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All Through Staffing Standard



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Introduction

This All Through Staffing Standard was designed to ensure equitable and fair allocation of staffing across Perth and Kinross primary schools. This standard is applicable from session 2022/23. The allocation for social economic factors will be reviewed every three years. The staffing allocations for schools will be reviewed annually in line with the latest census figures and future projections over 3 year period. This standard is part of the Perth and Kinross Council Devolved School Management Scheme.

The All Through Staffing Standard model ensures:

- fair, equitable and predictable allocation of teachers to schools.
- due regard to socio-economic factors,
- teaching allocations to all schools which are transparent and predictable,
- teaching allocations are reflective of individual school circumstances,
- Support for Learning staffing is allocated consistently across Perth and Kinross Council.

All Through Staffing Standard

Staffing Standard formulas for All Through Schools will be based on the Primary and Secondary Staffing Standard models as follows.

All Through Staffing Standard – Primary Sector

The teaching staffing standard for the primary sector of all through schools is built in the following way reflecting the different size and makeup of Primary schools across Perth and Kinross Council.

Number of agreed primary classes with RCCT and baseline Management Allocation

+
Nursery Management allocation
+
Socio Economic factors
+
Additional Responsibilities e.g. ISP

All Through Primary Sector Promoted Posts

The composition of the primary promoted structure will be based on total school roll (Nursery and Primary)

Primary & Nursery Roll (Except ELCC)	Depute Headteacher	Principal Teacher
Roll Under 50	-	-
Roll 50-190	-	1
Roll 191-300	1	-
Roll 301-500	2	-
Roll 501 onwards	3	-

The Headteacher will work as an All Through Headteacher and their FTE will be included in the Secondary Sector FTE Allocation.

Where schools qualify for additional primary management time which exceeds their primary management allocation, consideration can be given to creating additional management posts within the staffing budgeted costs. All additional management time is costed on main grade scale. Discussions must take place with central staff (Service Manager / QIO / HR / Finance) as part of any considerations before final decisions can be made.

Potential options include:

1. Providing development opportunities for staff on the main grade teacher scale relating to management tasks (e.g., undertake aspects of development work, lead an area of self-evaluation, lead a curricular area).
2. Convert time to part time PT role for a fixed term period to undertake a specific project or tasks to support the school.

Number of agreed primary classes with RCCT and baseline Management Allocation

The number of primary classes will be based on an optimised class configuration to ensure efficient allocation of class teachers. Any differentiation from this will be in exceptional circumstances through early discussions with the Service Manager (Primary), e.g., relating to significant changes in the school estate, school roll or staffing. Final allocations will be agreed at the annual staffing exercise. RCCT will be added for each class teacher as part of this baseline.

Management time will be allocated based on the number of classes agreed with fte for each additional class.

Agreed Number of classes	Class Teacher with RCCT FTE	Management Time FTE	Total FTE
1	1.11	0.3	1.41
2	2.22	0.45	2.67
3	3.33	0.6	3.93
4	4.44	0.75	5.19
5	5.56	0.9	6.46
6	6.67	1.05	7.72
7	7.78	1.2	8.98
8	8.89	1.35	10.24
9	10.00	1.5	11.50
10	11.11	1.65	12.76
11	12.22	1.8	14.02
12	13.33	1.95	15.28
13	14.44	2.1	16.54
14	15.56	2.2	17.76
15	16.67	2.3	18.97
16	17.78	2.4	20.18
17	18.89	2.5	21.39
18	20.00	2.6	22.60

Nursery Management Allocation

Management time will be allocated based on the number of nursery places offered as at April each academic year. This is in addition to the baseline per class management allocation.

	Nursery Setting	Management allocation FTE
Places offered as at April	ELCC	0.05
	>100	0.50
	60 - 99	0.40
	40 - 59	0.30
	25 - 39	0.20
	9 - 24	0.15
	8	0.10

Socio Economic Factors – Primary Sector

Additional fte allocations are based on a % of clothing and footwear grant (CFG) registration as a proportion of primary population over the previous 3 academic years. The allocation will be calculated every 3 academic years and remain in place for 3 years. Adjustments may be required within that period based on affordability. The threshold for application of socio-economic factors will be 10% of Primary school population.

Average CFG registration as proportion of total primary population over previous 3 academic years	>10%	No of CFG pupils X 0.00375fte*
	>20%	No of CFG pupils X 0.0075fte*

*allocation is rounded 2 decimal places. Formula is subject to change based on affordability

Additional Responsibilities

Management allocation	
Intensive Support Provision	0.05fte

Staffing and management of Intensive Support Provisions are allocated separately. Principal Teachers of Intensive Support Provisions are not covered by the standard.

All Through Staffing Standard – Secondary Sector

The All Through teaching staffing standard for the Secondary Sector is built in the following way reflecting the different size and makeup of Secondary schools across Perth and Kinross Council.

11 Baseline Staff per school plus Business Manager

+

FTE Multiplier per pupil

+

Socio Economic Allocation based on Clothing Grant Uptake

Secondary FTE Staffing Formula

The fte staffing formula for the secondary sector will be based on a tiered multiplier based on pupil roll. The Business Manager post is in addition to the 11 fte Baseline. Pupil roll will be based on projected pupil roll, however this will be corrected for after the September Census return is finalised.

Secondary Roll	Base fte	Multiplier	Fte Formula
4 year	11	0.054	11 + no of pupils x 0.054
300 – 599	11	0.0615	11 + no of pupils x 0.0615
600 – 1199	11	0.061	11 + no of pupils x 0.061
1200+	11	0.060	11 + no of pupils x 0.060

Highland Perthshire Learning Partnership Adjustment

An additional 0.006FTE will be allocated for S5 & S6 pupils at Breadalbane. This will reflect the HPLP Senior Phase curriculum.

Socio Economic Factors – Secondary Sector

Additional fte allocations are based on a % of clothing and footwear grant (CFG) registration as a proportion of primary feeder population over the previous 3 academic years. The allocation will be calculated every 3 academic years and remain in place for 3 years. Adjustments may be required within that period based on affordability. The threshold for application of socio-economic factors will be 10% of primary feeder school population.

Average CFG registration as proportion of total primary feeder population over previous 3 academic years	>10%	No of CFG pupils X 0.00375fte*
	>20%	No of CFG pupils X 0.0075fte*

*allocation is rounded 2 decimal places. Formula is subject to change based on affordability

Resourcing Support for Learning

Each secondary school, including the secondary sector of all through schools, must allocate a minimum level (4% of staffing) to Support for Learning from their DSM staffing allocation.

Reserved Places

Reserved places will continue to not be used for fte calculations. It will be ensured, however, that reserved places do not take a school over a practical banding in S1 and S2 dependent on subject choice model. If this is unavoidable an appropriate FTE adjustment will be made.

All Through Promoted Staff Remits

Sector specific operational management will continue. There will be opportunities for all through DHTs to take on cross sector strategic leadership roles e.g., equalities, child protection. This will be reflected in job profiles.

Job sizing will be required for all management staff if one role changes. Schools may be required to hand in management remits for info/oversight. Strategic remits must not affect the overall job sizing.