



EDUCATION, COMMUNITIES & ORGANISATIONAL DEVELOPMENT

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Orlando Heijmer-Mason
Deputy Director Workforce
Infrastructure and Digital
Learning Directorate

Your reference:

Our reference: LS/LMG

19th March 2025

Dear Orlando

TEACHER NUMBERS 2025 / 26

I write in response to your letter dated 14th March 2025 and to give you an update on the work currently ongoing within Moray to ensure that we restore our teacher numbers to 2023 levels.

As an authority who has in the past, been very fortunate in the allocation of supernumerary NQTs, we will find it challenging to achieve our 2023 target but are working with our HR, Education and accountancy departments to clarify our staffing figures and funding alongside current budget pressures.

As a rural authority, we are reliant on our allocation of NQTs each year to staff our schools and the difference between those that started in 2023 (57) and in 2024 (40) already put us at a disadvantage in terms of our overall teacher number.

If we are unsuccessful in our NQT allocation, we find it almost impossible by that point in the session to secure teaching staffing to secondary subject vacancies. As an authority we are looking carefully into the overall impact of this on our teacher numbers and looking at how we address these vacancies.

We have submitted our request for NQTs for session 2025/26 and even though we are experiencing a fall in our overall primary roll, we have, as an authority, fully supported the scheme as we have done in previous years to enable all NQTs across Scotland to be allocated a school for their teacher Induction Year. We look forward to May to see how our allocation will support us in achieving our target teacher number.

As an authority we welcome all the support and advice available to us, in order to maintain our teacher number at 2023 levels and look forward to meeting with you on Wednesday 2nd April 2025.

Yours sincerely



LINDSEY STANLEY
Business Support Team Manager