

NORTH AYRSHIRE COUNCIL: EDUCATIONAL SERVICES

Entitlement Model for Depute Head Teachers in Secondary Schools

School	Actual Roll	Modified Roll	Current Structure	Proposed Structure
	2003/04		Number of DHTs	Number of DHTs
Ardrossan	1255	1856	4	5
Arran High	301	372	3	1
Auchenharvie	668	1041	3	2
Garnock	1119	1485	5	4
Greenwood	1405	1906	6	5
Irvine Royal	957	1440	5	4
Kilwinning	956	1314	5	3
Largs	1059	1248	4	3
St. Andrew's	741	985	3	2
St. Michael's	843	1173	3	3
Totals	9304	12820	41	32

For each complete group of 350 pupils on the modified roll, a Depute Head Teacher will be created.

All Depute Head Teachers will be non-teaching.

While one Depute will still require to be identified as the “deputising depute”, all other remits should be equalised using the job sizing toolkit to create similar salaries for all DHTs, not only within schools, but also across all Secondary schools. Job rotation and collegiality are thereby facilitated.

The Council's early retirement scheme will be used to facilitate the transition.