

ANGUS COUNCIL

EDUCATION COMMITTEE

4 June 1996

REPORT BY THE DIRECTOR OF EDUCATION

Report No 475/96

EQUAL OPPORTUNITIES MONITORING - (GENDER) UPDATE

ABSTRACT

The purpose of this report is to provide an update to those proposals which were implemented in monitoring equal opportunities within the Education Service in Tayside, with particular reference to the number of women in promoted posts within Education in Angus.

RECOMMENDATIONS

It is recommended that the Education Committee -

- i) note the terms of this report
- ii) instruct me to bring forward a further report in due course as implementation of the Department's policy on Equal Opportunities is monitored within the context of its Development Plan
- iii) refer this report to the JCC for consideration

BACKGROUND

At its meeting on 25 March 1991, Tayside Regional Council's Education Committee recommended that the monitoring of Equal Opportunities aspects of recruitment and the promotion process should include the collection of relevant statistical information, as well as the implementation of a range of proposals within the framework of the Education Department's Equal Opportunities Policy.

It was noted at the time that while women formed a majority of the teaching force, they were not proportionately represented in promoted posts within Education, a pattern which seemed to be reflected across Scotland. A position statement noted that women who, make up rather less than half of the secondary teaching force, represented almost 60% of the unpromoted staff with only a small number in senior posts.

The recommendations implemented in order to promote sex equality, were the subject of a number of reports to the Education Committee of Tayside Regional Council.

Strategies included:-

fair selection training for those involved in appointments boards
implementing a job share policy
questionnaires to assess staff perceptions in respect of selection and promotion

setting up a women's network
 providing a range of staff development opportunities through management and personal effectiveness courses
 an Equal Opportunities staff development pack for school use
 an Equal Opportunities monitoring pack which focuses on Learning & Teaching as well as administration

The three appendices offer a range of statistics by way of an update.

Appendix 1

In comparison with the survey in 1991 the following points are of note -

- No statistics are available on a unitary authority basis and information on permanent part time staff was not collected in 1991.
- Attention is drawn to the percentage of staff employed at each level with reference to gender.
- Since 1991, there has been an increase in the number of women at senior management level in primary schools across Tayside

12% at HT, 13% at DHT, 4% at AHT.

Since the inception of Senior Teacher posts, 93% are filled by women. However, proportionately, men who represent 9.1% of the primary workforce hold 58.8% of the promoted posts.

- Within the Secondary sector across Tayside, since 1991, there has been no change at the level of HT, a changing pattern in the number of women at the level of senior management, can be detected, showing an increase of 7.1% at DHT level, and 17.3% at AHT level.

However, for Senior Management posts, women hold 3.2% of DHT posts in Tayside and 10.3% of AHT posts.

- There has been an increase in the number of women at the level of PT (G) and APT (G) (14.4% and 9.6% increases respectively). Overall, women hold 61% and 63% of these posts respectively.
- With reference to PT (Subject), there has been an increase in women in the following departments; Biology 12%, Business Studies 17%, Chemistry 3%, Geography 6%, History 24%, Learning Support 9%, Maths 5%, Modern Languages 15%, Modern Studies 19%, Music 16%, PE 9%, Physics 7% and RE 7% increase.

Appendix 2

These statistics reflect the position within Angus as at April 1996 and should provide a helpful position statement for the Council to consider within the context of its key themes.

Appendix 3

This presents an analysis of the number of applicants for promoted posts within Tayside.

COMMENTS

- i) Overall, the statistics indicate that there has been a small increase in the number of women in promoted posts within Tayside.
- ii) However, there are a number of issues to consider arising out of the present position. Earlier research within Tayside where staff perceptions in respect of selection or promotion were examined indicated that fewer women than men applied for promotion. With reference to reasons given for not applying for promotion, the most highly noted first choice was satisfaction in present post. However, when responses were examined in terms of gender, men cited the lack of opportunities in the preferred geographical area as a key reason, while women cited career breaks and the incompatibility of domestic responsibilities with promotion. The TVEI project has provided an opportunity for many staff to develop management experience at senior level. The issue of balancing work and domestic commitments may account partially for the number of women applying within their own school for promotion within the TVEI framework.
- iii) Within nursery and primary schools, there is still a lack of male unpromoted teachers, while within the secondary sector, departments such as Home Economics and Technical are stereotypical in terms of gender. There has been a decrease in the number of men within promoted guidance posts which may reflect an underlying stereotypical assumption about guidance as a woman's domain. On the other hand, research suggests, that for some women, access to promotion may be through different routes other than in their subject.

CONCLUSION

It would appear that the programme of professional development and the strategies which have been implemented have, in some measure, begun to address gender equality. Within the Education Department's Development Plan, the position statement for Angus should provide a framework for further development, in order to ensure that the Equal Opportunities Policy is being implemented both at the level of school and service.

CONSULTATION

This report has been the subject of consultation with the Chief Executive, Director of Law and Administration and the Director of Personnel.

JIM ANDERSON
DIRECTOR OF EDUCATION

No background papers, as defined by Section 50D of the Local Government(Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

JAA/RHB

Primary Promoted Posts Tayside - February 1996

PRIMARY PROMOTED POSTS										
	1991					1996				
	Male	Female	Total	%male	%female	Male	Female	Total	%male	%female
HT	82	107	189	43.38%	56.61%	56	122	178	31.46%	68.54%
DHT	8	23	31	25.8%	74.19%	10	63	73	13.70%	86.30%
AHT	21	62	83	25.3%	74.69%	9	33	42	21.43%	78.57%
ST	-	-	-	-	-	21	325	346	6.07%	93.93%
TOTAL	111	192	303	36.63%	63.36%	96	543	639	15.02%	84.98%
PRIMARY NON-PROMOTED POSTS										
PFT	86	1059	1145			67	1085	1152	5.82%	94.18%
PPT	-	-	-			2	68	70	2.86%	97.14%
TOTAL	86	1059	1145	7.51%	92.48%	69	1153	1222	5.65%	94.35%
NURSERY PROMOTED POSTS										
	Male	Female	Total	%male	%female	Male	Female	Total	%male	%female
HT	0	17	17	0.00%	100.00%	0	17	17	0.00%	100.00%
DHT	0	0	0	0.00%	0.00%	0	0	0		
AHT	0	1	1	0.00%	100.00%	0	0	0		
ST	0	8	8	0.00%	100.00%	0	10	10	0.00%	100.00%
TOTAL	0	26	26	0.00%	100.00%	0	27	27	0.00%	100.00%
NURSERY NON-PROMOTED POSTS										
PFT	1	83	84	1.19%	98.8%	1	26	27	3.70%	96.30%
PPT	-	-	-			0	3	3	0.00%	100.00%
TOTAL	1	109	110	0.9%	99.1%	1	29	30	3.33%	96.97%

Secondary Promoted Posts Tayside - February 1996

SECONDARY PROMOTED POSTS										
	1991					1996				
	Male	Female	Total	%male	%female	Male	Female	Total	%male	%female
HT	31	1	32	96.9%	3.1%	30	1	31	96.77%	3.23%
DHT	30	1	31	96.8%	3.2%	26	3	29	89.66%	10.34%
AHT	50	5	58	86.2%	13.8%	42	19	61	68.85%	31.15%
AEC	10	5	15	66.7%	33.3%	8	7	15	53.33%	46.67%
AEC (N)						6	10	16	37.50%	62.50%
PT/S	364	133	497	73.2%	26.8%	346	160	506	68.38%	31.62%
APT/S	92	59	151	60.9%	39.1%	84	81	165	50.91%	49.09%
PT/G	42	35	77	54.5%	45.5%	28	45	73	38.36%	61.64%
APT/G	41	49	90	45.6%	54.4%	31	53	84	36.90%	63.10%
ST	56	77	133	42.1%	57.9%	51	74	125	40.80%	59.20%
TOTAL	706	368	1084	66.1%	33.9%	652	453	1105	59.00%	41.00%
SECONDARY NON-PROMOTED POSTS										
PFT	321	466	787	40.8%	59.2%	301	526	827	36.40%	63.60%
PPT	3	11	14	21.4%	78.6%	2	43	45	4.44%	95.56%
TOTAL	324	477	801	40.4%	59.5%	303	569	872	34.75%	65.25%

Principal Teachers Tayside - February 1996

PRINCIPAL TEACHERS TAYSIDE										
	1991					1996				
	Male	Female	Total	%male	%female	Male	Female	Total	%male	%female
ART	27	4	31	87.1%	12.9%	25	6	31	80.65%	19.35%
BIOLOGY	16	7	23	69.6%	30.4%	15	11	26	57.6%	42.3%
BUSINESS ST	19	12	31	61.3%	38.7%	15	16	31	44.12%	55.88%
CHEMISTRY	22	1	23	95.7%	4.3%	24	2	26	92.3%	7.69%
CLASSICS	6	1	7	85.7%	14.3%	3	0	3	100.00%	0.00%
COMPUTER ED	22	8	30	73.3%	26.7%	22	5	27	81.48%	18.52%
ENGLISH	24	3	27	88.9%	11.1%	26	3	29	89.66%	10.3%
GAELIC	1	0	1	100.00%	0.00%	1	0	1	100.00%	0.00%
GEOGRAPHY	23	3	26	88.5%	11.5%	24	5	29	82.75%	17.25%
GUIDANCE	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
HISTORY	22	3	25	88.0%	12.0%	22	7	29	75.86%	24.14%
HOME ECON	0	28	28	0.00%	100.00%	1	30	31	3.23%	96.97%
LEARNING SUP	10	18	28	35.7%	64.3%	8	22	30	26.67%	73.33%
MATHEMATICS	25	6	31	80.6%	19.4%	22	7	29	75.86%	24.14%
MODERN LANG	19	12	31	61.3%	38.7%	14	16	30	46.67%	53.33%
MODERN STD	10	4	14	71.4%	28.6%	9	8	17	52.94%	47.06%
MUSIC	19	10	29	65.5%	34.5%	16	16	32	50.00%	50.00%
PHYSICAL ED	26	3	29	89.7%	10.3%	25	6	31	80.65%	19.36%
PHYSICS	22	2	24	91.7%	8.3%	22	4	26	84.6%	15.3%
RELIGIOUS ED	10	5	15	66.7%	33.3%	16	11	27	59.26%	40.74%
SCIENCE	5	1	6	83.3%	16.7%	5	0	5	100.00%	0.00%
SOCIAL SUB	4	2	6	66.7%	33.3%	1	1	2	50.00%	50.00%
TECHNICAL ED	31	0	31	100.00%	0.00%	30	0	30	100.00%	0.00%
GUIDANCE POST	42	35	77	54.5%	45.4%	28	45	73	38.36%	61.64%
TOTAL	405	168	573	70.7%	29.3%	374	221	595	62.9%	37.1%

Primary Promoted Posts Angus - April 1996

PRIMARY PROMOTED POSTS ANGUS					
	Male	Female	Total	% male	% female
HT	19	42	61	31.15%	68.85%
DHT	3	18	21	14.29%	85.71%
AHT	2	10	12	16.67%	83.33%
ST	3	107	110	2.73%	97.27%
TOTAL	27	177	204	13.24%	86.76%
PRIMARY NON-PROMOTED POSTS					
PFT	14	311	325	4.31%	95.69%
PPT	1	26	27	3.70%	96.30%
TOTAL	15	337	352	4.26%	95.74%
NURSERY PROMOTED POSTS					
	Male	Female	Total	% male	% female
HT	0	1	1	0.00%	100.00%
DHT	0	0	0		
AHT	0	0	0		
ST	0	2	2	0.00%	100.00%
TOTAL	0	3	3	0.00%	100.00%
NURSERY NON-PROMOTED POSTS					
PFT	1	15	16	6.25%	93.75%
PPT	0	1	1	0.00%	100.00%
TOTAL	1	16	17	5.88%	94.12%

Secondary Promoted Posts Angus - April 1996

SECONDARY PROMOTED POSTS - 9 SECONDARY SCHOOLS					
	Male	Female	Total	% male	% female
HT	9	0	9	100.00%	0.00%
DHT	6	2	8	75.00%	25.00%
AHT	15	4	19	78.95%	21.05%
AEC	1	2	3	33.33%	66.67%
AEC NORM	1	3	4	25.00%	75.00%
PT/S	97	36	133	72.93%	27.07%
APT/S	24	30	54	44.44%	55.56%
PT/G	11	15	26	42.31%	57.69%
APT/G	5	15	20	25.00%	75.00%
ST	13	23	36	36.11%	63.89%
TOTAL	182	130	312	58.33%	41.67%
SECONDARY NON-PROMOTED POSTS - 9 SECONDARY SCHOOLS					
PFT	96	153	249	38.55%	61.45%
PPT	1	17	18	5.56%	94.44%
TOTAL	97	170	267	36.33%	63.67%

Principal Teachers Angus - April 1996

PRINCIPAL TEACHERS ANGUS					
	Male	Female	Total	%male	%female
ART	8	0	8	100.00%	0.00%
BIOLOGY	5	3	8	62.5%	3.75%
BUSINESS ST	5	3	8	62.5%	3.75%
CHEMISTRY	8	0	8	100.00%	0.00%
CLASSICS	0	0	0	0.00%	0.00%
COMPUTER ED	8	0	8	100.00%	0.00%
ENGLISH	7	1	8	87.5%	12.5%
GAELIC	0	0	0	0.00%	0.00%
GEOGRAPHY	6	2	8	75.00%	25.00%
HISTORY	7	1	8	87.5%	12.5%
HOME ECONOMICS	0	8	8	0.00%	100.00%
LEARNING SUP	2	6	8	25.00%	75.00%
MATHEMATICS	7	1	8	87.5%	12.5%
MODERN LANG	3	5	8	37.5%	62.5%
MUSIC	6	2	8	75.00%	25.00%
PHYSICAL ED	6	2	8	75.00%	25.00%
PHYSICS	8	0	8	100.00%	0.00%
RELIGIOUS ED	5	3	8	62.5%	37.5%
SPECIAL SUB	0	2	2	0.00%	100.00%
TECHINICAL ED	8	0	8	100.00%	0.00%
TOTAL	99	39	138	71.7%	28.3%

APPENDIX 3

APPOINTMENT COMMITTEES - ANALYSIS OF APPLICANTS & APPOINTMENTS AUG 95 - MARCH 96													
POST	SUBJECT	NO OF POSTS	APPLICANTS		LEETED		APPOINTMENTS		INTERNAL	ELSEWHERE	O/W AREA		
			M	F	M	F	M	F					
AHT	PRIMARY	5	18	56	4	11	1	4		5			
DHT	PRIMARY	13	17	97	3	41	0	13	10	2	1		
HT	PRIMARY	16	71	169	12	49	2	14	1	14	1		
APT	SEN	8	10	29	5	17	2	6	6	2			
AEL	SEN	1	0	1	0	1	0	1		1			
AHT	SEN	2	0	20	0	6	0	2	0	1	1		
DHT	SEN	1	2	8	0	3	0	1	1				
AHT	SEC	11	515	176	28	21	5	6	5	6			
DHT	SEC	5	104	12	23	5	5	1	3	3			
RECTOR	SEC	3	49	4	18	0	3	0		2	1		
PT	GUIDANCE	10	78	72	11	22	2	8	6	3	1		
APT	GUIDANCE	14	52	133	14	42	3	19	6	8			
PTG	TVEI	4	1	5	1	4	1	3	4				
APTG	TVEI	24	8	41	7	34	3	21	24				
AEC	TVEI	16	26	18	19	12	10	6	16				
AHT (NORM)	TVEI	16	28	30	21	20	7	9	16				
APT	ENGLISH	2	8	13	2	6	1	1		2			
APT	MATHS	6	29	22	9	9	3	3	1	3	2		
APT	FE	2	6	10	2	6	0	2	1	1			
APT	ML	1	3	8	0	3	0	1		1			
APT	SCIENCE	6	35	21	13	7	4	2		6			
APT	SC JOB SHARE	2	3	6	1	4	0	2		2			
APT	MS	1	6	3	4	1	1	0		1			

APPENDIX 3

APPOINTMENT COMMITTEES - ANALYSIS OF APPLICANTS & APPOINTMENTS AUG 95 - MARCH 96													
POST	SUBJECT	NO OF POSTS	APPLICANTS		LEETED		APPOINTMENTS		INTERNAL	ELSEWHERE IN AREA	OUTWITH AREA		
			M	F	M	F	M	F					
PT	MATHS	5	32	29	8	8	3	2	3	2			
PT	MIL	5	21	34	7	10	2	3	1	3	1		
PT	PHYSICS	3	35	6	5	1	2	1	1	1	1		
PT	ART	2	22	6	6	1	1	1	1				
PT	HISTORY	1	10	2	2	1	0	1	1				
PT	FE	6	42	32	11	7	5	4	2	2	5		
PT	TECH	2	29	2	5	0	2	0	2				
PT	COMP	6	49	14	12	7	3	3	1	3	2		
PT	LEARN. SUPP	3	13	21	3	7	0	4	2	2	2		
PT	GEOGRAPHY	4	16	10	8	4	3	1	2		2		
PT	CHEM.	3	27	10	10	2	2	1	1	2			
PT	FE	3	29	13	3	4	1	2	1	1	1		
PT	FE	5	0	46	0	18	0	6	2	1	3		