



Education, Communities & Organisational Development

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Our reference: DW/SF/

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15 January 2025

Dear Mr Heijmer-mason

2025026 BUDGET AGREEMENT BETWEEN LOCAL GOVERNMENT & SCOTTISH GOVERNMENT AND SUMMARY SYTATISTICS FOR SCHOOLS IN SCOTLAND 2024

Thank you for your letter dated 10 December 2024 and my sincere apologies for the lateness in replying to you.

The Council welcomes the unconditional release of the 2024/25 funding for teacher numbers. We also appreciate the recognition that despite best efforts there are circumstances in which it is not possible for councils to maintain teacher numbers and the reasons noted for exceptions to this are helpful. However, we would note a further factor that is again in 2024/25 particularly relevant to Moray Council's employment of teachers.

We have seen a change in our teacher numbers due to a reduction in the Supernumerary Newly Qualified Teachers (SNQTs) allocated to Moray that have been funded by the Scottish Government. SNQTs are teachers who are not required to meet staffing formulas or to maintain appropriate staffing levels on secondary timetables. They are NQTs, being supported by the authority to ensure each teacher has a placement for the year in their relevant subject area.

In Moray we have been fortunate to have a significant number of SNQTs since 2021, however, there has been a reduction in the number over the past 3 years, which has continued for session 2024/25. This has been and continues as the most significant reason for the reduction in the number of teachers in our annual census figures.

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A further factor influencing the change in teacher numbers has been the additional temporary funding that the Council allocated to support transformation in our services for pupils with Additional Support Needs (ASN).

We allocated temporary funding from our reserves from 2021/22 which was used to employ additional teaching staff while we undertook a transition to new service delivery model aimed at addressing increases in the number and nature of demand for support for pupils with ASN. This has now been removed as we have transitioned to a new service model and there has been a reduction in the temporary additional staff employed as a result.

I hope this helps to provide insight into the reasons for the changes in teacher numbers in Moray. We would be happy to assist with any further clarification that would be helpful.

Yours sincerely

A solid black rectangular box used to redact the signature of Denise Whitworth.

Denise Whitworth

Depute Chief Executive, Education, Communities & Organisational Development