthDate>1953-09-17</PersonBirthDate>
400359	<Ethnicity>MWBC</Ethnicity>
400320	<Disability>REFU</Disability>
400047	<QTStatus>>true</QTStatus>
400051	<HLTASStatus>>false</HLTASStatus>
400350	<QTSTRoute>GTPR</QTSTRoute>
	</StaffDetails>
	<ContractOrServiceGroup>
	<ContractOrService>

School Workforce Census 2015 – Workforce XML Message Structure	
400090	<ContractType>PRM</ContractType>
400091	<ContractStart>2006-01-03</ContractStart>
400092	<ContractEnd></ContractEnd>
400361	<Post>DHT</Post>
400094	<SchoolArrivalDate>2006-01-03</SchoolArrivalDate>
400139	<DailyRate>N</DailyRate>
400097	<DestinationCode>OTHSEC</DestinationCode>
400334	<Origin>1STAFT</Origin>
400356	<PayReviewDate>2015-09-12</PayReviewDate>
400117	<LASchoolLevel>S</LASchoolLevel>
	<PostLevelDetails>
	<Payments>
400351	<PayRange>LD</PayRange >
400352	<RegionPayRange>EW</ RegionPayRange >
400353	<PayFramework>Pre 2014</PayFramework>
400354	<PayRangeMinimum>50000.00</PayRangeMinimum>
400355	<PayRangeMaximum>60000.00</PayRangeMaximum>
400348	<BasePay>44321.45</BasePay>
400138	<SafeguardedSalary>>false</SafeguardedSalary>
	</Payments>
	<AdditionalPayments>
	<AdditionalPayment>
400360	<PaymentType>TL3</PaymentType>
400143	<PaymentAmount>450.50</PaymentAmount>
400357	<PayStartDate>2015-01-15</PayStartDate> (see note at end of Workforce XML structure)
400358	<PayEndDate>2015-05-15</PayEndDate>(see note at end of Workforce XML structure)
	</AdditionalPayment>
	</AdditionalPayments>
	<Hours>
400099	<HoursPerWeek>25</HoursPerWeek>
400100	<FTEHours>25</FTEHours>

School Workforce Census 2015 – Workforce XML Message Structure	
400346	<WeeksPerYear>52</WeeksPerYear>
	</Hours>
	</PostLevelDetails>
	<Roles>
	<Role>
400323	<RoleIdentifier>TCHR</RoleIdentifier>
	<RoleLevelDetails>
	<Payments>
400351	<PayRange>LD</PayRange>
400352	< RegionPayRange >EW</ RegionPayRange >
400353	<PayFramework>Pre 2014</PayFramework>
400354	<PayRangeMinimum>50000.00</PayRangeMinimum>
400355	<PayRangeMaximum>60000.00</PayRangeMaximum>
400348	<BasePay>44321.45</BasePay>
400138	<SafeguardedSalary>>false</SafeguardedSalary>
	</Payments>
	<AdditionalPayments>
	<AdditionalPayment>
400360	<PaymentType>TLE</PaymentType>(see note at end of Workforce XML structure)
400143	<PaymentAmount>450.50</PaymentAmount>
	</AdditionalPayment>
	</AdditionalPayments>
	<Hours>
400099	<HoursPerWeek>25</HoursPerWeek>
400100	<FTEHours>25</FTEHours>
400346	<WeeksPerYear>52</WeeksPerYear>
	</Hours>
	</RoleLevelDetails>
	</Role>
	</Roles>
	</ContractOrService>
	</ContractOrServiceGroup>

School Workforce Census 2015 – Workforce XML Message Structure	
	<Absences>
	<Absence>
400200	<FirstDayOfAbsence>2014-09-03</FirstDayOfAbsence>
400203	<LastDayOfAbsence>2014-09-30</LastDayOfAbsence>
400202	<WorkingDaysLost>20</WorkingDaysLost>
400205	<AbsenceCategory>SIC</AbsenceCategory>
	</Absence>
	</Absences>
	<Curriculums>
	<Curriculum>
400343	<Subject>MUS</Subject>
400221	<SubjectHours>15</SubjectHours>
400222	<YearGroup>8</YearGroup>
	</Curriculum>
	</Curriculums>
	<Qualifications>
	<Qualification>
400223	<QualificationCode>BEDO</QualificationCode>
400342	<ClassOfDegree>01</ClassOfDegree>
	<Subjects>
400335	<QualificationSubject>A100</QualificationSubject>
	</Subjects>
	<Subjects>
400336	<QualificationSubject>B700</QualificationSubject>
	</Subjects>
	</Qualification>
	</Qualifications>
	</SchoolWorkforceMember>
	</SchoolWorkforceMembers>

Note: PayStartDate and PayEndDate are required when PaymentType is TL3. They are not requested for other payment types though there is no rule to prevent their being supplied in those cases.

7.6. School (vacancies & staff information) XML message structure

School Workforce Census 2015 – School (Vacancies) XML Message Structure	
	<School>
800004	<ReferenceDate>2015-11-05</ReferenceDate>
200636	<Estab>3001</Estab>
	<Vacancies>
	<Vacancy>
200671	<VacancyPost>TCH</VacancyPost>
200639	<Subject>CHM</Subject>
200323	<Tenure>F</Tenure>
200324	<VacancyTemporarilyFilled>>true</VacancyTemporarilyFilled>
200325	<VacancyAdvertised>true</VacancyAdvertised>
	</Vacancy>
	</Vacancies>
	<StaffInformation>
	<Occasionals>
200602	<OccasionalsQTS>2</OccasionalsQTS>
200603	<OccasionalsNOTQTS>0</OccasionalsNOTQTS>
200604	<OccasionalsNOTKNWN>1</OccasionalsNOTKNWN>
	</Occasionals>
	<AgencyTPsupport>
	<AgencyTPsupportCount>
200567	<AgencyTPsupportCategory>CLNR</AgencyTPsupportCategory>
200568	<SupHeadCount>11</SupHeadCount>
	</AgencyTPsupportCount>
	</AgencyTPsupport>
	</StaffInformation>
	</School>

7.7. LA Level (Headcount Information) XML Message Structure

School Workforce Census 2015 – LA (Headcount) XML Message Structure	
	<LA>
	<EducationalPsychologists>
300026	<EdPsychsFT>100</EdPsychsFT>
300027	<EdPsychsPT>100</EdPsychsPT>
300028	<EdPsychsFTE>28.4</EdPsychsFTE>
	</EducationalPsychologists>
	</LA>

8. Validation Checks

This section specifies validation rules that are applied to the data by DfE, using COLLECT. They should also be applied, as far as possible, by LAs prior to loading the data onto the COLLECT system and any issues resolved. Those data items included in the tables but not appearing in the validation rules - that is, those not shown in the validation rules as "must be present" - should be supplied where available. The table also shows which validations are Errors and which ones are Queries. An Error is a failed validation check that must be corrected. A Query is one which must be investigated, and potentially corrected, as it identifies data that would usually be invalid.

Where an item occurs more than once for the same member of staff, suppliers must ensure that the validation checks against that item are applied to each instance. This should happen whether the item recurs multiple times within a single module, e.g., <PersonGivenName>, or the item is within a module that may occur more than once, e.g., <ContractOrService>.

Rules marked as *[Return level validation rule]* are those rules outside of the header which are assessed across the whole return and which are reported in COLLECT without specifying the individual record which triggers the validation rule.

Syntax:

- Validation checks are expressed as conditions that must be true (errors) or that should be true (queries). The Error Message shows what is displayed if the condition fails. *In the interests of making the collection as practicable as possible it will be necessary in some cases to allow returns containing errors to be submitted.*
- data items are indicated using the XML tag with the CBDS number in parentheses, for example <TeacherNumber > (400014)
- the first occasion on which an item appears is shown in bold. This is to aid the eye in navigating the tables only, and has no other significance
- single dates or date ranges are sometime defined in relation to <ReferenceDate>, which is from the XML Header (see section 7.3)
- Notes, in italics, are explanatory and non-normative.

It is expected that all numeric data will be supplied as non-negative numbers.

No negative data should be included in the return, whether in numeric fields, Boolean fields or others.

8.1. Message Header Derivation

Seq Number	Validation/Derivation Rules	Error message (if validated)
School Workforce Header		
10	<Collection> (800001) must be 'School Workforce Census'	Census Name invalid, should be 'School Workforce Census'
30	<Year> (800003) must be 2015	Year out of range
40	<ReferenceDate> (800004) must be provided and be in the format CCYY-MM-DD	Reference Date, i.e. Census Reference Date, must be provided
60	<SourceLevel> (800005) must be S if the data within the file is from a school MIS, and therefore contains data from one school only. Must be L if the data is from a central local authority source whether it represents one or more schools	Source level is invalid
70	<LEA> (200001) is the LA Number	LA Number is invalid
80	<Estab> (200636) is the DfE Establishment Code. For a return from an LA containing data for centrally employed staff, this may be omitted	
110	<SerialNo> (800007) start at 001 and increment by 1 each time a file is generated	
120	<DateTime> (800010) the date and time when the file is generated in the format CCYY-MM-DDThh:mm:ss	
130	<CBDSLevel> (800011) must be 'Workforce' or 'School' or 'LA'	

8.2. Workforce Level Validation

As mentioned in section 2.1.2 above it is recognised that schools will sometimes only supply a minimum set of information, and where this is the case it will not be possible to apply all validation. A column 'Applicable To Min Set' indicates those validations, which apply to the minimum set.

Seq Number	Validation Check	Error Messages	Applicable To Min Set
	Staff Details		
	Note: The School Workforce Details validation below is dependent on there being a corresponding Staff Details Node.		
4100Q	<TeacherNumber> (400014) Should be provided where <QTStatus> (400047) is equal to true or 1.	Please check: Qualified Teacher with Teacher Number missing	No
4105Q	If present, the <TeacherNumber> (400014), should be seven or eight digits.	Teacher number should be 7 or 8 digits.	Yes
4110	<PersonFamilyName> (400001) must be provided and be validly formatted. For field format and/or allowed values please see associated CBDS entry.	Family Name is missing or has two or more consecutive spaces.	Yes
4120	<PersonGivenName> (400002) must be provided and be validly formatted. For field format and/or allowed values please see associated CBDS entry.	Given Name is missing or has two or more consecutive spaces.	Yes
4140	<PersonFamilyName> (400010) (Former Family Name) Where provided, must have field format as in associated CBDS entry.	Former Family Name has two or more consecutive spaces.	Yes

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4150	Where Provided <NINumber> (400013) must be 9 characters, where first 2 characters must be alpha, next 6 characters must be numeric and final character can be A, B, C, D or space. Also first character must not be D,F,I,Q,U or V and second characters must not be D, F, I, O, Q, U or V.	NI Number has invalid Format	Yes
4155	First 2 characters of <NINumber> (400013) must not be GB, BG, NK, KN, TN, NT or ZZ.	Temporary NI numbers must not be supplied. This must be replaced or removed	Yes
4160Q	<NINumber> (400013) should be provided	Member of workforce with missing NI Number	Yes
4180	<GenderCurrent> (400008) Must be provided and field format and/or allowed values must match associated CBDS entry.	Gender is missing or invalid.	No
4190	<PersonBirthDate> (400007) must be provided and be in a valid format For field format and/or allowed values please see associated CBDS entry.	Date of Birth missing or has invalid format. Format should be CCYY-MM-DD.	Yes
4195Q	For any establishment, no more than two members of staff should have <PersonBirthDate> (400007) equal to CCYY-01-01	Two other members of staff also have a date of birth of 1 January, please check that this is correct	Yes
4200	<PersonBirthDate> (400007). Calculate age. Age must be over 13 and under 100	Person's age must be between 13 and 100 years	Yes
4220	<Ethnicity> (400359) Must be provided and field format and/or allowed values must match associated CBDS entry	Ethnicity is missing or invalid	No
4225	<Disability> (400320) Must be provided and field format and/or allowed values must match associated CBDS entry.	Disability is missing or invalid	No
4228	If <Post> (400361) not = ('AVT' or 'SUP' or 'TAS') then <QTStatus> (400047) must be present	QT Status is missing for a teacher	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4230	<QTStatus> (400047) If provided must be 'true' or 'false' or '1' or '0' For field format and/or allowed values please see associated CBDS entry.	QT Status is invalid	No
4235Q	If <QTStatus> (400047) = 'true' or '1' then <PersonBirthDate> (400007) should be 21 years or more prior to the <ReferenceDate> (800004)	Person is not expected to have QT status and be under 21 years of age on <ReferenceDate>.	No
4238	If <Post> (400361) = 'TAS' then <HLTASStatus> (400051) must be present	HLTA Status is missing for a Teaching Assistant	No
4240	<HLTASStatus> (400051) If provided must be true or 1 or false or 0 For field format and/or allowed values please see associated CBDS entry.	HLTA Status is invalid	No
4245	If <HLTASStatus> (400051) = true or 1 then <PersonBirthDate> (400007) must be 18 years or more prior to <ReferenceDate>	Person cannot be shown as having HLTA status and be under 18 on <ReferenceDate>	No
4250	<QTSRoute> (400350) If provided must be a valid value For field format and/or allowed values please see associated CBDS entry.	QTS Route is invalid	No
Contract / Service Agreement			
Note: The contract/Service Agreement validation is applicable whenever a contract node is supplied.			
4085Q	Across the data return from a single source at least one <ContractOrService> node should be included. [Return level validation rule]	Please note that this return contains no contract records. Please ensure that this is correct and that contract data is being supplied to the Department by another source.	No
4280	<LASchoolLevel> (400117) must be provided and must be equal to S or L	LA or School Level indicator missing or invalid	No
4310	<ContractType> (400090) must be provided and field format and/or allowed values must match associated CBDS entry.	Contract/Service Agreement Type is missing or invalid	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4350	<ContractStart> (400091) Must be provided For field format and/or allowed values please see associated CBDS entry.	Contract/Service Agreement Start Date is missing	No
4355	<ContractStart> (400091) must be less than or equal to <ReferenceDate>.	Contract/Service Agreement Start Date can not be in the future.	No
4357	[<ReferenceDate> (800004) - <ContractStart> (400091)] must be equal to or less than 50 years.	Contract/Service Agreement Start Date more than 50 years ago.	No
4360	Contracts/Service agreements either must have <ContractEnd> (400092) in the period from 1st September of preceding calendar year to <ReferenceDate> (inclusive) OR must have <ContractEnd> not present or else equal to or after <ReferenceDate>.	Contract has invalid end date for this Census.	No
4370	<ContractEnd> (400092) If provided must be a valid date For field format and/or allowed values please see associated CBDS entry.	Contract End Date is invalid.	No
4375	If provided, <ContractEnd> (400092) must be at least 27 days after <ContractStart> (400091) of the same <ContractOrService>.	Contract/Service Agreement end date must be at least 27 days after the start date.	No
4376	If <ContractEnd> (400092) not provided and <ContractType> (400090) is not equal to PRM, <ContractStart> (400091) must be at least 27 days before <ReferenceDate> (800004).	Temporary and Fixed term contracts, (as well as service agreements) that have lasted less than 28 days will be picked up in the next year's census if they go on to last 28 days or more. Do not include them now.	No
4377Q	If <ContractType> (400090) is not equal to FXT then if provided, <ContractEnd> (400092) should be prior to or equal to <ReferenceDate> (800004).	Contract/Service Agreement end date should be on or prior to Census Reference Date for this type of contract or agreement	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4380	If <ContractType> (400090) is equal to FXT <ContractEnd> (400092) must be provided.	Contract/Service Agreement Type is Fixed Term therefore End Date must be specified.	No
4385	Where <ContractType> (400090) = ('PRM' or 'FXT' or 'TMP') and <Post> (400361) not = ('SUP' or 'AVT') and <ContractEnd> (400092) is provided and not after <ReferenceDate> (800004) or equal to <ReferenceDate> (800004) then <DestinationCode> (400097) must be provided	Destination code must be provided for completed contracts	No
4390Q	If <DestinationCode> (400097) is provided <ContractEnd> (400092) should be provided	Please check: Destination code has been provided therefore contract End Date should be specified	No
4400	Where provided <ContractEnd> (400092) must be greater than or equal to <ContractStart> (400091)	Contract End Date cannot be before contract Start Date	No
4410	<Post> (400361) Must be provided and field format and/or allowed values must match associated CBDS entry.	Post is missing or invalid	No
4413	If <Post> (400361) = 'EXH' then one of the child <Role> elements should contain <RoleIdentifier> (400323) of 'EXHT'	Post shown as Executive Head. One of the associated Roles must also be Executive Head	No
4414	If <Post> (400361) = 'HDT' then one of the child <Role> elements should contain <RoleIdentifier> (400323) of 'HDTR'	Post shown as Head Teacher. One of the associated Roles must also be Head Teacher	No
4415	If <Post> (400361) = 'DHT' then one of the child <Role> elements should contain <RoleIdentifier> (400323) of 'DPHT'	Post shown as Deputy Head. One of the associated Roles must also be Deputy Head	No
4416	If <Post> (400361) = 'AHT' then one of the child <Role> elements should contain <RoleIdentifier> (400323) of 'ASHT'	Post shown as Assistant Head Teacher. One of the associated Roles must also be Assistant Head	No
4417Q	If <Role> (400323) is equal to 'HLTA' then <HLTAStatus> (400051) should be true or 1	If role is HLTA then HLTA Status is expected to be true	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4420	<SchoolArrivalDate> (400094) Where present, please see associated CBDS entry for field format and/or allowed values	Date of Arrival in School is invalid	No
4425Q	<SchoolArrivalDate> (400094), if provided, should be less than 50 years prior to the <Reference Date> (800004)	Please check: Date of Arrival in School is more than 50 years ago	No
4430Q	Where <Post> (400361) not = ('SUP' or `AVT'), and <LASchoolLevel> is equal to S, then <SchoolArrivalDate> (400094) should be supplied	Please Check: Date of Arrival in School has not been supplied	No
4440Q	Where <Post> (400361) not = ('SUP' or `AVT'), then <SchoolArrivalDate> (400094), if present, should not be later than <ContractStart> (400091)	Please check: Date of Arrival in School should not be later than the start of the contract	No
4460	< PayRange> (400351) Where provided, field format and/or allowed values must match associated CBDS entry.	Pay Range is invalid	No
4470Q	Where <PayRange> (400351) is equal to LD, TE, TU or LP then <QTStatus> (400047) must be equal to 'true' or '1'	Qualified Teacher Status inconsistent with Pay Range type	No
4480	Where <Post> (400361) is equal to SUP or TAS then <PayRange> (400351) cannot be equal to LD, TE, TU or LP.	The Pay Range supplied is not valid for a support staff or teaching assistant Post	No
4490	Where <ContractEnd> (400092) not present or after Reference Date (800004) or equal to Reference Date (800004) and <DailyRate> (400139) is not equal to 'Y' and <Post> (400361) is equal to HDT, DHT or AHT then, if present, <PayRange> (400351) must be equal to LD or OT.	Pay Range is invalid for the given Post. Head teachers, Deputy Heads and Assistant Heads must be paid under the "Leadership Pay Range" or an "Other Pay Range".	No
4495Q	Where <ContractType> (400090) ='PRM' or 'FXT' or 'TMP' then <DailyRate> (400139) should not be 'Y'.	Daily Rate should not be used except for agency or service agreement teachers.	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4505	Where <ContractEnd> (400092) not present or after Reference Date (800004) or equal to Reference Date (800004) and <DailyRate> (400139) is not equal to 'Y' and <Post> (400361) is equal to LDP then <PayRange> (400351) must be equal to LP.	Pay Range is invalid for the given post. Leading practitioners must be paid under the "Leading Practitioners" pay Range.	No
4570	<DailyRate> (400139) Where provided, field format and/or allowed values must match associated CBDS entry.	Daily Rate is invalid	No
4580	<DestinationCode> (400097) Where provided, field format and/or allowed values must match associated CBDS entry.	Destination code is invalid	No
4600	<Origin> (400334) Where provided, field format and/or allowed values must match associated CBDS entry.	Origin is invalid	No
4610	Where <Post> (400361) not = ('SUP' or `AVT') AND <ContractType> (400090) = ('PRM' or 'FXT' or 'TMP'), then if <ContractStart> (400091) is greater than 2009-08-31 then <Origin> (400334) must be provided.	Origin must be provided for teachers who joined after 2009-08-31.	No
	Payments		
4515	For each <ContractOrServiceGroup>, where <ContractEnd> (40092) not present or else equal to or after <ReferenceDate> (800004) and <DailyRate> (400139) is not equal to 'Y', then at least one Payments Node should exist in either the <PostLevelDetails> node or in the <RoleLevelDetails> node.	No Payment information has been provided	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4516Q	<p>If <Post> (400361) is one of EXH, HDT, DHT, AHT, TCM, TCU, TCH or LDP; AND, <ContractStart> (400091) is before 31/8/2014; AND, <DailyRate> (400139) is not equal to 'Y'; AND <ContractType> (400090) ='PRM' or 'FXT' or 'TMP'; Then Pay Review Date (CBDS 400356) should be present, AND should be after 31/8/2014.</p>	<p>Please check: Teacher does not appear to have had a pay review since before beginning of previous academic year</p>	No
4517Q	<p>Across the data return from a single source, where <Estab> number is present, at least one Pay Review Date (CBDS 400356) should be included. [Return level validation rule]</p>	<p>This return contains no Pay Review Dates, please ensure that this is correct.</p>	No
4510	<p><RegionPayRange> (CBDS 400352) Where provided, field format and/or allowed values must match associated CBDS entry.</p>	<p>Regional Pay Range is invalid</p>	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4511Q	Where <RegionPayRange> (CBDS 400352) = 'LI' then <LEA> (200001) must be one of; 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 301, 304, 307, 309, 315, 316.	Please Check: Regional Pay Range of 'Inner London' is inappropriate for this Local Authority.	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4512Q	Where <RegionPayRange> (CBDS 400352) = 'LO' then <LEA> (200001) must be one of; 302, 303, 305, 306, 308, 310, 311, 312, 313, 314, 317, 318, 319, 320.	Please Check: Regional Pay Range of 'Outer London' is inappropriate for this Local Authority.	No
4513Q	Where <RegionPayRange> (CBDS 400352) = 'LF' then <LEA> (200001) must be one of; 825, 867, 868, 871, 881, 883, 886, 919, 936, 938.	Please Check: Regional Pay Range of 'London Fringe' is inappropriate for this Local Authority.	No
4521Q	If Post (400361) = (EXH, HDT, DHT or AHT) then PayFramework (CBDS 400353) should be supplied.	Please supply the Framework under which this leadership teacher is being paid, ie 'Pre 2014' framework or '2014' framework	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4522Q	Where <SchoolArrivalDate> (400094) is > 31st August 2014 then PayFramework (CBDS 400353), if present, should be '2014'	Please check: Teacher is being paid under 'pre-2014' framework even though they arrived after 31 August 2014	No
4523Q	If Post (400361) = (EXH, HDT, DHT or AHT) then PayRangeMinimum (CBDS 400354) should be supplied.	Please supply the Pay Range Minimum for this leadership teacher,	No
4524Q	If Post (400361) = (EXH, HDT, DHT or AHT) then PayRangeMaximum (CBDS 400355) should be supplied.	Please supply the Pay Range Maximum for this leadership teacher,	No
4530	<BasePay> (400348) Where Base Pay is present and not zero, please see associated CBDS entry for field format and/or allowed values.	Base Pay is in an invalid format. Format must be 999999.99	No
4540	If <ContractEnd> (400092) not present or after <ReferenceDate> (800004), and <DailyRate> (400139) is not equal to 'Y' then <BasePay> (400348) must be provided.	If staff member is not paid by a Daily Rate then Base Pay must be provided	No
4545Q	Where <BasePay> (400348) is present then <BasePay> should be greater than or equal to: <HoursPerWeek> (400099) multiplied by <WeeksPerYear> (400100) multiplied by 2.73.	Staff member appears to be paid less than the minimum wage for apprentices, please check.	No
4565Q	Where <Post> (400361) = (SUP or AVT or TAS) AND <RoleIdentifier> (400323) <> (BURS or BUSS) AND <ContractType> (400090) = 'PRM' or 'FXT' or 'TMP', then Base Pay, totalled across contract node should be less than £46,000.	Staff member appears to be paid more than the maximum of the local government pay scale, please check.	No
4550	Where <ContractEnd> (400092) not present or after Reference Date (800004) and <DailyRate> (400139) is equal to Y then <BasePay> (400348) must not be provided	Base Pay must not be provided where Daily Rate is Y	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4555	A <Payments> node cannot be provided in both the <PostLevelDetails> node and the <RoleLevelDetails> node under the same contract.	Pay (i.e. Base Pay, Pay Range, Regional Pay Range, Pay Framework, Pay Range Minimum and Pay Range Maximum) must not be provided for both Post and Role for the same contract or service agreement	No
4560	<SafeguardedSalary> (400138) Where provided, field format and/or allowed values must match associated CBDS entry.	Safeguarded Salary is in an invalid format. Format should be '1' or '0' or 'true' or 'false'	No
	Role		
4700	The Role validation below is applicable to all Role nodes. At least one Role Node should be supplied for the associated contract Node.	No Role details have been supplied	No
4710	<RoleIdentifier> (400323) Must be provided and field format and/or allowed values must match associated CBDS entry.	Role Identifier is missing or invalid	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4720	Where <Post> (400361) is equal to (SUP or TAS) then the following <RoleIdentifier> (400323) values are invalid: ASHT DPHT EXHT HDTR MISC MUSC PERI SPLY TCHR TMIS TNON TPRU	Post is inconsistent with Role Identifier	No
4725	Where <Post> (400361) is equal to (SUP) then the following <RoleIdentifier> (400323) values are invalid: TASS HLTA	Role of TASS (Teaching Assistant) or HLTA (Higher Level Teaching Assistant) should be linked to post of TAS (Teaching Assistant)	No
	Hours		
4730	<HoursPerWeek> (400099) Where provided, field format and/or allowed values must match associated CBDS entry.	Hours worked per week is in an invalid format. Format must be 99.99.	No
4735	An <Hours> node cannot be provided in both the <PostLevelDetails> node and the <RoleLevelDetails> node under the same contract.	Hours worked per week must not be provided for both Post and Role for the same contract or service agreement	No
4740	<HoursPerWeek> (400099) must be provided. Note - this should be evaluated against both Post and Role details.	Hours worked per week is missing	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4745Q	<HoursPerWeek> (400099), totalled across all open contracts for a member of staff, should be less than or equal to 48.	Member of staff is working more than 48 hours a week. Please check.	
4746Q	<HoursPerWeek> (400099), totalled across all open contracts for a member of staff, should be greater than or equal to 0.5.	Member of staff is working less than 0.5 hours a week. Please check.	No
4750	<FTEHours> (400100) Where provided, field format and/or allowed values must match associated CBDS entry.	FTE Hours per week is invalid	No
4760	<FTEHours> (400100) must be provided. Note - this should be evaluated against both Post and Role details.	FTE Hours per week is missing	No
4765Q	Where provided <FTEHours> (400100) should not be less than 24 or more than 40	FTE hours normally expected to be at least 24 and no greater than 40	No
4770	<WeeksPerYear> (400346) Where provided, field format and/or allowed values must match associated CBDS entry.	Weeks per year is invalid	No
4780	Where <DailyRate> is not equal to 'Y', then <WeeksPerYear> (400346) must be provided. Note - this should be evaluated against both Post and Role details.	Weeks per year is missing	No
	Additional Payments		
	Note: The Additional Payments validation below is dependent on there being a corresponding Additional Payments node.		
4800	<PaymentType> (400360) Where provided, field format and/or allowed values must match associated CBDS entry.	Category of Additional Payment is invalid	No
4810	Where <PaymentAmount> (400143) is provided the <PaymentType> (400360) must also be provided	Where Additional Payment Amount is provided the Category of Additional Payment must also be provided	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4820	<PaymentAmount> (400143) Where provided, field format and/or allowed values must match associated CBDS entry.	Additional Payment Amount is in an invalid format. Format must be 999999.99.	No
4830	Where <PaymentType> (400360) is provided the <PaymentAmount> (400143) must also be provided	Where Category of Additional Payment is provided the Additional Payment Amount must also be provided	No
4832	Where provided <PayEndDate> (CBDS 400358) must be greater than or equal to <PayStartDate> (CBDS 400357)	Pay End Date cannot be before Pay Start Date	No
4833	If <PaymentType> (CBDS 400360) = 'TL3' then <PayStartDate> (CBDS 400357) and <PayEndDate> (CBDS 400358) must be supplied.	Start and end dates of TLR3 payment must be provided.	No
4834Q	<PayStartDate> (CBDS 400357) should be after 31/8/2014)	Please check: additional payment start date is before beginning of previous academic year	No
	Absence		
	Note: The Absence validation below is dependent on there being a corresponding Absence node.		
4095Q	Across the data return from a single source, where <Estab> number is present, at least one <Absence> node should be included. [Return level validation rule]	Please note that this return contains no absence records. Please ensure that this is correct and that absence data is being supplied to the Department by another source.	No
4900	<FirstDayOfAbsence> (400200) For field format and/or allowed values please see associated CBDS entry.	First Day of absence is invalid	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4910	Where <LastDayOfAbsence> (400203) or <WorkingDaysLost> (400202) or <AbsenceCategory> (400205) is provided <FirstDayOfAbsence> (400200) must also be provided	First Day of absence is missing	No
4920	<FirstDayOfAbsence> (400200) must be before the 1st September prior to the <ReferenceDate> (800004)	First Day of absence must be in the academic year before <ReferenceDate>	No
4930	<LastDayOfAbsence> (400203) Where provided, field format and/or allowed values must match associated CBDS entry.	Last Day of absence is in an invalid format. Format must be CCYY-MM-DD.	No
4935Q	<LastDayOfAbsence> (400203) Where <LastDayOfAbsence> (400203) is not provided and <AbsenceCategory> (400205) is not equal to 'MAT', checks should be made to ensure absence is ongoing.	Last Day of absence is missing for a non-maternity absence – please check absence is ongoing	No
4936	<LastDayOfAbsence> (400203) Where <LastDayOfAbsence> (400203) is provided, it must be on or after 1st September of the preceding calendar year.	Last Day of absence must be in the current or preceding academic year	No
4940	Where <LastDayOfAbsence> (400203) is provided, it must be greater than or equal to <FirstDayOfAbsence> (400200)	Last Day of absence cannot be before First Day of absence	No
4945Q	Where <LastDayOfAbsence> (400203) is provided, and Absence Category (400205) not equal to "MAT", then last day of absence should not be after <ReferenceDate> (800004)	Please check: Last Day of absence is not expected to be after <ReferenceDate>, except in cases of maternity or paternity leave.	No
4950Q	There should be no more than one Absence node for the associated Staff Details Node where the <LastDayOfAbsence> is missing	Please check - more than one absence record without an end date	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
4960Q	For a set of Absence Nodes for the Staff Details Node there should be no more than one Sickness Absence node covering the same day or days i.e. there should be no two Absence Nodes with <AbsenceCategory>= 'SIC' and (<FirstDayOfAbsence> less than or equal to <LastDayOfAbsence> of any other node where <AbsenceCategory>= 'SIC') and (<LastDayOfAbsence> greater than or equal to <FirstDayOfAbsence> of the same other node)	Please check - more than one absence record with absence category of sickness covering the same date(s)	No
4980	<WorkingDaysLost> (400202) Where provided, field format and/or allowed values must match associated CBDS entry and be to the nearest half-day.	Working Days Lost is in an invalid format. Format must be 999.9 and should be to the nearest half-day.	No
4990	Where <LastDayOfAbsence> (400203) is provided and <AbsenceCategory> (400205) is equal to SIC then <WorkingDaysLost> (400202) must be >0	Where Last Day of a sickness absence is provided then the number of Working Days Lost must be greater than zero.	No
5000	<AbsenceCategory> (400205) Where provided, for field format and/or allowed values please see associated CBDS entry. Note that TRN absences are not required in SWF though they are contained in CBDS.	Absence Category is invalid	No
Curriculum			
Note: The Curriculum validation below is dependent on there being a corresponding Curriculum node.			
6000	<Subject> (400343) For field format and/or allowed values please see associated CBDS entry.	Subject Code is invalid	No
6100	Where <SubjectHours> (400221) or <YearGroup> (400222) is provided then <Subject> (400343) must also be provided	Subject Code is missing	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
6110	<SubjectHours> (400221) For field format and/or allowed values please see associated CBDS entry.	Subject Hours is invalid. Subject hours should be in the format 99.99 and should be less than or equal to 40.00.	No
6120	Where <Subject> (400343) or <YearGroup> (400222) is provided then <SubjectHours> (400221) must also be provided	Subject Hours is missing	No
6130	<Year Group> (400222) should be one of 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, M or X	Year Group (NC Year Group) is invalid	No
6140	Where <Subject> (400343) or <SubjectHours> (400221) is provided then <YearGroup> (400222) must also be provided	Year Group is missing	No
6145	For a set of Curriculum Nodes within the Staff Details Record there should be no more than one Curriculum Node covering the same Subject/Year Group combination i.e. there should be no two Curriculum Nodes within the same Staff Details Record which share both <Subject> (400343) and <YearGroup> (400222)	Two or more curriculum records with the same Subject/Year Group combination	No
	Qualifications		
	Note: The Qualification validation below is dependent on there being a corresponding Qualification node. Where <QualificationCode> is provided the entire node must be provided.		
6200	<QualificationCode> (400223) Where provided, field format and/or allowed values must match associated CBDS entry.	Qualification Code is invalid	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
6205	<p>Where <SchoolArrivalDate> (400094) is => 1st August 2013 AND <Post> (400361) is not ('SUP' or 'AVT' or 'TAS') AND <ContractType> (400090) = ('PRM' or 'FXT' or 'TMP') AND <QualificationCode> (400223) = ('BEDO' or 'FRST') then <ClassofDegree> (400342) must be provided and be a valid code. Valid codes are (CBDS Code set D00218):</p> <p>1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 99</p>	Class of Degree must be provided for teachers with a degree arriving in the school. from 1 August 2013	No
6210	Where <QualificationSubject> (400335) or <QualificationSubject > (400336) is provided then <QualificationCode> (400223) must also be provided	Qualification Code is missing	No
6220	<p><QualificationSubject> (400335)</p> <p>See Note 23 which states that the detailed JACS code can be used if known. The validation rule below is based on the detailed JACS codes.</p> <p>Where provided, <QualificationSubject> (400335) must be 4 characters, where first character must be alpha and one of A, B, C, D, F, G, H, J, K, L, M, N, P, Q, R, T, V, W, X, Z and next 3 characters must be numeric in the range 100 – 990 inclusive.</p>	Subject Code 1 is invalid	No
6240	<p><QualificationSubject> (400336)</p> <p>See Note 23 which states that the detailed JACS code can be used if known. The validation rule below is based on the detailed JACS codes.</p> <p>Where provided, <QualificationSubject> (400336) must be 4 characters, where first character must be alpha and one of A, B, C, D, F, G, H, J, K, L, M, N, P, Q, R, T, V, W, X, Z and next 3 characters must be numeric in the range 100 – 990 inclusive.</p>	Second qualification Subject Code 2 is invalid.	No

Seq Number	Validation Check	Error Messages	Applicable To Min Set
6245	Where provided, the second <QualificationSubject> (400336), must not be the same as the first <QualificationSubject> (400335).	Qualification Subject Code 1 and Subject Code 2 cannot be the same.	No
	Generic Validation		
	Note: the following Generic Validation can only be applied where a complete set of data is provided		
6500	There should not be more than one record with the same <TeacherNumber> (400014)	There is more than one record with the same Teacher Number	Yes
6510Q	There should not be more than one record with the same <NI Number> (400013)	Please Check: There is more than one record with the same NI Number	Yes

Seq Number	Validation Check	Error Messages	Applicable To Min Set
6530Q	<p>Note: This rule applies only to contracts which are current on the reference date. Current contracts on <ReferenceDate> (800004) are where <ContractEnd> is after <ReferenceDate> or <ContractEnd> not supplied.</p> <p>Where a person has a single Role, the FTE ratio for the Role (where the FTE ratio is calculated by dividing the Hours Per Week (400099) by FTE Hours (400100)) must not be greater than 1.5.</p> <p>A person may have more than one Role, either because there is more than one current contract on <ReferenceDate> (800004), or because one or more contracts current on <ReferenceDate> (800004) contains multiple Roles.</p> <p>In these cases the total FTE ratio for all Roles (where total FTE ratio for all Roles is calculated by accumulating the FTE ratio for each role, and the FTE ratio for each role is calculated by dividing the Hours Per Week (400099) by FTE Hours (400100)) must not be greater than 1.5.</p> <p>This test should only use contract/SA records where the contract/Service Agreement Type (CBDS ref 400090) is one of PRM, TMP or FXT.</p>	The same person has a total Full Time Equivalent ratio greater than 1.5	No
6540Q	<p>Across the data return from a single source, where <Estab> number present, then at least one <SchoolWorkforceMember> node should contain a <RoleIdentifier> (400323) of 'HDTR' or 'EXHT'. [Return level validation rule]</p>	At least one staff record in this school's return should show a role of Head Teacher or Executive Head Teacher.	No

8.3. School Level Validation (Vacancies & Staff Information)

Seq Number	Validation Check	Error Messages
Vacancies		
7000	<VacancyPost> (200671) Where provided, field format and/or allowed values must match associated CBDS entry.	Vacancy Post is invalid
7005	'Where <Tenure> (200323), <VacancyTemporarilyFilled> (200324) or <Vacancy Advertised> (200325) is provided <VacancyPost> (200671) must be provided	Vacancy Post is missing
7010	If <VacancyPost> (200671) = HDT, DHT, EXH, or AHT then <Subject> (200639) must not be provided unless <Subject> = NAP (Not applicable)	Vacancy Subject not required for this Vacancy Post
7020	If <VacancyPost> (200671) not = HDT, DHT, EXH, or AHT then <Subject> (200639) must be provided.	Vacancy Subject required for this Vacancy Post
7030	<Subject> (200639) Where provided, field format and/or allowed values must match associated CBDS entry.	Vacancy Subject is invalid
7040	<Tenure> (200323) Where provided, field format and/or allowed values must match associated CBDS entry.	Vacancy Tenure is invalid
7050	<VacancyTemporarilyFilled> (200324) Where provided, field format and/or allowed values must match associated CBDS entry.	Vacancy Temporarily Filled is invalid
7060	<VacancyAdvertised> (200325) Where provided, field format and/or allowed values must match associated CBDS entry.	Vacancy Advertised is invalid
7070	Where <VacancyPost> (200671) is provided, <Tenure> (200323), <VacancyTemporarilyFilled> (200324) and <VacancyAdvertised> (200325) must be provided	Vacancy Tenure, Vacancy Temporarily Filled and/or Vacancy Advertised is missing

Seq Number	Validation Check	Error Messages
	Staff Information	
7100	One, and only one, occurrence of <Occasionals> details must be provided containing three separate elements of <OccasionalsQTS>, <OccasionalsNOTQTS> and <OccasionalsNOTKNWN> each of which must occur once and once only [Return level validation rule]	Some Occasional Teacher Count details are missing or invalid
7110	<OccasionalsQTS> must be a non-negative whole number (can be zero)	Number of Qualified Occasional Teachers present on Census Reference Date: value must be a non-negative whole number
7111	<OccasionalsNOTQTS> must be a non-negative whole number (can be zero)	Number of Unqualified Occasional Teachers present on Census Reference Date: value must be a non-negative whole number
7112	<OccasionalsNOTKNWN> must be a non-negative whole number (can be zero)	Number of Occasional Teachers where not known if qualified or not and who are present on Census Reference Date: value must be a non-negative whole number
7120Q	<OccasionalsQTS> should be fewer than 40	Please check: Number of Qualified Occasional Teachers present on Census Reference Date is unexpectedly high (40 or more).
7121Q	<OccasionalsNOTQTS> should be fewer than 10	Please check: Number of Unqualified Occasional Teachers present on Census Reference Date is unexpectedly high (10 or more).

Seq Number	Validation Check	Error Messages
7122Q	<OccasionalsNOTKNWN> should be fewer than 10	Please check: Number of Teachers where not known if qualified or not and who are present on Census Reference Date is unexpectedly high (10 or more).
7210	<SupHeadCount> (200568) must be a non-negative whole number (can be zero)	Number of Agency / Third Party support staff present on Census Reference Date: value must be a non-negative whole number.
7220Q	<SupHeadCount> (200568) should be fewer than 50	Please check: Number of Agency / Third Party support staff present on Census Reference Date is unexpectedly high (50 or more).
7230	<AgencyTPsupportCategory> (200567) must not be any of ASHT DPHT EXHT HDTR MISC MUSC PERI SPLY TCHR TMIS TNON TPRU	Count of Agency/Third Party support staff must not include any Teaching Roles

8.4. LA Level Validation (Educational Psychologists)

	Educational Psychologists	
8000	<EdPsychsFTE> (300028) should be less than <EdPsychsPT>(300027)	It is expected that part time headcount would be greater than FTE.

9. XML/XSLT Features

As mentioned in section 1.1 a number of XML based facilities are to be made available. The use of these by Software Suppliers is optional but it is believed that if these are utilised the effort required to generate the Census will be reduced.

These facilities include an XSLT Transformation which will process the School Workforce Census XML file to produce a human readable Error Report (i.e. in HTML), an XML schema and an xslt file containing the school summary report.

10. General Notes

10.1. Missing or blank values

There are two scenarios when values do not need to be returned. These are:

- Values contingent on the contents of other tags (e.g. Working Days Lost is only required where Absence Category = 'SIC')
- Values which are not defined as mandatory in section 4.2 or CBDS (e.g. Former Family Name).

Note that if there is no data in these cases (i.e. the XML tag is empty) then no XML tag should be returned.

10.2. Selected Time on Census Reference Date

Unlike the pupil/school levels of the school census, there is no particular time on which the census is required to be based.

10.3. Special Characters

The XML convention should be followed for special characters which is to use & for &, > for >. For special characters such as é use a character reference such as é this produces a generic XML file which can be viewed as such in a suitable browser.

It is expected that all numeric data will be supplied as non-negative numbers.

No negative data should be included in the return, whether in numeric fields, Boolean fields or others.

10.4. XML File Generic Naming Conventions

The following file naming conventions apply:

- The 'live' file extension will be XML
- The file name shall be constructed from the following components:
 - Origin Identifier (7 digits)
 - Survey/Data Extraction Type (3 characters)
 - Destination Identifier (7 characters)
 - Serial Number (3 digits)
- The components should be separated by underscore characters (" _ ")

- An example of a School Workforce file sent from a school to its local authority would be:

8012000_SWF_801LL15_001.XML

Where 'SW' indicates that it is a School Workforce Census File containing School Workforce data; and '15' are the last two digits of the year.

The total file name length = 27 characters

- For files not yet authorised by the school the file extension should be changed from 'XML' to 'UNA'.

11. Annex A - Glossary

CBDS	Common Basic Data Set. A set of data definitions that the DfE, partners, local authorities, and software suppliers use for consistency of data storage and ease of transfer. There are CBDS Levels for Pupil, School, LA and School Workforce. Each CBDS Level contains a number of modules, for example for Staff Details, for contracts or Qualifications. Latest CBDS definitions can be found on the Department's website CBDS ⁷ .
COLLECT	A system developed and made available by the DfE that facilitates the data collection process. It enables the transfer of census data between schools, local authorities and the DfE. It supports the management of the collection process, with various reports that monitor the quality and completeness of the return. Validation checking and error reporting is also built into COLLECT.
HESA	The Higher Education Statistics Agency. HESA is the central source for higher education statistics in the UK. HESA maintain and publish the <i>JACS codes</i> used to record Subjects of degree and other higher qualifications. See the HESA website at HESA ⁸ for more information.
JACS codes	Joint Academic Coding System. A series of codes for subjects at degree level, owned by the <i>HESA</i> .
Level	See <i>CBDS</i>
MIS	Management Information Systems – propriety software systems used by schools to collect, validate, store, and analyse a range of pupil, school, and workforce data.
Module	See <i>CBDS</i>
Occasional service	Continuous service by a member of the workforce of less than twenty eight days. See also <i>regular service</i> .
Phase of Education	Describes whether a school is nursery, primary or secondary.
Regular service	Continuous service by a member of the workforce of twenty eight days or more. Regular service may be full- or part-time. Please note that validation rules check the length of service by subtracting the contract start date from the end date (or census reference date) and incrementing the result by one [ie a contract that starts on 1 November and ends on 28 November has

⁷ See <http://www.education.gov.uk/schools/adminandfinance/schooladmin/ims/datamanagement/cbds>

⁸ See <http://www.hesa.ac.uk/>

	lasted 28 days: end date minus start date incremented by one yields $(28/11 - 1/11)+1$ equivalent to $27+1=28$. See also <i>occasional service</i> .
School Census	The termly census of maintained nursery, primary, secondary and special schools in England. A range of individual pupil data is collected to help inform local and national funding and policy. Some types of school provide pupil information at summary level, and this is known as the School Level Annual School Census (SLASC).
SCITT	School-centred Initial Teacher Training.
SLASC	See <i>School Census</i> .
SWF	Abbreviation used to refer to School Workforce data collection
XML	e X tensible M arkup L anguage

12. Annex B – COLLECT Matching Rules

Matching identifies potential matched records between sources within a single return and is applied using a predefined set of business rules. The business rules will determine whether records are classed as automatic matches (very high probability), manual matches (medium probability) or no match. Only returns that have a status of “submitted” or later can be matched.

12.1. Matching Business Rules

Ref	Rule	Notes
1	If two records within the Source have the same Teacher Number and NI Number	Records Matched Automatically
2	If two records within the Source have the same Teacher Number, Person Family Name and Date Of Birth where the records have differing NI Numbers	Records Matched Automatically
3	If two records within the Source have the same NI Number, Person Family Name and Date Of Birth where the records have differing Teacher Numbers	Records Matched Automatically
4	If two records within the Source have the same Teacher Number, Person Family Name where the records have differing Date Of Birth and NI Numbers	Possible Match Resolve manually
5	If two records within the Source have the same Teacher Number, Date Of Birth where the records have differing Person Family Name and NI Numbers	Possible Match Resolve manually
6	If two records within the Source have the same NI Number and Person Family Name where the records have differing Date Of Birth and Teacher Numbers	Possible Match Resolve manually
7	If two records within the Source have the same NI Number and Date Of Birth where the records have differing Person Family Name and Teacher Numbers	Possible Match Resolve manually

Ref	Rule	Notes
8	If two records have the same NI Number but none of the other identifying fields match	Possible Match Resolve manually
9	If two records have the same Teacher Number but none of the other identifying fields match	Possible Match Resolve manually
10	If two records have the same Surname and DOB where the records have differing and Teacher Numbers and NI Numbers	Possible Match Resolve manually
11	If two records have a Surname equal to the Former Surname of the other record and the same Date Of Birth where the records have differing and Teacher Numbers and NI Numbers	Possible Match Resolve manually
12	All other records will not be classified as having a match	No Match

You can run matching for a single, multiple or all returns. **WARNING:** If a return has already been reconciled, running the matching again for that return will undo any reconciliation action previously taken.

13. Annex C – Guidance for LA Submissions

13.1. Background

The School Workforce Census Specification fully describes the return to be provided by a single school on its workforce. It provides a complete description of requirements of the census for suppliers of school management information systems (MIS).

However for the census of the workforce, in contrast to the pupil-level School Census, data will be required not only from schools but also from local authorities. Each LA will at minimum need to provide data on centrally employed staff as described in section 2.1 of the specification. An LA may also need to provide information on school based staff, depending on the agreement on data sourcing that it has reached with its schools. In some cases this may mean that an LA submits data that supplements the data from its schools. In other cases it may be that the entirety of the workforce return comes from local authority systems.

Local authorities and the suppliers of the systems that they use therefore need additional guidance on how the department expects this data to be submitted. That guidance is provided by this Annex.

This Annex should be read in conjunction with the main body of this document and the CBDS tables.

13.2. Types of Local Authority data returns

A submission file from an LA may be one of four types, these are:

Type 1: Part returns to supplement data on staff from schools

A type 1 file should be submitted when data from the payroll or other HR system is necessary to supplement data supplied separately by the school, or by another system in the authority. An LA could be providing one or more of these type of file for each of their schools.

Type 2: School-type returns, where all data for all staff in one school is supplied from a LA system (either existing or specifically developed for consolidation of School Workforce data).

A type 2 file should be submitted where an authority is generating a full return on a school's behalf from centrally held data. Authorities should note that this option may not be appropriate now that Curriculum data is required in all collections. An LA could be providing one or more files of this type for each of their schools.

Type 3: Single Return for LA Centrally Employed staff

The authority produces a single file containing details of all centrally employed staff from an LA Central system.

Type 4: Part Returns for central staff

A type 4 part return is used when data is being provided on centrally employed staff from more than one LA system. So two or more partial returns may be provided containing data on centrally employed staff eg data from HR and data from Pay section. An LA could be providing one or more of these for their central return.

13.3. XML Schema

13.3.1. Header record derivation

Whichever type of file is generated, the header details should be as in section 4 of the technical specification, page xx, with the following clarification:

The <SourceLevel> will always be “L” in files generated from LA systems;

<Estab> should be blank in the header on a Central return file and should be populated with the estab number of the school in the header on a School return file;

<SoftwareCode> will need to be agreed with each supplier separately. We will need to differentiate each system within the same LA;

<Release> is not required and should be omitted;

<Serialnumber> begins at 001, and is incremented by 1 for each generated file from the same source system within each authority.

13.3.2. Type 1: Part return to supplement data from schools

The authority produces 1 or more files for each school which it is providing supplementary data for from the LA central system. The characteristics of each file are as follows:

Content / structure	One or more partial return per school (each partial return must be supplied as a separate file).
Sort Order	Sort order not important, as long as all data for one teacher, such as more than one contract, appear together.
<Estab> in the Header	Must be provided

<LASchoolLevel> in contract / SA module	S
Notes	<p>For type 1, any member of staff serving in more than one school will need to be included in more than one return (i.e. the return for each school in which he/she serves).</p> <p>Single return files can be batched in a zip file, the batch file can then be used to load the included files into the DfE collection software (COLLECT) which will extract each file from the zip file sequentially. This will allow successfully loaded returns to be viewed and worked on whilst the load procedure continues.</p> <p>If there are a large number of files to be batched the LA may find it more manageable to create a number of zipped files rather than loading all schools in one single file.</p>

Example of Type 1 file;

In this example a local authority has four teachers working in four schools.

Staff member A	works at School 1 and at School 3
Staff member B	works at School 2
Staff member C	works at School 3 and School 4
Staff member D	works at School 1

Most of the data comes from the four schools' MIS systems. However the central LA payroll will provide the salary detail in the contract / Service Agreement module.

For type 1, the payroll will output four files, one for each school, ordered as follows:

File 1

Header

Staff member A Staff Details module (minimum set)

School 1 contract /SA module

Staff member D Staff Details module (minimum set)

School 1 contract /SA module

File 2

Header

Staff member B Staff Details module (minimum set)

School 2 contract /SA module

File 3

Header

Staff member A Staff Details module (minimum set)

School 3 contract /SA module
 Staff member C Staff Details module (minimum set)
 School 3 contract /SA module

File 4

Header

Staff member C Staff Details module (minimum set)
 School 4 contract /SA module

13.3.3. Type 2: Complete school return

The authority produces 1 or more file for each school which it is providing all data for from an LA central system. The characteristics of each file are as follows

Content / structure	One full or several partial return per school (partial returns must be returned as separate files)
Sort Order	Sort order not important, as long as all data for one teacher, such as more than one contract, appear together
<Estab> in the Header	Must be provided
<LASchoolLevel> in contract / SA module	S
Notes	The format and content will be identical to the school specification, with the exception of <SourceLevel> in the message header. This may include the School module of vacancies and headcounts. Single return files can be batched in a zip file, the batch file can then be used to load the included files into the DfE Collection software which will extract each file from the zip file sequentially.

Explanatory note 2: Type 2 files **must not** be presented as a single file for the whole LA. The decision not to allow this was made for the following reasons:

The COLLECT system uses <SourceLevel>, <LEA> and <Estab> in the header record to determine who will be able to view, edit and validate a return.

Due to the potential size of the file there may be performance issues when trying to load;

If there is a problem within the file then the whole return would be rejected, resulting in potential delays to the validation and authorisation process.

13.3.4. Type 3: Returns for Centrally employed Staff.

A single complete return containing all details of LA centrally employed staff

Content / structure	One return per LA
Sort Order	Sort order not important, as long as all data for one teacher, such as more than one contract, appear together
<Estab> in the Header	Omitted
<LASchoolLevel> in contract / SA module	L
Notes	[None]

13.3.5. Type 4: Partial Returns for Centrally employed Staff.

In the same way as a Type 1 can be a partial return containing school data, an LA might want to produce two partial returns for their centrally employed staff, for example one from their Pay system and one from their HR system. As long as each partial return includes the minimum dataset for each workforce member then these partial returns can be Matched and Reconciled in COLLECT.

Content / structure	Several partial returns per LA (partial returns must be supplied as separate files)
Sort Order	Sort order not important, as long as all data for one teacher, such as more than one contract, appear together
<Estab> in the Header	Omitted
<LASchoolLevel> in contract / SA module	L
Notes	[None]

13.3.6. Other guidance

Resubmissions If an uploaded file contains the same source organisation details, either from a school or LA, as one that has previously been submitted, and the Software Code is the same, COLLECT will treat the file as a resubmission and overwrite the contents of the previous submission with the new one.

Note: LAs should be aware that this will mean any matching and reconciliation updates will be overwritten and so will need to be reapplied. Therefore, if there are only minor changes to be made after matching and reconciliation has occurred, the LA may wish to consider applying the required changes online within COLLECT, and if necessary,

requesting that the changes are also applied in the source MIS system. This may be preferable to generating a full refresh from the source MIS system, uploading the new file and then reapplying any matching and reconciliation updates.

Please also note that the term “partial returns” within this document describes situations where some types of data for an individual staff member are sourced from different systems. It does not cover situations where data on different parts of the workforce are submitted on separate returns from the same system. If for example a school or authority wished to submit two returns from the same system, one with data on teachers and the other with data on support staff, this would not work since COLLECT would treat the second file as a resubmission.

13.3.7. Summary of the characteristics of each file type

	Type 1	Type 2	Type 3	Type 4
Content / structure	One or more files from LA Central systems containing some School Employed Staff details	One or more files from LA Central systems. Each containing all the School Employed Staff details	One file for the LA Central system containing Centrally Employed Staff details	Several files from LA Central systems containing Centrally Employed Staff details
Sort Order	Not significant, as long as all contract records for the same member of staff are grouped together	Not significant, as long as all contract records for the same member of staff are grouped together	Not significant, as long as all contract records for the same member of staff are grouped together	Not significant, as long as all contract records for the same member of staff are grouped together
<Estab> in the header	Required	Required	Omitted	Omitted
<LASchoolLevel> in contract / SA module	S	S	L	L
Notes	files can be zipped	files can be zipped		

Version history

1-0	<p>Initial draft of 2015 specification.</p> <p>Changes made in the specification for the 2015 School Workforce specification are:</p> <p>The specification has been re-arranged to remove some duplication and to make the structure more logical.</p> <ul style="list-style-type: none">• Sections 2, 3 and 4 from the 2014 specification have been re-arranged into sections 2, 3, 4 and 5.• Annex A has been removed and the text included within section 2.1.5. <p>Much of the specification has been rephrased to remove ambiguities and improve clarity. Numbering of other sections and of notes has also changed due to the change of order.</p> <p>Note 2 in section 5.2 has been added to clarify requirements for 'Given name'. There is no actual change in requirements.</p> <p>The ethnicity codes for 'Gypsy/Roma' are now available for use, see Note 3 section 5.2.</p> <p>Note 10 in section 5.3 has been re-worded for clarity and to remove an apparent contradiction with Annex C.</p> <p>Following changes brought in by the School Teachers Pay and Conditions document 2014 (STPC 2014) 'Pay Scale' and 'Regional Spine' have become 'Pay Range' and 'Regional Pay Range', see Note 11 in section 5.3 for details.</p> <p>Spine Point has been removed from the collection as a result of STPC 2014. For details see Note 11 in section 5.3.</p> <p>Leadership Pay Framework has been introduced as a new data item, see Note 12 in section 5.3.</p>	Gerard Hassett March 2015
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Leadership Pay range maximum and minimum have been added, see Note 13 in section 5.3.

Date of last pay review has been added, see note 15.

TLR3 payments have been added to the codeset for additional payments, start and end dates of these payments will be required, please see note 18 in section 5.3.

Incorrect CBDS numbers used in the 2014 specification have been altered:

- Weeks Per Year has changed from CBDS 400101 with 400346
- Base Pay has changed from CBDS 400341 to 400348,
- QTS Route has changed from CBDS 400338 to 400350.

The following validation rules have been altered:

- 4105 has changed from an error to a query
- 4155 has changed from a query to an error
- 4180 has been slightly rephrased
- 4310 has been slightly rephrased
- 4376 has had its error message rephrased
- 4410 has been slightly rephrased
- 4490 has been rephrased
- 4505 has been rephrased
- 4515 has been rephrased
- 4540 has been slightly rephrased
- 4545 has been substantially rewritten
- 4565 has had the triggering value changed
- 4555 has had the error message updated
- 4710 has been slightly rephrased
- 4780 has been rephrased
- 6540 has been altered to look for executive headteachers as well as headteachers

The following validation rules have been added:

- 4516Q checks for Pay Review Date,
- 4517Q checks that at least one Pay Review date is present in the return for a school,
- 4521Q checks that Pay Framework is present

	<ul style="list-style-type: none"> • 4522Q checks that Pay Framework date is 2014 for recent contracts • 4523Q checks for pay range minimum • 4524Q checks for pay range maximum • 4746Q checks hours per week • 4832 checks that Pay End Date is not before Pay Start Date • 4833 checks for presence of Pay Start and Pay End dates • 4834 checks that Pay Start date is after start of 2014/15 academic year <p>The following validation rules have been removed</p> <ul style="list-style-type: none"> • 4520 • 4995 	
1-1	<p>New CBDS numbers of:</p> <ul style="list-style-type: none"> • 400316 to replace 400322 • 400360 to replace 400142 • 200671 to replace 'TBC' <p>These changes follow RFC 793.</p> <p>√ and X added to rows 'Pay Start Date' and 'Pay End Date' in table in section 3.2. Columns were blank in previous version.</p> <p>A note has been added to the xml message structure to stress that these dates are only required when the payment type is 'TL3'.</p> <p>Note 17, date was erroneously given as 8/11/2014, now changed to 7/11/2014.</p>	



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