

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.