

Alison Morris

From: [REDACTED]@gov.scot
Sent: 04 April 2025 16:38
To: Denise Whitworth; Lindsey Stanley
Cc: Orlando.Mason@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot
Subject: RE: Teacher Numbers 2025/2026

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Hi Denise

Thanks for the follow-up email. We will include this scenario in our analysis of possible mitigations, for consideration by the Cabinet Secretary.

Regards

[REDACTED]

[REDACTED] | Education Workforce Unit | Learning Directorate | Scottish Government | Mob - [REDACTED] | E-mail - [REDACTED]

From: Denise Whitworth <Denise.Whitworth@moray.gov.uk>
Sent: 03 April 2025 14:46
To: [REDACTED]@gov.scot; Lindsey Stanley <Lindsey.Stanley@moray.gov.uk>
Cc: Orlando Mason <Orlando.Mason@gov.scot>; [REDACTED]@gov.scot; [REDACTED]@gov.scot
Subject: RE: Teacher Numbers 2025/2026

Hi [REDACTED]

Thank you to you and the rest of the team for your time yesterday in relation to the current position and potential exceptional circumstances that will be considered. In reflecting after the meeting, we noted that we had not discussed a change in our local funding arrangements for teaching staff. The Council has undertaken a review of the way in which we meet additional support needs in our schools in order to respond to the rising demand and better meet need within available resources. This commenced in 2023 and is now at an implementation stage. During the period of the review the

Council allocated additional temporary budget of £700,000 in 2023/24 from our council reserves for transformation in order to provide additional staff to support rising need and enable the necessary service changes. As we are now implementing our new approach, we have removed the temporary funding and this will have had the effect of removing 11 temporary teachers from our establishment. As part of the review work has included realigning the workforce from our central resource to be deployed in schools. We note that reduced national funding for GAE/SEF is accepted as an exception and would welcome clarification on the position in terms of short term local funding that was applied to enable transformation that is now underway and being welcomed as better meeting need and supporting a more positive environment in schools. Apologies that this as omitted from our discussion and please let me know if any more information is required.

Regards

Denise

Denise Whitworth | Depute Chief Executive (Education, Communities & Organisational Development)

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denise.whitworth@moray.gov.uk

moray
council



EMPLOYER RECOGNITION SCHEME

GOLD AWARD

Proudly supporting those who serve.

From: [REDACTED]@gov.scot>

Sent: 28 March 2025 13:46

To: Lindsey Stanley <Lindsey.Stanley@moray.gov.uk>

Cc: Orlando.Mason@gov.scot; [A\[REDACTED\]@gov.scot](mailto:A[REDACTED]@gov.scot); [REDACTED]@gov.scot; Denise Whitworth <Denise.Whitworth@moray.gov.uk>

Subject: RE: Teacher Numbers 2025/2026

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Hi Lindsey

Thank you for your letter of 19th March.

In advance of our meeting on 2nd April, we thought it would be helpful to provide an overview of the process we will be undertaking over the next few weeks.

Firstly, we want to discuss your plans for restoring teacher numbers and any exceptional circumstances you wish to be considered.

At the meeting, while we will aim to provide an indication of which exceptional circumstances may or may not be accepted, we won't be in a position to confirm this. Rather, we will use the outcomes of our discussions with you, and other councils, to provide advice to the Cabinet Secretary on local plans for restoring teacher numbers and on the range of exceptional circumstances that are being proposed.

Once the Cabinet Secretary has considered this advice, we plan to contact you again with a firm indication of the exceptional circumstances which will be accepted.

We are aiming to complete this process by the end of April, which we hope will provide you with more clarity and enable you to finalise your plans for teacher numbers in 2025/26, with greater certainty.

I hope this provides useful context for our meeting.

Regards

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■ | Education Workforce Unit | Learning Directorate | Scottish Government | Mob - ■ | E-mail – ■ k@gov.scot

From: Lindsey Stanley <Lindsey.Stanley@moray.gov.uk>

Sent: 21 March 2025 16:07

To: ■ [@gov.scot](mailto:■@gov.scot); ■ [@gov.scot](mailto:■@gov.scot); ■ [@gov.scot](mailto:■@gov.scot); Orlando Mason <Orlando.Heijmer-Mason@gov.scot>

Cc: Denise Whitworth <Denise.Whitworth@moray.gov.uk>

Subject: Teacher Numbers 2025/2026

Please find attached response from Moray Council.

With kind regards

Lindsey Stanley

Business Support Team Manager | Education Communities & Organisational Development

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Lindsey.Stanley@moray.gov.uk | 01343 563141

Monday to Friday at HQ Elgin



From: [REDACTED]@gov.scot>

Sent: 11 March 2025 13:35

To: Denise Whitworth <Denise.Whitworth@moray.gov.uk>

Cc: [REDACTED]@gov.scot; [REDACTED]@gov.scot; Orlando.Heijmer-Mason@gov.scot

Subject: Teacher numbers 2025/2026

Dear Denise,

As you know, the agreement reached between Local Government and Scottish Government in December reaffirmed our joint commitment to delivering improved outcomes for children and young people. I know you will be carefully considering the implications of your council's budget for your workforce planning. Clearly, the agreement between LG and SG can only be delivered if Local Authorities allocate the required resources. Therefore, I ask that you consider this when undertaking your workforce planning, including allocating your share of the £186.5 million in full, to deliver the agreement in your council area, including maintaining or restoring teacher numbers to 2023 levels.

We have been approached by a small number of councils in recent weeks and months, seeking clarity on how any exceptional local circumstances may be applied on teacher numbers. We have offered to speak with these councils in the coming weeks, with a view to hearing about those local circumstances and providing greater clarity on planning assumptions. In the interests of consistency, I am writing to extend that same offer to you. If you would find that helpful, my colleagues and I would be very happy to meet with you, too – ideally before the end of March so the outcome of any discussions can help inform planning for the next academic year. Please contact my colleague [REDACTED] ([\[REDACTED\]@gov.scot](mailto:[REDACTED]@gov.scot)) to arrange a date.

Whether or not you choose to take up this offer of a discussion, we would like to hear more about your council's plans regarding teacher numbers for the upcoming academic year. Please provide a brief update in response to this email before 21 March. Can you please make sure to copy [REDACTED]@gov.scot into your reply.

I look forward to hearing from you – and would like to take the opportunity to thank you and your teams for all the work you are doing to improve outcomes for children and young people. I would also very much like to visit more councils (and schools) in 2025, as I find the conversations I have with you and your colleagues extremely useful and illuminating.

Kind regards,

Orlando

Deputy Director: Workforce, Infrastructure & Digital, Learning Directorate
[REDACTED]

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