

From: [Foi Enquiries](#)
To: [REDACTED]
Subject: FOI-17-1533 - Teacher Retirement
Date: 23 November 2017 16:23:16
Attachments: [Further Information - Right to Review & Appeal.pdf](#)

Dear [REDACTED]

Please accept our sincerest apologies for the delay in responding to your clarified information request of 24 October 2017. Aberdeen City Council (ACC) has completed the necessary search for the information requested.

Teacher retirement

- **How many teachers in your local authority's (a) primary, and (b) secondary schools will reach their retirement age in each of the next ten academic years (starting with 2017/18).**

Please see below:

YEAR	PRIMARY	SECONDARY
2017/18	41	18
2018/19	45	23
2019/20	56	26
2020/21	58	33
2021/22	67	35
2022/23	75	42
2023/24	92	43
2024/25	107	45
2026/27	131	47
2027/28	131	47

Please note there is no default retirement age. The information provided relates to teachers who are over 60 in each year. However, teachers included in the first year are included in the subsequent years as there is no guarantee they will choose to retire.

- **What planning or discussions has your local authority undertaken in anticipation of teachers retiring? Please provide a copy of any relevant documents, papers, minutes or correspondence from the last 12 months which discuss this subject. We are looking for general level discussions or planning relating to projected or anticipated teacher retirements. We are not looking for discussion with individuals about their personal retirement but more strategic discussions regarding how many teachers you anticipate reaching retirement age (state pension age) in the next 10 academic years.**

While continuing to monitor the age profiles of teaching staff on an ongoing basis and contributing at a national level to teacher workforce planning, the focus of Aberdeen City Council in the last few years, given rising pupil rolls in primary schools and specific subject shortages in secondary schools, has been on initial teacher recruitment. In this regard, we have undertaken a range of initiatives to attract new teachers to the city.

As additional information, please note:

1) The Scottish Government website under Statistics/School Education/Datasets provides details of the annual teacher census: <http://www.gov.scot/Topics/Statistics/Browse/School-Education/Datasets>. This includes a breakdown of teachers by age bandings and sectors in each local authority.

2) The Scottish Parliament, Education and Skills Committee has recently (1st September 2017) published a report on Teacher Workforce Planning for Schools: <http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/104266.aspx>. This includes consideration of recruitment and retention issues.

We hope this helps with your request.

Yours sincerely,

Anna Buchan
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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