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pay, pensions and
employment solutions

Local Government
Analysis and Research

REPORT OF THE SOULBURY WORKFORCE SURVEY 2007

December 2007

LGB

**SOULBURY
WORKFORCE SURVEY**

2007

**A profile of employment of
educational advisers/inspectors, other school
improvement professionals,
educational psychologists,
youth and community service officers
and other staff paid on Soulbury scales**

December 2007

**Local Government Employers
Local Government Analysis and Research**

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1. Introduction

This report summarises data collected by the Soulbury Workforce Survey 2007 which was conducted by the National Foundation for Educational Research (NFER) on behalf of the Soulbury Committee. It was undertaken in order to provide up-to-date information on pay levels, recruitment and retention issues and characteristics of the Soulbury workforce.

The survey was despatched to all 171 relevant local authorities in England and Wales in February 2007, and updates four previous surveys conducted between 1990 and 2004. In total, 91 local authorities responded, a response rate of 53 per cent. The data in this report have been grossed to the equivalent of a 100 per cent response (for fuller details of response and grossing see Appendix A).

Tables 1 to 21 of the report cover educational advisers/inspectors¹, other school improvement professionals¹, educational psychologists, youth and community service officers (including those paid on non-Soulbury scales), and **tables 22 to 26** cover all other staff paid on Soulbury scales (e.g. advisory teachers). Full definitions of terms used in the survey are given in Appendix A.

In addition to salaries, allowances and benefits (at 1st February 2007²), the survey collected information on the characteristics of the workforce (sex, ethnicity, age, length of service and previous employment) and recruitment and retention issues (turnover, destinations of leavers, vacancies, starters, recruitment difficulties and recruitment and retention strategies).

We are grateful to the staff of local authorities for their participation in the survey and their efforts to provide data. If you require further information or wish to send comments, please contact Stephen Richards at Local Government Analysis and Research (020 7664 3256) or Andy Inett at Local Government Employers (020 7187 7326).

¹ The Soulbury Committee has now agreed that educational advisers/inspectors and school improvement professionals should be renamed as “educational improvement professionals”.

² The information in the report does not take into account the agreement reached by the Soulbury Committee to extend the maxima of the national salary spines to accommodate the third structured professional assessment (SPA) point (JESC 151 dated 16 July 2007) or the agreement to increase salaries from 1 September 2007 (JESC 153 dated 4 December 2007).

2. The Soulbury Workforce

The Soulbury report contains definitions of the various categories of the Soulbury workforce. Elements of these are currently under discussion within the children's workforce sector. The categories are:

School improvement professionals

Post-holders will give advice on educational, organisational and management issues related to the role of the local authority. Particular duties may include:

- advice to the local authority, schools and other bodies on design and implementation of development plans;
- developing and implementing the role of the local authority in raising standards by challenging and supporting schools;
- contributing to the development of pupils in and out of schools;
- taking part in formal inspections.

Senior school improvement professionals

These are posts carrying substantial managerial and/or professional responsibility over and above posts for advisers/inspectors within the local authority. Postholders may in particular direct the work of a group of advisers/inspectors.

Principal school improvement professionals

There are posts which carry managerial and professional responsibilities at whole service level for educational improvement services within a local authority as determined by the Chief Education Officer/Director of Education/Director of Children's Services.

Other school improvement professionals

Other educational improvement professionals cover those staff who undertake specific improvement work with schools/authorities but may not undertake the full

range of work expected of an educational improvement professional as described in the definitions set out above.

Educational psychologists

A fully-qualified educational psychologist has:

- an Honours Degree in Psychology or recognised equivalent qualification; and
- relevant experience of working within educational, childcare or community settings; and
- successfully followed a course of specific postgraduate professional training as an educational psychologist.

Within the framework of their particular service's organisational structure main scale educational psychologists usually work in defined locations or groups of schools within local education authority areas. They may be expected to undertake:

- direct casework (including statutory duties in the terms of the Education Act 1981), working in close liaison and collaboration with parents and colleagues from education, health and social services;
- a variety of multi-service based, multi-disciplinary team-work on behalf of children and their families;
- a range of more generalised advisory and consultative work in schools, especially relating to children's developmental and learning needs;
- some in-service training for teachers and others;
- some research and evaluation responsibilities;
- regular personal post-experience training.

Assistant educational psychologists

Assistant educational psychologists undertake similar work as described above, however they are not qualified to carry out the full range of duties and responsibilities of fully qualified main grade staff.

Those local authorities who employ assistant educational psychologists should take positive action to ensure that these employees achieve qualified status as soon as possible. It is the aim that no officer should remain on the assistant educational psychologists' scale for more than four years.

Senior educational psychologists

Senior educational psychologists have duties and responsibilities above those of main scale officers. They may have:

- specific line management responsibilities for two or more main scale staff; or
- specialised responsibilities of a broadly equivalent level; or
- duties as deputy to the principal educational psychologist.

Principal educational psychologists

Principal educational psychologists are the officers to whom has been assigned the responsibility for organising and managing the educational psychology service and accountability for the professional work of the local authority's other educational psychologists.

Youth and community service officers

Youth and community service officers are concerned with securing provisions to meet the personal development needs of young people through formal and informal education, including the development of the Connexions service, and may be concerned with meeting the social, educational and cultural needs of people of all ages.

The managerial and professional responsibilities of a youth and community service officer may include:

- advice to the local authority and its officers, management bodies, heads of establishments, salaried and voluntary workers and teachers concerned with youth and community work to meet the needs of individuals and groups on the following: the organisation of groups and projects; the safety and safe use of facilities and equipment; the quality of service provided and approaches to improving the service;
- the appointment, training, supervision, induction, management and assessment of staff and volunteers;
- the preparation of budgets and co-ordination of responses to administrative and management requirements, including the administration of grant schemes and grants;
- the promotion of individual and group interests and promotion of their participation in schemes and projects.

He/she may be concerned with all youth and community service activities in a geographical part of the area and/or with one or more specialist activities.

Senior youth and community service officers

These posts carry substantial managerial and/or professional responsibilities over and above those of youth and community service officers. The particular duties and responsibilities of officers in the senior range will be determined by the job description. This may include responsibility for the work of a group of youth and community officers; responsibility for management functions such as the appointment, supervision and development of staff in the youth and community service; designing and developing areas of the youth and community work curriculum.

Principal youth and community service officers

These are posts which carry managerial and professional responsibility for the running of the youth and community services in an authority. This will include day to day control of the service and giving appropriate advice on the operation, development and other needs of the service.

3. Executive Summary

The Soulbury Workforce Survey was conducted in spring 2007 and received responses from 91 local authorities (53 per cent) in England and Wales. The responses were grossed to the equivalent of a 100 per cent response to produce the analysis in this report (unless otherwise stated). The main findings are summarised below. Summary **Table A** also provides an overview of the analysis. Please note that there are no previous data available for other school improvement professionals as this is the first time they have been included as part of the main Soulbury Workforce.

3.1 Workforce structure (*tables 1 and 2*)

- There were an estimated total of 10,507 Soulbury staff employed by local authorities on 1st February 2007. This total excludes an estimated 2,530 other staff, e.g. advisory teachers, paid on Soulbury scales (see tables 22 onwards). Of the total employed 4,532 (43 per cent) were educational advisers/inspectors, 2,877 (27 per cent) were other school improvement professionals, 2,646 (25 per cent) were educational psychologists and 452 (4 per cent) were youth and community service officers. Overall, 81 per cent were full-time, ranging from 66 per cent of educational psychologists to 95 per cent of youth and community service officers.
- Overall, 59 per cent of Soulbury staff were main grade, 24 per cent were senior, 8 per cent were principal and 8 per cent were paid on national scales other than Soulbury or local scales.
- The total Soulbury staffing establishment stood at 10,904 posts on 1st February 2007, of which 397, or 3.6 per cent, were vacant.
- Total full-time employment (excluding other school improvement professionals) decreased by 2 percentage points between 2004 and 2007, with employment of full-time educational psychologists falling by 8 percentage points, youth and community service officers decreasing by 35 percentage points, but that of educational advisers/inspectors increasing by 7 percentage points.

3.2 Workforce characteristics (*tables 3 to 9*)

- In 2007, 65 per cent of advisers/inspectors, 74 per cent of other school improvement professionals, 77 per cent of psychologists and 49 per cent of youth and community service officers were female. In all job categories (where there was data from previous surveys) there has been a steady increase since 1990 in the overall percentage of females employed. Although the proportion of female staff was generally highest among main grade staff and lowest among principal grades, this was less pronounced than in previous years.
- The proportions of staff from ethnic minorities were small for most job categories. The proportion was lowest for educational advisers and other school improvement professionals (both 3 per cent) and highest for educational psychologists (9 per cent).
- The average age of advisers/inspectors and youth and community service officers stayed the same between 2004 and 2007, at 50 years and 49 years respectively, whilst the average age of psychologists increased slightly from 45 to 46 years. For all three of these jobs, there were decreases in the proportion of staff aged 45-54 years and increases in the proportion aged 35-44 years and 55+ years. The average age of other school improvement professionals was 48 years.
- The average length of service of staff in a Soulbury post with their current authority varied between 6 years for other school improvement professionals and 10 years for youth officers.
- In 2007, 60 per cent of advisers/inspectors had held school teaching posts prior to working in a Soulbury post in their current local authority. Fifty one per cent of other school improvement professionals had held school teaching posts prior to working in a Soulbury post, 13 per cent came from other public sector roles and 11 per cent from a similar job in another authority. Psychologists' previous employment was generally in a similar post in another authority in 53 per cent of cases in 2007 (compared to 35 per cent in 2004). Fifty eight per cent of youth and community service officers had been working in similar posts in other authorities (compared to 26 per cent in 2004), and 21 per cent had been employed in the public sector other than in a local authority (compared to 41 per cent in 2004).

3.3 Recruitment and retention (*tables 10 to 14 iv*)

- Three and a half per cent of adviser/inspector posts were vacant on 1st February 2007 compared to 3.2 per cent in April 2004. The proportion of vacant psychologists' posts fell to 3.0 per cent from 4.1 per cent in 2004. The proportion of vacant youth officer posts also fell, to 1.7 per cent in 2007, from 2.3 per cent in 2004. For other school improvement professionals' posts, 4.7 per cent were vacant.
- The annual turnover rate decreased between 2004 and 2007, from 11.7 per cent to 8.1 per cent for advisers/inspectors, from 10.7 per cent to 6.1 per cent for psychologists and from 6.4 per cent to 5.5 per cent for youth officers. The annual turnover rate for other school improvement professionals was 6.8 per cent.
- The annual start rate fell between 2004 and 2007 from 10.7 per cent to 4.5 per cent for advisers/inspectors, 10.8 per cent to 3.4 per cent for psychologists, and 8.4 per cent to 3.4 per cent for youth officers. The annual start rate for other school improvement professionals was 5.6 per cent.
- Vacancy rates were consistently below 7 per cent for all regions for psychologists and youth and community service officers, but varied considerably for advisers/inspectors and other school improvement professionals. Turnover rates varied considerably for all job categories between regions and types of authority.
- The most common destination for advisers/inspectors leaving in the 12 months prior to 1st February 2007 was retirement (either by premature retirement, through ill health, or at the normal age), accounting for 29 per cent of leavers. For psychologists, the main destinations were other public sector jobs (13 per cent) or retirement (9 per cent). This pattern was mirrored for other school improvement professionals.
- Fifty seven per cent of respondent authorities reported that they had experienced particular recruitment difficulties in the previous twelve months, compared with 74 per cent in 2004. Difficulties were most common in the East Midlands and North East (100 per cent of respondents) and least common in the South East and West Midlands (22 per cent and 33 per cent of respondents respectively).

- In those respondents reporting recruitment difficulties, the main posts affected were main grade advisers/inspectors (47 per cent), followed by main grade psychologists (38 per cent). The major reasons given for difficulties were the inadequate number of applicants (53 per cent) and the poor quality of applicants (47 per cent). As in earlier years, the predominant response to difficulties was to re-advertise the post (56 per cent).

3.4 Remuneration (tables 15 to 21)

- The total annual pay bill for Soulbury staff, (excluding on-costs and other school improvement professionals), stood at £328.8 million on 1st February 2007 compared with £285.5m in 2004 – an increase of 15 percentage points. The pay bill rose by a 22 percentage points for educational advisers, by 14 percentage points for psychologists whilst it fell by 26 percentage points for youth and community service officers. These changes reflect to some extent the changes in employment. The pay bill for other school improvement professionals was £117.3 million, giving an overall total of £446.0 million.
- The average salary of educational advisers, psychologists and youth and community service officers increased between 2004 and 2007 by 8 percentage points, 9 percentage points and 10 percentage points respectively.
- Forty six per cent of advisers/inspectors, 43 per cent of other school improvement professionals, 65 per cent of psychologists and 43 per cent of youth and community service officers were in receipt of one or more structured professional assessment points.
- As in previous years, the main benefits available to Soulbury staff were essential car user schemes and reimbursement of removal expenses across all job categories. Very few staff across all job types were offered equity share schemes, mortgage subsidies or free or subsidised health or life insurance.

3.5 Other staff (tables 22 to 26)

- On 1st February 2007, local authorities employed an estimated 2,530 staff who were paid on Soulbury scales, other than advisers/inspectors, other school

improvement professionals, psychologists and youth officers. This represents a decrease of 31 percentage points since 2004 largely due to other school improvement professionals being re-categorised as a Soulbury service job category in 2007. In 2007, the four main groups in this category were advisory teachers (24 per cent), teachers (21 per cent), heads of service (13 per cent) and headteachers/deputies and principals/vice principals (4 per cent).

- Of this group of staff, 77 per cent were full-time, 71 per cent were female, and 5 per cent were from an ethnic minority. The average age of this group was 48 years, the average length of time in post was 7 years and their most common previous job was in teaching (65 per cent). The average full-time annual salary was £42,654 and the total annual pay bill was £99 million. Eighty four per cent did not receive any SPA points and the main benefits available were lodging allowances (51 per cent of posts) and essential car user schemes (46 per cent of posts).

Table A Soulbury Workforce Survey 2007 – Summary

April 2004 – March 2007	Advisors/ Inspectors	Other school improvement officers	Psychologists	Youth and CS Officers
Employment (2007 headcount)				
Assistant			60	
Main grade	2,573	1,931	1,621	89
Senior	1,326	512	600	125
Principal	326	138	243	131
Other	307	296	122	107
Total	4,532	2,877	2,646	452
Full-time	3,956	2,356	1,747	429
Part-time	576	521	899	23
Change in employment (2004-07)				
Total	14%		0%	-32%
Sex				
Female (2007)	65%	74%	77%	49%
Male (2007)	35%	26%	23%	51%
Female (2004)	57%	n/a	75%	47%
Male (2004)	43%	n/a	25%	53%
Ethnicity (2007)				
White	97%	97%	91%	923%
Non-white	3%	3%	9%	7%
Age (2007)				
Under 25 years	0	0	0	0%
25 – 34 years	5%	9%	19%	4%
35 – 44 years	17%	26%	25%	23%
45 – 54 years	41%	39%	29%	44%
55 + years	37%	27%	26%	29%
Average (2007)	50	48	46	49
Average (2004)	50	n/a	45	49
Length of service in post (2007)				
Under 2 years	18%	24%	18%	12%
2 – 4 years	29%	31%	29%	26%
5 – 9 years	27%	26%	25%	21%
10 -14 years	9%	7%	13%	11%
15 + years	18%	13%	15%	31%
Average (2007)	8	6	7	10
Previous employment (2007)				
Teaching/lecturing	64	55	15	9
Other LA (same discipline)	11	10	53	58
Other public sector	17	13	17	21
Training or education	0	1	4	0
Other	7	20	11	12
Vacancy rate				
2007	3.5%	4.7%	3.0%	1.7%
2004	3.2%	n/a	4.1%	2.3%
Annual turnover rate				
2007	8.1%	6.8%	6.1%	5.5%
2004	11.7%	n/a	10.7%	6.4%
Annual start rate				
2007	4.5%	5.6%	3.4%	3.4%
2004	10.7%	n/a	10.8%	8.4%

/continued

Table A (continued)

April 2004 – March 2007	Advisors/ Inspectors	Other school improvement officers	Psychologists	Youth and CS Officers
Destinations of leavers (2007)				
Teaching/lecturing	9	5	1	n/a
Other LEA (same discipline)	4	0	3	n/a
Other public sector	10	11	13	n/a
Retirement	29	8	9	n/a
Private sector/self employed	1	1	0	n/a
Other (incl. not known)	48	75	74	n/a
Recruitment difficulties 2007, % of LAs with difficulties)				
Main grade	47%	n/a	38%	n/a
Senior	15%	n/a	12%	n/a
Principal	26%	n/a	0%	n/a
Main reasons for difficulties (2007, % of LAs with difficulties)				
Inadequate no. of applicants	←————— 53%		—————→	
General shortage	←————— 29%		—————→	
Poor quality of applicants	←————— 47%		—————→	
Main action taken (2007, % of LAs with difficulties)				
Re-advertised	←————— 56%		—————→	
Average FT salary (2007)	48,286	43,154	41,800	39,559
Paid 1-3 SPA points (2007)	46%	45%	65%	43%
Main benefits (2007, % of posts)				
Essential car user scheme	44%	41%	47%	32%
Removal/relocation expenses	34%	29%	28%	21%
Lodging allowances	21%	17%	17%	12%
Subsidised car lease	15%	12%	12%	4%

Table 1 Full and part-time employment, vacancies and establishments (2007)

	Employment			Vacancies (full-time and part-time)		Establishment (full-time and part-time)
	Full-time	Part-time	Total	Nos	%	
Educational advisers/inspectors						
Main grade	2,183	390	2,573	89	3.3	2,662
Senior	1,220	106	1,326	56	4.1	1,382
Principal	308	18	326	21	6.1	347
Other	245	62	307	0	0.0	307
All	3,956	576	4,532	166	3.5	4,698
Other school improvement professionals						
Main grade	1,525	406	1,931	105	5.2	2,036
Senior	444	68	512	18	3.4	530
Principal	117	21	138	12	8.0	150
Other	270	26	296	6	1.9	302
All	2,356	521	2,877	141	4.7	3,018
Educational psychologists						
Assistant	39	21	60	2	3.5	62
Main grade	975	646	1,621	42	2.5	1,663
Senior	410	190	600	31	4.9	631
Principal	203	40	243	4	1.6	247
Other	120	2	122	3	2.7	125
All	1,747	899	2,646	82	3.0	2,728
Youth and community service officers						
Main grade	87	2	89	2	2.2	91
Senior	113	12	125	0	0.0	125
Principal	129	2	131	2	1.5	133
Other	100	7	107	4	3.6	111
All	429	23	452	8	1.7	460
All staff						
	8,488	2,019	10,507	397	3.6	10,904

Table 2 Changes in employment (1990-2007)

	Numbers					Percentage change			
	1990	1998	2002	2004	2007	1990-1998	1998-2002	2002-2004	2004-2007
Educational advisers/inspectors									
Full-time	2,905	2,989	3,423	3,691	3,956	3	15	8	7
Part-time	6	131	165	270	576	2083	26	64	113
Total	2,911	3,120	3,588	3,961	4,532	7	15	10	14
Educational psychologists									
Full-time	1,338	1,625	1,795	1,892	1,747	21	11	5	-8
Part-time	207	454	649	755	899	119	43	16	19
Total	1,545	2,079	2,444	2,647	2,646	35	18	8	0
Youth and community service officers									
Full-time	717	548	743	659	429	-24	36	-11	-35
Part-time	1	13	17	10	23	1200	31	-41	130
Total	718	561	760	669	452	-22	36	-12	-32
All staff									
Full-time	4,960	5,162	5,961	6,242	6,132	4	16	5	-2
Part-time	214	598	831	1,035	1,498	179	39	25	45
Total	5,174	5,760	6,792	7,277	7,630	11	18	7	5

Note: Other school improvement professionals excluded as data were not collected on a comparable basis in previous surveys.

Table 3 Sex of Soulbury staff (1990-2007)

	Percentages of staff									
	Male					Female				
	1990	1998	2002	2004	2007	1990	1998	2002	2004	2007
Educational advisers/inspectors										
Main grade	63	53	43	40	31	37	47	57	60	69
Senior	73	65	51	47	40	27	35	49	53	60
Principal	87	68	62	57	55	14	32	38	43	45
Other	62	52	49	39	33	38	48	51	61	67
All	67	56	47	43	35	34	44	53	57	65
Other school improvement professionals										
Main grade					22					78
Senior					36					64
Principal					41					59
Other					23					77
All					26					74
Educational psychologists										
Assistant	29	28	9	16	9	71	72	91	84	91
Main grade	36	30	26	22	20	64	70	74	79	80
Senior	59	52	44	33	26	41	49	56	67	74
Principal	84	73	58	61	38	16	27	42	39	62
Other	42	15	33	11	18	58	85	67	89	82
All	45	36	31	26	23	56	64	69	75	77
Youth and community service officers										
Main grade	76	57	51	51	44	24	43	49	49	56
Senior	73	60	62	51	57	27	40	38	49	43
Principal	89	83	53	65	56	11	18	47	35	44
Other	74	55	60	49	43	26	45	40	51	57
All	77	61	57	53	51	23	39	43	47	49

Table 4 Ethnicity of Soulbury staff (2004-2007)

Percentages of staff who were non-white		
Educational advisers/inspectors	2004	2007
Main grade	2	3
Senior	3	3
Principal	0	0
Other	0	1
All	2	3
Other school improvement professionals		
Main grade		3
Senior		5
Principal		3
Other		1
All		3
Educational psychologists		
Assistant	2	0
Main grade	7	10
Senior	3	5
Principal	1	6
Other	8	19
All	6	9
Youth and community service officers		
Main grade	14	0
Senior	2	10
Principal	8	10
Other	10	6
All	10	7

Table 5 Age of Soulbury staff (1990-2007)

	Percentages of staff				
	1990	1998	2002	2004	2007
Educational advisers/inspectors					
Up to 25 years	0	0	0	0	0
25-34 years	2	1	4	4	5
35-44 years	40	22	17	14	17
45-54 years	45	68	61	53	41
55+ years	13	9	18	29	37
Average (years)	48	48	49	50	50
Other school improvement professionals					
Up to 25 years					0
25-34 years					9
35-44 years					26
45-54 years					39
55+ years					27
Average (years)					48
Educational psychologists					
Up to 25 years	0	0	0	0	0
25-34 years	17	13	17	19	19
35-44 years	54	33	26	23	25
45-54 years	24	46	43	36	29
55+ years	6	8	15	22	26
Average (years)	42	44	45	45	46
Youth & community service officers					
Up to 25 years	1	0	0	0	0
25-34 years	8	4	6	3	4
35-44 years	41	35	33	22	23
45-54 years	38	51	51	51	44
55+ years	14	10	10	23	29
Average (years)	46	46	46	49	49

Table 6 Length of service of Soulbury staff (2007)

	Percentages of staff 2007
Educational advisers/inspectors	
Up to 2 years	18
2-4 years	29
5-9 years	27
10-14 years	9
15+ years	18
Average (years)	8
Other school improvement professionals	
Up to 2 years	24
2-4 years	31
5-9 years	26
10-14 years	7
15+ years	13
Average (years)	6
Educational psychologists	
Up to 2 years	18
2-4 years	29
5-9 years	25
10-14 years	13
15+ years	15
Average (years)	7
Youth & community service officers	
Up to 2 years	12
2-4 years	26
5-9 years	21
10-14 years	11
15+ years	31
Average (years)	10

Note: Length of service in a Soulbury post with current LA.

Table 7 Age and length of service by job group and grade (2007)

	Age (years)						Length of service (years)					
	Percentages of staff					Average	Percentages of staff					Average
	Under 25	25-34	35-44	45-54	55+		Under 2	2-4	5-9	10-14	15+	
Educational advisers/inspectors												
Main grade	0	8	21	39	32	49	19	29	26	9	18	8
Senior	0	3	12	43	42	52	16	29	27	8	18	8
Principal	0	0	2	49	49	54	18	28	28	7	19	7
Other	0	4	19	39	38	50	16	25	28	9	21	9
All	0	5	17	41	37	50	18	29	27	9	18	8
Other school improvement professionals												
Main grade	0	10	28	37	25	47	28	34	21	5	12	6
Senior	0	5	21	42	32	50	17	24	38	8	12	7
Principal	0	0	12	53	34	51	18	27	33	9	13	6
Other	0	11	27	35	27	47	15	24	28	14	20	9
All	0	9	26	39	27	48	24	31	26	7	13	6
Educational psychologists												
Assistant	0	57	26	9	8	36	59	31	6	4	0	2
Main grade	0	23	30	25	21	44	19	33	26	11	12	6
Senior	0	6	17	39	38	50	10	23	27	17	23	10
Principal	0	2	13	42	44	52	10	24	29	16	21	9
Other	0	42	17	21	20	41	44	27	17	3	9	5
All	0	19	25	29	26	46	18	29	25	13	15	7
Youth and community service officers												
Main grade	0	9	26	43	21	48	6	31	23	10	30	9
Senior	0	0	22	45	33	50	6	26	18	10	40	12
Principal	0	0	24	38	37	51	9	31	16	7	37	10
Other	0	7	19	50	24	48	26	15	26	17	16	7
All	0	4	23	44	29	49	12	26	21	11	31	10

Table 8 Previous employment (1990-2007)

	Percentages of staff				
	1990	1998	2002	2004	2007
Educational advisers/inspectors					
Higher/further education lecturing	11	5	3	2	4
Schools sector - headteacher	62	67	67	18	23
Schools sector – other leadership				18	14
Schools sector – classroom teacher				27	23
School improvement professional (other LA)	16	21	17	11	11
Educational psychologist (other LA)	1	0	1	5	0
Youth & CS officer (other LA)	1	0	0	1	0
Other public sector job	4	4	10	14	17
Private sector/self-employed	n/a	1	1	1	2
In training or education (as student)	2	0	0	1	0
Re-entrant after maternity/domestic	0	0	0	0	0
Other	3	2	1	1	7
Total	100	100	100	100	100
Other school improvement professionals					
Higher/further education lecturing					4
Schools sector - headteacher					7
Schools sector – other leadership					15
Schools sector – classroom teacher					29
School improvement professional (other LA)					10
Educational psychologist (other LA)					1
Youth & CS officer (other LA)					0
Other public sector job					13
Private sector/self-employed					1
In training or education (as student)					1
Re-entrant after maternity/domestic					0
Other					18
Total					100

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Table 8 Previous employment (1990-2007) (continued)

	Percentages of staff				
	1990	1998	2002	2004	2007
Educational psychologists					
Higher/further education lecturing	3	3	2	2	5
Schools sector - headteacher	29	29	24	7	0
Schools sector – other leadership				6	2
Schools sector – classroom teacher				26	8
School improvement professional (other LA)	0	1	2	3	1
Educational psychologist (other LA)	47	49	51	35	53
Youth & CS officer (other LA)	0	0	0	1	1
Other public sector job	3	3	8	9	17
Private sector/self-employed	n/a	1	1	1	0
In training or education (as student)	12	11	11	10	4
Re-entrant after maternity/domestic	1	1	0	0	0
Other	3	1	1	1	7
Total	100	100	100	100	100
Youth & community service officers					
Higher/further education lecturing	6	7	11	2	4
Schools sector - headteacher	13	13	7	5	3
Schools sector – other leadership				7	1
Schools sector – classroom teacher				7	1
School improvement professional (other LA)	1	1	0	4	0
Educational psychologist (other LA)	0	0	1	2	0
Youth & CS officer (other LA)	51	41	39	26	58
Other public sector job	14	25	38	41	21
Private sector/self-employed	n/a	4	2	1	2
In training or education (as student)	3	2	1	4	0
Re-entrant after maternity/domestic	0	0	0	0	0
Other	14	6	2	2	10
Total	100	100	100	100	100

Note: Excludes 'not known'.

Table 9 Previous employment by job group and grade (2007)

	Percentage of staff whose previous employment status was:												
	Teaching or lecturing				Another LA			Other					
	HE/FE	Head-teacher	Other leadership	Class-room	Educational adviser/inspector	Educational psychologist	Youth and community officer	Other public sector	Private sector/ self employed	In training or education (as student)	Re-entrant	Other	Total
Educational advisers/inspectors													
Main grade	5	17	17	26	11	0	0	14	2	0	0	8	100
Senior	3	35	10	21	7	0	0	17	1	0	0	5	100
Principal	0	17	8	0	35	3	0	33	0	0	0	4	100
Other	0	27	5	38	3	0	0	18	6	0	0	3	100
All	4	23	14	23	11	0	0	17	2	0	0	7	100
Other school improvement professionals													
Main grade	3	4	16	35	7	0	0	11	1	0	0	22	100
Senior	3	11	15	19	23	0	0	24	3	0	0	1	100
Principal	5	23	4	0	17	5	0	23	0	0	0	23	100
Other	14	12	14	26	3	3	0	3	0	12	0	14	100
All	4	7	15	29	10	1	0	13	1	1	0	18	100
Educational psychologists													
Assistant	0	0	0	0	0	0	42	58	0	0	0	0	100
Main grade	5	1	3	10	2	49	1	16	0	6	0	7	100
Senior	5	0	0	8	1	58	0	21	1	0	1	6	100
Principal	4	0	6	2	0	52	2	20	0	0	0	14	100
Other	0	0	0	0	0	100	0	0	0	0	0	0	100
All	5	0	2	8	1	53	1	17	0	4	0	7	100

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Table 9 Previous employment by job group and grade (2007) (continued)

	Percentage of staff whose previous employment status was:												
	Teaching or lecturing				Another LA			Other					
	HE/FE	Head-teacher	Other leadership	Class-room	Educational adviser/inspector	Educational psychologist	Youth and community officer	Other public sector	Private sector/ self employed	In training or education (as student)	Re-entrant	Other	Total
Youth and community service officers													
Main grade	0	0	0	0	0	0	65	29	6	0	0	0	100
Senior	6	6	3	0	0	0	70	11	3	0	0	3	100
Principal	6	6	0	5	0	0	39	37	0	0	0	7	100
Other	0	0	0	0	0	0	42	19	0	0	0	38	100
All	4	3	1	1	0	0	58	21	2	0	0	10	100

Note: Excludes 'not known'.

Table 10 Vacancy rates (1990-2007)

	Vacancies (%)				
	1990	1998	2002	2004	2007
Educational advisers/inspectors					
Main grade	n/a	3.9	5.7	2.7	3.3
Senior	n/a	3.9	4.0	3.3	4.1
Principal	n/a	2.2	2.3	4.7	6.1
Other	n/a	13.2	1.1	5.8	0.0
All	6.0	4.9	4.7	3.2	3.5
Other school improvement professionals					
Main grade					5.2
Senior					3.4
Principal					8.0
Other					1.9
All					4.7
Educational psychologists					
Assistant	n/a	0.0	4.6	7.4	3.5
Main grade	n/a	3.1	5.7	4.4	2.5
Senior	n/a	1.8	3.0	1.5	4.9
Principal	n/a	4.2	5.1	4.3	1.6
Other	n/a	1.0	0.0	6.0	2.7
All	6.3	2.8	5.1	4.1	3.0
Youth and community service officers					
Main grade	n/a	1.0	1.0	1.7	2.2
Senior	n/a	0.0	0.6	2.4	0.0
Principal	n/a	0.0	2.4	0.0	1.5
Other	n/a	9.4	5.9	5.3	3.6
All	2.6	2.9	1.9	2.3	1.7

Note: Vacancy rates have been calculated as the number of vacancies expressed as a percentage of the number of vacancies plus employment.

Table 11 Annual turnover and start rates (1990-2007)

	Annual turnover (%)					Annual start (%)			
	1990	1998	2002	2004	2007	1998	2002	2004	2007
Educational advisers/inspectors									
Main grade	6.2	9.1	12.9	12.2	7.3	16.9	19.3	14.1	4.6
Senior	8.9	6.9	8.3	9.9	9.2	9.2	11	6.5	4.0
Principal	12.3	8.9	16	12.5	14.3	14.3	9.2	2.1	8.7
Other	5.4	7.6	25	14.7	2.7	33.5	3.9	0.8	2.1
All	7.1	8.4	12.7	11.7	8.1	16.6	15.5	10.7	4.5
Other school improvement professionals									
Main grade					5.0				5.8
Senior					10.0				6.7
Principal					14.9				3.1
Other					9.2				3.9
All					6.8				5.6
Educational psychologists									
Assistant	50	14	18.2	31.7	35.4	85.2	67.2	1.6	7.8
Main grade	6.1	7.6	14	9.1	6.0	11.8	16.1	14.8	3.0
Senior	6.3	8.8	9.4	9.4	3.9	5.7	9.7	3.1	4.1
Principal	2.3	10	7.2	14.3	4.2	8.8	11.1	0.6	5.0
Other	3.3	12.8	29.4	14.3	7.0	19	25	1.6	0.0
All	5.2	8.3	12.7	10.7	6.1	12.5	17.7	10.8	3.4
Youth and community service officers									
Main grade	8.9	2	3.1	8	3.6	11.9	24	10.1	3.8
Senior	3.2	9.5	3.1	4.1	3.0	10	17.3	8.9	1.4
Principal	2.2	4.8	9.5	6.1	3.3	8.3	8.3	5.3	1.2
Other	13.1	8.6	2	5.6	13.4	6.8	15	6.9	8.0
All	5.5	6.1	3.9	6.4	5.5	9.6	17.1	8.4	3.4

Note: Turnover rate has been calculated as the number of leavers over the number in employment.

Table 12 Vacancy and turnover rates by region and type of authority (2007)

	Vacancy and turnover rates (%)							
	Educational advisers/inspectors		Other school improvement professionals		Educational psychologists		Youth and community service officers	
	Vacancy	Turnover	Vacancy	Turnover	Vacancy	Turnover	Vacancy	Turnover
Greater London	6.0	7.4	3.3	1.4	3.3	10.8	6.8	20.8
North	0	1.7	0.0	1.0	0.0	2.3	0.0	0.0
Yorkshire & Humberside	8.3	25.8	2.4	6.5	3.3	6.3	0.0	9.2
North West	4.4	4.2	0.9	2.3	1.4	1.8	4.4	0.0
East Midlands	4.8	20.7	7.8	13.5	6.6	12.3	0.0	0.0
West Midlands	0.0	8.5	0.0	3.9	0.0	8.0	0.0	8.4
Eastern	4.6	7.8	15.3	7.0	3.7	3.5	0.0	8.4
South East	1.2	4.2	6.9	15.5	3.6	4.5	0.0	6.5
South West	3.5	3.9	1.8	9.1	1.9	5.6	0.0	5.2
Wales	3.8	9.7	0.0	0.0	6.4	5.8	0.0	5.8
London boroughs	6.0	7.5	3.3	1.4	3.3	10.9	6.8	20.4
Counties	2.9	5.3	6.9	6.3	2.6	3.0	2.1	1.6
Metropolitan districts	2.3	9.8	0.3	4.2	0.6	5.7	0.0	2.3
Unitaries	5.2	11.0	6.5	16.7	4.8	8.8	0.0	10.6
England and Wales	3.5	8.1	4.7	6.8	3.0	6.1	1.7	5.5

Note: Regional figures should be treated with a degree of caution as they can be based on small employment numbers.

Table 13 Destinations of leavers (1990-2007)

	Percentage of annual leavers				
	1990	1998	2002	2004	2007
Educational advisers/inspectors					
HE/FE lecturing	1	3	5	0	0
Schools sector - headteacher	2	5	23	2	2
Schools sector – other leadership				5	2
Schools sector – classroom teacher				6	5
School improvement professional (other LA)	17	16	16	20	4
Educational psychologist (other LA)	1	1	0	0	0
Youth and CS officer (other LA)	0	1	1	0	0
Other public sector job	5	11	15	7	10
Private sector/self-employed	0	4	5	8	1
Training or education (as student)	0	0	0	0	0
Maternity/domestic reasons	0	1	2	1	<1
Retirement – normal age	57	46	5	7	12
Retirement – ill-health			2	2	3
Retirement – premature			4	8	14
Other	9	5	6	19	18
Not known	9	8	18	16	30
Total	100	100	100	100	100
Other school improvement professionals					
HE/FE lecturing					2
Schools sector - headteacher					1
Schools sector – other leadership					2
Schools sector – classroom teacher					0
School improvement professional (other LA)					0
Educational psychologist (other LA)					2
Youth and CS officer (other LA)					0
Other public sector job					11
Private sector/self-employed					1
Training or education (as student)					0
Maternity/domestic reasons					0
Retirement – normal age					4
Retirement – ill-health					4
Retirement – premature					0
Other					18
Not known					54
Total	100	100	100	100	100

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Table 13 Destinations of leavers (1990-2007) (continued)

Educational psychologists					
HE/FE lecturing	2	1	0	0	0
Schools sector - headteacher	0	1	2	0	0
Schools sector – other leadership				1	1
Schools sector – classroom teacher				1	0
School improvement professional (other LA)	0	0	1	1	0
Educational psychologist (other LA)	32	32	36	31	3
Youth and CS officer (other LA)	0	0	0	0	0
Other public sector job	2	3	12	6	13
Private sector/self-employed	11	2	3	4	0
Training or education (as student)	2	0	0	1	4
Maternity/domestic reasons	5	3	1	5	2
Retirement – normal age	13	23	4	4	6
Retirement – ill-health			4	3	1
Retirement – premature			6	4	2
Other	13	14	13	15	30
Not known	21	21	17	25	37
Total	100	100	100	100	100

Note: Data for youth officers are not shown as they are based on small numbers of leavers.

Table 14 (i) Local authorities reporting recruitment difficulties

LAs reporting recruitment difficulties	1997		2001/2		2003/4		2006/7	
	Nos	%	Nos	%	Nos	%	Nos	%
Greater London	10	56	11	61	11	100	3	38
North East	4	50	5	83	1	20	1	100
North West	3	30	7	58	6	67	7	78
Yorkshire and Humberside	10	58	6	86	6	75	6	75
East Midlands	2	25	3	75	4	100	3	100
West Midlands	5	56	6	100	5	100	2	33
Eastern	1	50	4	100	2	100	2	40
South West	2	25	3	60	6	86	5	71
South East	4	67	5	63	8	73	2	22
London boroughs	10	56	11	61	11	100	3	38
Metropolitan districts	11	42	12	75	7	64	9	56
Counties	11	48	8	73	14	88	10	53
English unitary authorities	6	43	19	76	17	71	9	69
Wales	7	44	8	73	5	45	3	75
England and Wales	45	46	58	72	54	74	34	57

Note: Data are ungrossed

Table 14 (ii) Posts affected by recruitment difficulties

Posts affected by recruitment difficulties	% of LAs reporting difficulties				
	1990	1998	2002	2004	2007
Main grade advisers/inspectors	51	33	57	37	47
Main grade psychologists	58	27	29	31	38
Senior psychologists	14	33	26	31	12
Senior advisers/inspectors	21	11	28	22	15
Principal advisers/inspectors	14	16	10	13	26
Principal psychologists	n/a	9	10	13	0
Other	n/a	7	9	13	59

Note: Data are ungrossed

Table 14 (iii) Reasons for recruitment difficulties

Reasons for recruitment difficulties	% of LAs reporting difficulties				
	1990	1998	2002	2004	2007
Inadequate number of applicants	58	58	69	57	53
Poor quality of applicants	61	64	38	44	47
General shortage	n/a	11	48	56	29
Inadequate salary	23	11	24	30	21
Other	9	9	10	2	15
Not specified	n/a	4	2	0	6

Note: Data are ungrossed

Table 14 (iv) Actions taken in response to recruitment difficulties

Actions taken in response to recruitment difficulties	% of LAs reporting difficulties				
	1990	1998	2002	2004	2007
Readvertised	79	78	78	72	56
No action/didn't fill vacancy	n/a	2	21	24	15
Filled from limited shortlist	n/a	11	28	20	15
Regraded	9	11	5	13	9
Increased/reviewed salary	33	7	21	11	6
Increased use of existing PT staff	n/a	7	3	11	3
Reviewed duties entailed	9	11	10	6	12
Other	n/a	11	19	17	26
Not specified	n/a	2	0	2	15

Note: Data are ungrossed

Table 15 Summary of employment and pay bills (1990-2007)

	Full-time		Part-time		London allowance (£m)	Total pay bill (£m)
	Numbers	Pay bill (£m)	Numbers	Pay bill (£m)		
Educational advisers/inspectors						
1990	2,905	79.7	6	0.1	0.6	80.4
1998	2,989	103.7	131	2.2	0.8	106.8
2002	3,423	142.9	165	3.7	1.2	147.8
2004	3,691	165.4	270	6.2	0.8	172.4
2007	3,956	191.0	576	17.8	0.9	209.7
% change 1990-98	3	30	2,083	2624	29	33
% change 1998-2002	15	38	26	68	47	38
% change 2002-04	8	16	64	69	-32	17
% change 2004-07	7	15	113	187	13	22
Other school improvement professionals						
2007	2,356	101.7	521	15.2	0.4	117.3
Educational psychologists						
1990	1,338	31.5	207	2.5	0.2	34.2
1998	1,625	48.9	454	7.4	0.5	56.8
2002	1,795	63.6	649	12.8	0.5	77.0
2004	1,892	72.3	755	16.2	0.6	89.1
2007	1,747	73.0	899	27.9	0.5	101.4
% change 1990-98	21	55	119	193	124	66
% change 1998-2002	11	30	43	74	0	35
% change 2002-04	5	14	16	27	5	16
% change 2004-07	-8	1	19	72	-17	14
Youth and community service officers						
1990	717	15.7	1	0	0.2	15.8
1998	548	15.7	13	0.2	0.2	16.0
2002	743	24.8	17	0.3	0.2	25.3
2004	659	23.6	10	0.2	0.1	23.9
2007	429	17.0	23	0.6	0.1	17.7
% change 1990-98	24	0	1,200	1383	60	1
% change 1998-2002	36	58	31	68	23	58
% change 2002-04	-11	-5	-41	-35	-57	-6
% change 2004-07	-35	-28	130	200	-20	-26

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Table 15 Summary of employment and pay bills (1990-2007) (continued)

All staff including school improvement professionals (2007)						
2007	8,488	383	2,019	62	2	446.0
All staff excluding school improvement professionals						
1990	4,960	126.9	214	2.6	1	130.5
1998	5,162	168.4	598	9.7	1.6	179.6
2002	5,961	231.3	831	16.8	2	250.0
2004	6,242	261.4	1,035	22.6	1.5	285.5
2007	6,132	281.0	1,489	46.3	1.5	328.8
% change 1990-98	4	33	179	274	56	38
% change 1998-2002	16	37	39	73	28	39
% change 2002-04	5	13	25	35	-25	14
% change 2004-07	-2	8	45	105	-1	15

Note: Pay bills exclude employer on-costs.

Table 16 Salaries and pay bill by grade (1990-2007)

	Average (mean) full-time salary									Full-time pay bill (£m)*				
	£p.a.*					% change								
	1990	1998	2002	2004	2007	90-98	98-02	02-04	04-07	1990	1998	2002	2004	2007
Educational advisers/inspectors														
Main grade	26,545	33,732	40,071	43,015	45,388	27	19	7	6	51	62.1	80.7	98.5	99.1
Senior	29,080	36,355	43,335	46,851	51,267	25	19	8	9	19.5	26.6	39.3	47.7	62.5
Principal	32,412	41,064	46,766	52,144	58,937	27	14	12	13	4.6	5.6	15.7	14.2	18.2
Other	26,847	33,758	43,065	45,447	45,877	26	28	6	1	4.6	9.5	7.2	5	11.2
All	27,433	34,710	41,738	44,820	48,286	27	20	7	8	79.7	103.7	142.9	165.4	191.0
Other school improvement professionals														
Main grade					41,544									63.4
Senior					46,882									20.8
Principal					55,148									6.5
Other					40,920									11.0
All					43,154									101.7
Educational psychologists														
Assistant	15,678	20,705	23,498	23,683	25,976	32	14	0	10	0.1	0.8	2.8	2.8	1.0
Main grade	21,937	28,728	34,160	36,999	40,137	31	19	8	8	19	30.4	38.5	44	39.1
Senior	26,130	33,144	39,422	42,930	46,044	27	19	9	7	8.1	10.1	13.7	16.6	18.9
Principal	28,854	36,243	43,143	47,190	50,433	26	19	9	7	3.3	4.9	8.4	7	10.2
Other	24,472	31,188	37,373	39,237	31,347	27	20	5	-20	1	2.7	0.2	1.8	3.8
All	23,537	30,114	35,451	38,224	41,800	28	18	8	9	31.5	48.9	63.6	72.3	73.0
Youth and community service officers														
Main grade	20,782	27,374	31,421	34,388	36,552	32	15	9	6	5.4	5.1	6.2	9.8	3.2
Senior	22,216	28,854	33,851	36,468	38,768	30	17	8	6	5.4	4.2	10.2	4.4	4.4
Principal	25,281	30,881	37,222	39,920	42,765	22	21	7	7	3	2.5	4.4	4.6	5.5
Other	20,099	28,720	31,799	35,028	38,933	43	11	10	11	1.9	3.9	4	4.8	3.9
All	21,919	28,615	33,395	35,861	39,559	31	17	7	10	15.7	15.7	24.8	23.6	17.0

Note: * Excluding employer on-costs.

Table 17 Comparisons of actual salaries and salary ranges (2004-07)

	Actual FT salary	National range minimum (£)			National range maximum (£)		
	% change 04-07	2004	2007	% change	2004	2007	% change
Educational advisers/inspectors							
Main grade	6	27,882	30,423	9	n/a	80,289	
Senior	9	39,771	43,398	9	n/a	80,289	
Principal	13	46,614	50,862	9	73,581	80,289	9
Other school improvement professionals							
Main grade			30,423			80,289	
Senior			43,398			80,289	
Principal			50,862			80,289	
Educational psychologists							
Main grade	8	27,996	30,546	9	42,357	46,218	9
Senior	7	36,669	40,011	9	n/a	58,710	
Principal	7	39,510	43,113	9	53,805	58,710	9
Youth and community service officers							
Main grade	6	28,920	31,554	9	n/a	49,521	
Senior	6	31,776	34,671	9	n/a	49,521	
Principal	7	34,692	37,854	9	45,385	49,521	14

Note: n/a - no salary maximum specified.

Table 18 Payment of structured professional assessment points to all staff (2007)

	Staff paid SPA points							
	0 SPA points		1 SPA point		2 SPA points		3 SPA points	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%
Educational advisers/inspectors								
Main grade	902	60	135	9	423	28	38	3
Senior	336	46	98	13	261	36	33	5
Principal	66	40	23	14	71	43	6	3
All	1,304	55	256	11	755	32	77	3
Other school improvement professionals								
Main grade	537	54	133	14	300	30	17	2
Senior	148	57	19	7	85	33	8	3
Principal	24	50	5	10	20	41	0	0
All	709	55	157	12	405	31	26	2
Educational psychologists								
Assistant	10	59	0	0	2	13	5	28
Main grade	349	38	76	8	399	44	84	9
Senior	101	28	19	5	191	53	52	14
Principal	48	39	12	9	52	41	13	11
All	508	36	107	8	644	46	153	11
Youth and community service officers								
Main grade	33	71	5	10	8	18	0	0
Senior	39	48	6	7	37	45	0	0
Principal	47	57	6	8	29	35	0	0
All	119	57	17	8	74	35	0	0

Note: This does not include missing data.

Table 19 Regional variations in average full-time salaries (2002-07)

	Average (mean) full-time salaries (£)									
	Educational advisers/inspectors			Other school improvement professionals	Educational psychologists			Youth & community service officers		
	2002	2004	2007	2007	2002	2004	2007	2002	2004	2007
Greater London*	41,316	46,811	50,837	46,919	35,875	39,923	42,972	33,752	36,379	40,813
North East	41,637	44,142	49,205	44,037	35,796	38,109	44,731	31,963	32,874	39,460
Yorkshire and Humberside	40,241	45,073	50,779	43,290	35,447	39,271	42,568	35,091	38,189	39,792
North West	42,737	45,526	48,387	42,013	35,904	38,121	41,733	33,004	35,799	39,256
East Midlands	41,292	43,564	46,975	42,902	34,870	37,927	42,631	35,879	37,072	37,413
West Midlands	43,150	45,286	48,055	43,444	35,253	38,708	41,266	31,753	35,613	39,335
Eastern	40,367	42,494	48,125	42,696	36,409	33,916	40,559	37,883	36,685	33,709
South East	42,643	45,536	48,250	42,498	35,115	38,105	40,915	31,860	35,279	39,990
South West	41,304	43,358	45,650	40,545	34,518	38,115	41,371	35,138	36,729	44,164
Wales	40,923	43,167	48,317	48,273	34,941	36,258	41,609	29,649	34,493	36,170
England and Wales	41,738	44,820	48,286	43,154	35,451	38,224	41,800	33,395	35,861	39,559

Note: * Excluding London allowance (inner London £2,730; outer London £1,800).

Table 20 Summary of availability of main benefits (1990-2007)

	Percentage of posts with benefits available				
	1990	1998	2002	2004	2007
Educational advisers/inspectors					
Free car lease	3	1	0	1	1
Subsidised car lease	48	18	23	20	15
Essential car user scheme	77	60	55	35	44
Free or subsidised health insurance	8	4	4	1	5
Free or subsidised life insurance	2	1	0	4	6
Performance related pay or merit pay scheme	2	0	3	3	11
Mortgage subsidy	25	6	11	0	1
Equity share scheme	6	0	0	0	0
Removal/relocation expenses	83	48	43	25	34
Lodging allowances	73	27	27	18	21
Other school improvement professionals					
Free car lease					2
Subsidised car lease					12
Essential car user scheme					41
Free or subsidised health insurance					4
Free or subsidised life insurance					4
Performance related pay or merit pay scheme					11
Mortgage subsidy					0
Equity share scheme					0
Removal/relocation expenses					29
Lodging allowances					17
Educational psychologists					
Free car lease	1	1	0	3	1
Subsidised car lease	44	17	20	18	12
Essential car user scheme	73	59	58	39	47
Free or subsidised health insurance	5	3	4	1	4
Free or subsidised life insurance	1	0	0	3	4
Performance related pay or merit pay scheme	0	1	3	3	12
Mortgage subsidy	21	6	8	1	1
Equity share scheme	5	0	1	0	0
Removal/relocation expenses	78	45	43	26	28
Lodging allowances	67	30	27	21	17

/continued

Table 20 Summary of availability of main benefits (1990-2007) (continued)

Youth and community service officers					
Free car lease	3	1	0	6	0
Subsidised car lease	38	12	20	12	4
Essential car user scheme	69	44	40	34	32
Free or subsidised health insurance	7	4	3	1	0
Free or subsidised life insurance	2	0	1	2	0
Performance related pay or merit pay scheme	1	2	4	2	3
Mortgage subsidy	16	5	3	1	1
Equity share scheme	5	0	0	0	0
Removal/relocation expenses	78	41	33	24	21
Lodging allowances	69	27	19	20	12

Table 21 Availability of main benefits by grade (2007)

	Percentage of posts with benefits available									
	Car lease		Essential car user scheme	Free or subsidised insurance		PRP or merit pay scheme	Housing support			
	Free	Subsidised		Health	Life		Mortgage subsidy	Equity share scheme	Removal/relocation expenses	Lodging allowances
Educational advisers/inspectors										
Main grade	1	16	42	5	6	9	1	0	37	23
Senior	1	14	46	4	3	10	1	0	30	21
Principal	1	9	54	4	6	9	1	0	27	16
Other	1	14	42	13	14	31	1	0	42	14
All	1	15	44	5	6	11	1	0	34	21
Other school improvement professionals										
Main grade	2	11	43	3	3	10	0	0	28	15
Senior	1	12	45	9	5	8	1	0	32	24
Principal	1	13	41	4	1	6	0	0	26	19
Other	0	15	22	1	13	28	0	0	33	19
All	2	12	41	4	4	11	0	0	29	17
Educational psychologists										
Assistant	0	0	12	3	0	0	0	0	9	5
Main grade	1	11	46	2	2	10	1	0	28	19
Senior	0	13	48	7	7	17	1	0	31	15
Principal	0	19	47	10	10	15	1	0	32	17
Other	3	11	64	12	11	17	0	0	30	11
All	1	12	47	4	4	12	1	0	28	17

/continued

Table 21 Availability of main benefits by grade (2007) (continued)

	Percentage of posts with benefits available									
	Car lease		Essential car user scheme	Free or subsidised insurance		PRP or merit pay scheme	Housing support			
	Free	Subsidised		Health	Life		Mortgage subsidy	Equity share scheme	Removal/relocation expenses	Lodging allowances
Youth and community service officers										
Main grade	0	6	33	0	0	0	4	0	25	25
Senior	0	8	36	0	0	0	0	0	27	4
Principal	0	1	33	0	0	2	1	0	23	18
Other	2	0	27	0	0	9	0	0	8	3
All	0	4	32	0	0	3	1	0	21	12

Table 22 Employment, vacancies and establishments (other staff, 2007)

	Employment			Vacancies (full-time and part-time)		Establishment (full-time and part-time)
	Full-time	Part-time	Total	Nos	%	
Advisory teachers	488	128	616	2	0.0	618
Teachers	286	238	524	0	0.0	524
Heads of service (unspecified)	299	18	317	0	0.0	317
Headteachers/Deputy Principals/Vice	94	7	101	0	0.0	101
Other	786	186	972	22	2.2	994
All staff	1,953	577	2,530	24	0.9	2,554

Table 23 Changes in employment across all Soulbury staff (2004-07)

	Numbers of staff paid on Soulbury scales		% change
	2004	2007	
School improvement professionals, psychologists and youth officers	7,277	10,507	44
Other staff paid on Soulbury	3,660	2,530	-31
Total staff paid on Soulbury	10,937	13,037	19

Table 24 Overall employment by type of authority (other staff, 2002-07)

	2002			2004			2007		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
London boroughs	119	8	127	440	81	521	123	27	150
Metropolitan districts	541	40	581	817	34	851	500	111	611
Counties	839	74	913	1,254	142	1,396	466	107	573
Unitaries	410	22	432	798	94	892	864	332	1,196
England and Wales	1,909	144	2,053	3,309	351	3,660	1,953	577	2,530

Table 25 Workforce profile (other staff, 2007)

Percentage of staff	Advisory Teacher	Teachers	Heads of Service	Headteachers/Deputy Principals/Vice	Other	All Staff
Female	81	79	55	70	66	71
Ethnic minority	3	1	10	0	6	5
Age (years)						
Under 35	10	16	1	3	6	9
35-44	22	21	10	5	19	19
45-54	38	32	40	34	47	41
55+	30	30	49	58	28	32
Average (years)	48	47	53	54	49	48
Length of service (years)						
Under 2 years	33	22	18	23	21	24
2-4 years	21	26	25	30	31	27
5-9 years	18	16	22	9	22	19
10-14 years	11	8	14	5	11	10
15+	17	29	22	33	16	20
Average (years)	7	9	9	11	7	7
Previous employment*						
School teaching	93	75	57	40	51	65
Public sector (non-LEA)	3	0	38	60	41	28
Other	4	25	5	0	8	7

*Prior to commencing current post.

Table 26 Salaries, paybills and benefits (other staff, 2007)

	Advisory teachers	Teachers	Heads of service	Headteachers/Deputy Principals/Vice	Other	All staff
Average full-time salary (£)	39,154	36,247	50,347	50,874	43,249	42,654
Total paybill* (£m)	21.9	17.5	15.7	5.0	38.9	99.0
Payment of SPA points (% eligible staff)						
0 pts	87	95	59	89	85	84
1 pt	0	3	8	5	4	3
2 pts	13	2	29	5	10	11
3 pts	0	1	4	0	1	1
Main benefits available (%)						
Essential car user scheme	19	71	5	57	8	46
Relocation expenses	52	74	33	60	30	25
Lodging allowances	50	85	32	73	37	51
Subsidised car lease	10	16	22	22	25	19

*Including part-time staff.

Appendix A Technical notes

Response

The table below shows the numbers and percentages of LAs responding to the survey (either fully or partially) in each region and type of authority. The overall response rate was 53 per cent compared to 58 per cent in 2004, 55 per cent in 2002, and 74 per cent in both 1990 and 1998. By type of authority, response varied between 36 per cent of London boroughs and 64 per cent of metropolitan districts. By region, it varied between 33 per cent in the North and 80 per cent in Eastern.

Region/type of authority	Respondent LAs	
	Nos	%
Greater London	12	36
North West	13	59
Eastern	8	80
East Midlands	5	56
West Midlands	8	57
North	4	33
Wales	11	50
South East	12	63
South West	10	67
Yorkshire & Humberside	8	53
Counties	20	59
Metropolitan districts	23	64
Unitaries	36	53
England and Wales	91	53

Grossing

The 91 survey returns were grossed to the equivalent of a 100 per cent response in order to estimate total employment, characteristics and the total pay bill.

The procedure was the same as that used to analyse the 2004 survey. Employment was grossed by calculating, for respondents in each type of authority, the total Soulbury employment as a proportion of total full-time equivalent teacher numbers (from the DCSF at January 2007). The reciprocal of this proportion gives a grossing factor which is then multiplied by the teacher employment totals for each type of authority to give Soulbury employment estimates. England and Wales employment estimates were

derived by adding together the authority type estimates. The distribution of staff by grade, gender, age and so on is as observed among respondents by type of authority.

Pay bill and London Allowance estimates were obtained by multiplying the average salaries derived from the respondents by the estimated employment derived as above.

Definitions

Definitions of terms used in the survey are given in the following Notes of Guidance taken from the survey. Appendix A (from the survey) which follows includes a sample entry and Appendix B sets out current Soulbury pay scales.

SOULBURY COMMITTEE WORKFORCE SURVEY 2007

Guidance Notes (Parts A and B)

Please include the following groups of full-time and part-time staff employed by the authority and vacant posts, at **1st February 2007**:

- **Part A:** school improvement professionals (including educational advisers/inspectors), educational psychologists and youth and community service officers. Include those whose salaries are determined by the Soulbury Committee, **and** those who are paid on other national scales or local scales.
- **Part B:** any other staff who are paid on Soulbury pay scales but who do not come within scope of the any of the groups described in Part A, e.g. advisory teachers, behaviour and attendance consultants.

In Joint Educational Services Circular No. 142 (21st February 2006) authorities were notified that a new term of “school improvement professional” had replaced the previous “educational adviser/inspector” description, which has the effect of bringing a wider group of school improvement professionals within scope of the Soulbury Report. This wider group should be included in Part A of the survey.

The survey asks for information on salaries, London allowances, benefits, vacancies, sex, ethnicity, age, length of service and previous employment. Please enter the information for each employee/post on a separate line. Please ensure that all staff/posts in the scope of the survey are included, even if staff do not work in the children’s services/education department, e.g. youth officers in leisure services. Please include any staff temporarily absent through sickness, holidays or any other cause.

If any information is not available, please leave the cell blank.

The following note numbers refer to the column numbers on Parts A and B.

1. Employee/post reference

This is optional – you may wish to enter your own staff or post reference number (or similar) for ease of reference and to assist identification in the event of a query.

2. Job title

Enter the job title of the post.

3. Job category (PART A ONLY)

Enter a code from the following list:

	Assistant	Main	Senior	Principal	Other (national)	Other (local)
Advisers/inspectors		01	02	03	04	05
Other school Improvement professionals		06	07	08	09	10
Psychologists	11	12	13	14	15	16
Youth & CSOs		17	18	19	20	21

‘Other (national)’ categories should be used where staff are paid on national pay scales other than Soulbury. ‘Other (local)’ should be used where staff are paid on local scales.

4. Other national pay scales (PART A ONLY)

If the postholder is paid on an ‘other (national)’ scale (job categories 04, 10 or 15), please enter a code for the national scale used from the following list:

1. NJC for Local Government Services
2. Teachers (including leadership group)
3. JNC for Youth and Community Workers
4. JNC for Chief Officers
5. Other

5. Full-time or part-time

Enter ‘F’ for a full-time post, or ‘P’ for a part-time post. A part-time post is any which is not full-time.

6. Vacancy

Enter 'V' for a vacant post, defined as a post which is not filled at 15th January 2007 and which the authority is or will be seeking to fill.

7. Basic annual salary (see Appendix II for current salary scales)

7a and **7b**: enter the full-time minimum (7a) and maximum (7b) of the basic annual salary scale applicable to the post. **Include** any safeguarding and any discretionary scale extensions under paragraphs 4.4 and 6.1 of the Soulbury report. **Exclude** any payments made under structured professional assessments and allowances additional to basic salary such as London or Fringe allowance.

Part-time salaries should be entered as full-time equivalents.

7c: enter (except for vacant posts) the actual annual salary paid. **Include** any payments made under structured professional assessments, discretionary scale extensions and safeguarding. **Exclude** any allowances additional to basic salary such as London or Fringe allowance.

Part-time salaries should be entered as full-time equivalents.

8. Structured professional assessment (SPA) points

8a: enter the number of SPA points (0, 1, 2 or 3) paid to the postholder (and included under 7c).

8b: if the postholder had sufficient service to be eligible for SPA points, but was either not paid any points or paid a lower number of points than they were eligible for, please enter an 'X'.

9. London allowance

Enter the annual London or Fringe allowance paid (where applicable). **For part-time posts enter the full-time equivalent allowance.**

10. Benefits

Indicate the benefit(s) available by entering the appropriate code(s) from the following list. Please indicate the **availability** of benefits, whether or not the post/employee is actually in receipt.

- a) **A** Free car lease
- b) **B** Subsidised car lease
- c) **C** Essential car user scheme
- d) **D** Free or subsidised health insurance

- e) **E** Free or subsidised life insurance
- f) **F** Performance related pay or merit pay scheme
- g) **G** Mortgage subsidy
- h) **H** Equity share scheme
- i) **I** Removal or relocation expenses
- j) **J** Lodging allowances (on appointment)

Columns 11-15 do not apply to vacant posts.

11. Sex

Enter 'M' for male, or 'F' for female.

12. Ethnicity

Enter a code from the following list (these are the 2001 Census categories):

- a) **A** White
- b) **B** Mixed
- c) **C** Asian or Asian British
- d) **D** Black or Black British
- e) **E** Chinese or other ethnic group

13. Year of birth

Enter the last two digits of the postholder's year of birth, e.g. 42 for 1942.

14. Start month and year

Enter the month and year (e.g. May 2003 as '0503') in which the postholder commenced employment in their current post.

15. Previous employment

Enter a code from the following list to indicate the postholder's previous employment (or other origin) prior to commencing service in their current post.

Teaching or lecturing post

- a) **A** Higher/further education
- b) **B** Schools sector – headteacher
- c) **C** Schools sector – other leadership group teacher
- d) **D** Schools sector – classroom teacher

Soulbury post in another LA

- e) **E** School improvement professional
- f) **F** Educational psychologist
- g) **G** Youth and community service officer

Other

- h) **H** Other public sector job
- i) **J** Private sector job/self-employed
- j) **K** In training or education (as student)
- k) **L** Re-entrant after maternity/domestic break
- l) **M** Other
- m) **N** Not known

EXAMPLE ENTRIES FOR PART A

Example 1

An adviser on point 12 (maximum of a four-point scale points 9-12).

- Ø awarded an additional discretionary point from 1 September 2006
- Ø awarded two structured professional assessment points.

Employee reference (optional)	Job title		Job category	Other nat. scales	Full/part-time	Vacancy	Basic annual salary			SPA points
							Scale minimum ££ p.a.	Scale maximum ££ p.a.	Actual ££ p.a.	
			01-16	Code	F/P	V				0/1/2
	School improvement professional	A	01		F		39015	43398	45609	2

Example 2

A main grade psychologist on point 9 on 1 September 2006.

- Ø awarded two additional discretionary points from 1 September 2006, which will allow progression beyond the normal maximum of the main scale.
- Ø awarded two structured professional assessment points.

Employee reference (optional)	Job title		Job category	Other nat. scales	Full/part-time	Vacancy	Basic annual salary			SPA points
							Scale minimum ££ p.a.	Scale maximum ££ p.a.	Actual ££ p.a.	
			01-16	Code	F/P	V				1 or 2
	Ed. Psychologist	A	07		F		30546	42081	41046	2

Appendix B Current salary scales (at time of survey)

Advisor/Inspectors & other School Improvement Professionals

Spine point	Salary from 1.9.06		Spine point	Salary from 1.9.06
1	30423		26	56745
2	31512		27	57726
3	32541		28	58719
4	33582		29	59715
5	34620		30	60711
6	35658		31	61695
7	36747		32	62697
8*	37794		33	63699
9	39015		34	64725
10	40104		35	65748
11	41178		36	66801
12	42219		37	67836
13**	43398		38	68883
14	44448		39	69915
15	45609		40	70947
16	46659		41	71985
17	47712		42	73020
18	48744		43	74055
19	49809		44	75096
20***	50862		45	76134
21	51930		46	77172
22	52860		47	78216
23	53886		48 ⁺	79251
24	54804		49 ⁺	80289
25	55788			

Note: salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

* normal minimum point for school improvement professionals undertaking the full range of duties at this level

** normal minimum point for senior school improvement professionals undertaking the full range of duties at this level

*** normal minimum point for the principal school improvement professionals undertaking the full range of duties at this level

+ extension to national maximum of the salary spine to provide headroom for the award of two points under the structured professional assessments (SPAs)

Assistant Educational Psychologists

Salary from 1.9.2006
25200
26229
27258
28281

Educational Psychologists - (A) Main Grade

Spine point	Salary from 1.9.2006
1	30546
2	31572
3	32601
4*	33708
5	34749
6	35793
7	36837
8	37893
9	38937
10	40011
11**	41046
12	42081
13	43113
14	44145
15+	45186
16+	46218

* Minimum age 35 fully qualified

** Discretionary extension to main scale

+ extension to national maximum of the salary spine to provide headroom for the award of two points under the structured professional assessments (SPAs)

Educational Psychologists - (B) Senior and Principal Grades

Spine point	Salary from 1.9.2006	
1	40011	
2	41046	
3	42081	
4*	43113	
5	44145	
6	45186	
7	46218	
8	47241	
9	48270	
10	49302	
11	50325	
12	51366	
13	52386	
14	53427	
15	54486	
16	55509	
17	56580	Discretionary points

18 ⁺	57642	
19 ⁺	58710	

Note: salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

- * normal minimum point for the principal educational psychologist undertaking the full range of duties at this level
- + extension to national maximum of the salary spine to provide headroom for the award of two points under the structured professional assessments (SPAs)

Youth and Community Service Officers

Spine point	Salary from 1.9.06	
1	31554	
2	32586	
3	33618	
4*	34671	
5	35742	
6	36786	
7**	37854	
8	39069	
9	40134	
10	41178	
11	42216	
12	43257	
13	44289	
14	45333	
15	46377	
16	47424	Discretionary points
17 ⁺	48477	
18 ⁺	49521	

Notes: the minimum youth and community service officers' scale is 4 points. Other salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

- * normal minimum point for senior youth and community service officers undertaking the full range of duties at this level
- ** normal minimum point for the principal youth and community service officer undertaking the full range of duties at this level
- + extension to national maximum of the salary spine to provide headroom for the award of two points under the structured professional assessments (SPAs)

London Allowances

	Salary from 1.9.2006
Inner London	2,730
Outer London	1,800
Fringe	696

The main item is school improvement professionals replacing educational advisers/inspectors. The wider SIP group has been included in previous surveys but treated differently. The changes mean that data can not be analysed consistently with previous years. We will also be including the wider SIP group not paid on Soulbury scales, which we have not done before.

Appendix C Distribution of full-time staff by salary

The data below are ungrossed and show the numbers of full-time staff, in respondent LAs only, paid on each point of the respective Soulbury scale. See pages 50-53 for details of Soulbury salary scales.

Salary	Educational advisers/inspectors			Salary	Other school improvement professionals		
	Main	Senior	Principal		Main	Senior	Principal
30423	2	0	0	30423	7	0	0
31512	4	0	0	31512	4	0	0
32541	4	1	0	32541	12	0	0
33582	14	0	0	33582	20	0	0
34620	16	1	0	34620	20	2	0
35658	17	0	0	35658	15	3	0
36747	22	2	0	36747	31	2	0
37794	35	2	0	37794	51	1	0
39015	43	2	0	39015	69	1	0
40104	54	3	0	40104	92	1	1
41178	67	6	0	41178	113	7	1
42219	117	5	0	42219	165	7	2
43398	115	22	0	43398	107	19	0
44448	111	17	0	44448	85	33	0
45609	74	22	0	45609	15	25	0
46659	61	38	0	46659	24	30	1
47712	41	31	0	47712	9	14	1
48744	44	34	3	48744	6	10	2
49809	46	45	0	49809	17	14	1
50862	79	66	3	50862	7	14	3
51930	100	55	11	51930	13	17	7
52860	43	84	9	52860	4	5	2
53886	19	48	10	53886	2	4	3
54804	21	48	9	54804	1	2	10
55788	19	43	11	55788	0	1	4
56745	15	37	10	56745	0	3	3
57726	8	12	10	57726	0	2	1
58719	7	2	17	58719	1	0	3
59715	5	12	12	59715	2	0	2
60711	1	7	17	60711	1	1	4
61695	3	3	5	61695	0	0	1
62697	0	2	6	62697	0	0	2
63699	0	0	3	63699	0	0	0
64725	0	1	2	64725	0	0	2
65748	1	1	5	65748	0	0	0
66801	0	0	3	66801	0	0	0
67836	0	0	6	67836	0	0	0
68883	0	0	3	68883	0	0	0
69915	0	0	0	69915	0	0	0
70947	0	0	0	70947	0	0	0

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Salary	Educational advisers/inspectors (cont)			Salary	Other school improvement professionals (cont)		
	Main	Senior	Principal		Main	Senior	Principal
71985	0	0	2	71985	0	0	0
73020	0	0	0	73020	0	0	0
74055	0	0	0	74055	0	0	0
75096	0	0	0	75096	0	0	0
76134	0	0	1	76134	0	0	0
77172	0	0	1	77172	0	0	0
78216	1	0	1	78216	0	0	0
79251	0	0	0	79251	0	0	1
80289	1	0	0	80289	0	0	0

Salary	Educational psychologists				Salary	Youth and community service officers		
	Asst	Main	Senior	Principal		Main	Senior	Principal
25200	12	0	0	0	31554	1	1	0
26229	4	0	0	0	32586	4	0	0
27258	3	0	0	0	33618	3	2	0
28281	0	0	0	0	34671	13	0	4
30546	0	3	0	0	35742	9	4	0
31572	0	0	0	0	36786	6	10	0
32601	0	4	0	0	37854	1	8	1
33708	0	20	0	0	39069	5	13	7
34749	0	31	0	0	40134	1	2	5
35793	0	37	0	0	41178	1	18	11
36837	0	48	0	0	42216	3	3	1
37893	0	33	0	0	43257	2	0	2
38937	0	22	0	0	44289	0	0	3
40011	0	31	4	1	45333	0	0	12
41046	0	59	7	1	46377	1	0	0
42081	0	65	6	1	47424	0	0	6
43113	0	26	16	0	48477	0	0	1
44145	0	71	25	4	49521	0	0	0
45186	0	28	34	8				
46218	0	26	35	5				
47241	0	0	24	5				
48270	0	0	16	5				
49302	0	0	14	15				
50325	0	0	14	8				
51366	0	0	4	10				
52386	0	0	5	9				
53427	0	0	2	5				
54486	0	0	1	10				
55509	0	0	0	2				
56580	0	0	1	5				
57642	0	0	0	0				
58710	0	0	0	2				