

From: [Foi Enquiries](#)
To: [REDACTED]
Subject: FOI-17-1425 - Head Teachers
Date: 27 October 2017 13:10:20
Attachments: [Further Information - Right to Review & Appeal.pdf](#)

Dear [REDACTED],

Thank you for your information request of 5 October 2017. Aberdeen City Council (ACC) has completed the necessary search for the information requested.

1. How many schools are in your local authority (broken down by sector)

49 Primary Schools
12 Secondary Schools
1 ASN School

2. When you have a full complement of headteachers, how many are there by sector?

49 Primary
12 Secondary
1 ASN School

3. How many schools share a headteacher and are these permanent or temporary arrangements? (please list the schools)

1 - Brimmond Primary School and Holy Family RC School. Temporary arrangement from October 2017.

4. How many headteacher positions are vacant? (broken down by sector)

15 Primary Positions
3 Secondary

5. For the positions that are vacant, please could you list the schools and when the position was first advertised?

Acting Head teachers have been appointed and allocated to each of the vacant positions below.

Culter Primary School - June 2014
Bucksburn Academy - Sept 2017
Fernielea Primary School - January 2016
Glashieburn Primary School - November 2015
Heathryburn Primary School - March 2016
Holy Family RC School - April 2015
Kaimhill Primary School - August 2014
Kincorth Academy - August 2016
Kirkhill Primary School - August 2016
Kittybrewster Primary School - August 2014
Loirston Primary School - December 2016
Manor Park Primary School - May 2015

Northfield Academy - February 2017
Skene Square Primary School - August 2017

St Joseph's RC School - October 2016
Dyce Primary School - March 2017
Seaton Primary School - October 2016

6. For the positions that are vacant, how many times have these posts been advertised and how many applicants have applied for each post?

Culter - June 2014
x 4 (0 applicants each time)
(currently in the process of being advertised)

Bucksburn Academy Sept 2017
x 1 10 applicants

Fernielea January 2016
X 1 (2 applicants)

Glashieburn November 2015
x 2, 0 applicants and 2 applicants

Heathryburn March 2016
X3 (0 applicants)

Holy Family April 2015
x 7, 0 applicants

Kaimhill August 2014
x 1, 2 applicants

Kincorth Academy August 2016
x 1 acting HT appointed

Kirkhill August 2016
X1 (2 applicants)

Kittybrewster August 2014
X4 (1 applicant each time)

Loirston December 2016
x 1, 0 applicants

Manor Park May 2015
X5 (unsure)

Mile End August 2014
X3 (0 applicants, 2 applicants both withdrew, 2 with a successful candidate appointed)

Northfield Academy February 2017
x 1 Acting HT appointed

Skene Square August 2017
X2, (2 both times)

St Joseph's October 2016
x 2, (2 both times)

Dyce Primary March 2017
x 1 (2 applicants - post to be re-advertised)

Seaton Primary October 2016
X2 (1 applicant both times)

7. If you have had to re-advertise vacancies, what are the main reasons for this? (e.g. suitability, quality, low number of applicants?)

All of the above factors, limited number of applicants; suitability for the position and quality of experiences and skills.

General questions:

1. Are there any reasons why some headship/deputy head / assistant head posts are more difficult to fill than others?

Data from the numbers applying for Principal teacher and Depute Head teacher positions would suggest that these promoted posts are sought after and in most cases there are competitive interviews and appointments. Teachers who are interested in a management career pathway are attracted to these positions which offer additional responsibilities; leadership opportunities and increased salaries.

However there are more challenges in the recruitment and appointment of Head teachers, specifically Primary HT's. The financial gain/differential is limited in respect to the significant increase in terms of the responsibilities which a HT has. It may be possible for a DHT in a large school to earn more than the HT of a smaller primary school. There is an equity issue here. There is recognition that senior management positions carry with them a significant workload which can result in a relatively low work/life balance. The Governance review may add to the already considerable responsibilities a Head teacher has.

2. Are there any mandatory qualification requirements for headship positions?

Educated to degree level

Working towards attaining SCEL Into Headship Qualification

Full GTCS Registration

Evidence of maintaining the Standard for GTCS and maintain the standard within the professional update framework.

Evidence of continuing and professional development including career long professional learning in leadership settings

PVG membership for Regulated work with Children and/or Vulnerable Adults or the ability to obtain prior to a formal offer of employment being made.

3. Are there any mandatory qualification requirements for deputy and assistant headship positions?

Educated to degree level

Full GTCS Registration

Evidence of maintaining the Standard for GTCS and maintain the standard within the professional update framework.

Evidence of continuing and professional development including career long professional learning in leadership settings

PVG membership for Regulated work with Children and/or Vulnerable Adults or the ability to obtain prior to a formal offer of employment being made.

4. Outside of any mandatory requirements, are there any additional qualifications that are deemed to be desirable for headship/deputy/assistant head positions? if so what are the reasons for this?

Any additional and relevant qualifications which would be appropriate to the post of HT will be taken into consideration as part of the recruitment and selection process as well as their experiences, knowledge and skills.

We hope this helps with your request.

Yours sincerely,

Grant Webster

Information Compliance Officer

INFORMATION ABOUT THE HANDLING OF YOUR REQUEST

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

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