

**REPLY BY THE PRESIDENT OF
THE COMMITTEE FOR EDUCATION, SPORT & CULTURE
TO QUESTIONS ASKED PURSUANT TO RULE 14 OF THE RULES OF
PROCEDURE BY DEPUTY GAVIN ST. PIER**

Question 1a

During the current academic year, how many secondary school teachers have resigned, retired or otherwise indicated that they will not be continuing in their role after the end of the current school year?

Answer

Up to the end of March 2022, 10 secondary school teachers have resigned and already left the employment of the States of Guernsey during the current academic year. A further 21 have resigned and are due to leave either before or at the end of the current academic year, giving a total of 31 secondary school teachers.

This amounts to 16.6% of all States of Guernsey secondary school teachers (5% of all States of Guernsey Teachers).

The above information is accurate as at 26th April 2022.

Question 1b

What are the comparative statistics for each of the preceding 4 school years?

Answer

The table below provides the comparative data for the previous 4 school years:

Year	Headcount of Leavers - SoG Secondary Teachers	% of SoG Secondary Teachers	% of all SoG Teachers
2017-18	34	16.8%	5.3%
2018-19	33	16.7%	5.2%
2019-20	22	10.2%	3.5%
2020-21	29	13.6%	4.6%

Question 1c

How many of those who have left or are intending to leave hold the position of headteacher, deputy headteacher or assistant head teacher (or comparable roles and titles)?

Answer

For the current academic year:

- there are no known leavers holding the title Headteacher or Principal in secondary schools
- there are six known leavers who hold the title Deputy Headteacher or Assistant Headteacher in secondary schools.

Three of the posts being vacated have already been appointed to and interviews will shortly take place for the other three posts, in respect of which a total of 14 expressions of interest were lodged and so there is a high level of confidence that these senior posts will be filled.

Question 1d

Where known, how many have indicated intent to leave in order to take up a post in one of the three grant-aided colleges?

Answer

Of the six senior secondary school staff referred to in the answer to question 1c, two are retiring; two are leaving education in Guernsey; and two are understood to be moving to a grant-aided college.

Information about the employer a teacher is moving on to work for is not routinely recorded.

Question 1e

What reasons for leaving have been cited during exit interviews or other exit processes?

Answer

Across all school teacher leavers in the past 5 academic years 24% left due to either retirement or the end of their contracts. The remainder were resignations.

All leavers are invited to complete an online exit survey. During the past 4 years, 63 leavers* opted to complete the survey. Respondents are invited to select as many reasons as are applicable to them, thus the percentages in the table below exceed 100% when totalled. The top 5 reasons teachers said they were leaving were:

Family Commitments	36.5%
Work/Life Balance	31.75%
Cost of Living	30%
Retirement	24%
Career Progression	21%

* This is the total number of leaving teachers (primary and secondary phase) who responded, it is not currently possible to segment the data for only secondary school teachers.

Question 2

How many secondary teachers are currently teaching subjects for which they are not specialist trained?

Answer

It is common practice for many secondary school teachers to teach a proportion of their timetable in subjects other than their main specialism but in which they are competent to teach. At the present time, there are 31 secondary school teachers (16.8%) who are teaching beyond their first subject specialism for part of their timetable. The reasons for this will vary, but might include, for example, sickness or maternity cover; through choice due to an interest in, and aptitude for, another subject; or to ensure they have a full timetable.

Question 3

Has the new staffing model and a plan for its implementation yet been finalised and shared with staff in the secondary schools and their representatives?

Answer

This work is ongoing and nearing completion. Senior Education Officers, School Leaders and HR Officers are working closely with Union colleagues to finalise the engagement and implementation plans. It is intended that this information will be shared with staff in secondary schools this term.

Date of receipt of the Question: 13th April 2022

Date of Reply: 28th April 2022