

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 14TH MARCH 2017**

Question

Further to the information published on 26th January 2017 under the heading ‘Primary school teaching staff turnover 2009 to 2016’ in response to a Freedom of Information request, will the Minister:

- (a) provide a breakdown of the grand totals given in this information into support staff, teaching assistants and teachers (in both absolute and percentage terms);
- (b) provide headcount and turnover figures for 2016, if available, expressed in a similar format;
- (c) provide a comparison of the Island’s turnover rates with those in the U.K., if possible, and explain any differences found;
- (d) explain why, despite increasing primary school rolls during the period covered by the published information, the staffing headcount has reduced over the last 3 years; and
- (e) produce a comprehensive list, ranked by percentage, of the reasons staff give for leaving the employment of States of Jersey primary schools?

Answer

The tables shown below answer questions (a) and (b):

Primary School	October 2009 - September 2010			
	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School	4	3	1	8
d’Auvergne School	5		1	6
First Tower School	1	1	2	4
Grands Vaux School	1	4	1	6
Grouville School	1		6	7
Janvrin School	1	1	3	5
Jersey College for Girls Prep				
La Moye School	7		2	9
Les Landes School	3		1	4
Mont Nicolle School	1	1		2
Plat Douet School	5		1	6
Rouge Bouillon School	4		1	5
Samares School	2	2	3	7
Springfield School	2		1	3
St Clement School	1	1	2	4
St John School	2		2	4
St Lawrence School				
St Luke School		1		1
St Martin School	2		1	3
St Mary School		3	1	4
St Peter School	1	1		2
St Saviour School	4	1		5
Trinity School	4	1	1	6
Victoria College Preparatory	1	1		2
Total	52	21	30	103

October 2009 - September 2010			
Teachers	Teaching Assistants	Support Staff	Total
33.3%	75.0%	9.1%	29.6%
29.4%		16.7%	20.0%
5.0%	14.3%	28.6%	11.8%
9.1%	133.3%	10.0%	25.0%
5.9%		46.2%	18.9%
5.9%	12.5%	23.1%	13.2%
36.8%		18.2%	23.7%
33.3%		14.3%	22.2%
10.0%	33.3%		10.0%
27.8%		7.7%	15.4%
18.2%		5.9%	11.4%
15.4%	50.0%	20.0%	21.9%
22.2%		20.0%	14.3%
9.1%	33.3%	20.0%	16.7%
18.2%		20.0%	16.0%
	25.0%		4.2%
25.0%		11.1%	13.0%
	100.0%	20.0%	22.2%
8.3%	25.0%		8.0%
36.4%	50.0%		25.0%
40.0%	25.0%	20.0%	31.6%
5.6%	33.3%		6.9%
15.8%	18.8%	13.2%	15.4%

Primary School	October 2010 - September 2011			
	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School	3	3	1	7
d'Auvergne School	7	2	1	10
First Tower School	3	1	1	5
Grands Vaux School	3	1	1	5
Grouville School	2	1	2	5
Janvrin School	2	3	1	6
Jersey College for Girls Prep	4		1	5
La Moye School	3	2		5
Les Landes School		1	3	4
Mont Nicolle School	1			1
Plat Douet School	3	1	5	9
Rouge Bouillon School	3	2		5
Samares School	4	1	2	7
Springfield School	4	1		5
St Clement School	2	1	1	4
St John School	6		2	8
St Lawrence School		1	1	2
St Luke School	2		3	5
St Martin School				
St Mary School	1	2		3
St Peter School	3			3
St Saviour School				
Trinity School	2			2
Victoria College Preparatory	2		2	4
Total	60	23	27	110

October 2010 - September 2011			
Teachers	Teaching Assistants	Support Staff	Total
27.3%	150.0%	9.1%	29.2%
35.0%	40.0%	16.7%	32.3%
14.3%	12.5%	20.0%	14.7%
25.0%	33.3%	11.1%	20.8%
11.1%	12.5%	18.2%	13.5%
11.8%	37.5%	7.7%	15.8%
17.4%		12.5%	13.9%
15.0%	28.6%		12.8%
	25.0%	42.9%	20.0%
10.0%			5.3%
17.6%	12.5%	50.0%	25.7%
13.0%	40.0%		10.6%
30.8%	25.0%	14.3%	22.6%
44.4%	14.3%		25.0%
18.2%	25.0%	11.1%	16.7%
54.5%		18.2%	30.8%
	33.3%	10.0%	8.7%
18.2%		30.0%	20.0%
10.0%	40.0%		15.0%
23.1%			11.5%
18.2%			10.0%
11.1%		25.0%	12.9%
17.8%	19.3%	12.3%	16.3%

Primary School	October 2011 - September 2012			
	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School		1	1	2
d'Auvergne School	9		2	11
First Tower School	2	1		3
Grands Vaux School	3		4	7
Grouville School	1		3	4
Janvrin School	2	2	5	9
Jersey College for Girls Prep	2		6	8
La Moye School	4		4	8
Les Landes School	1		3	4
Mont Nicolle School	3			3
Plat Douet School	2	2	5	9
Rouge Bouillon School	3	1	3	7
Samares School	6		7	13
Springfield School	1	1	3	5
St Clement School			2	2
St John School			3	3
St Lawrence School	2			2
St Luke School			4	4
St Martin School	2			2
St Mary School	1		1	2
St Peter School	2	1	3	6
St Saviour School	2	1	2	5
Trinity School	3		2	5
Victoria College Preparatory	4			4
Total	55	10	63	128

October 2011 - September 2012			
Teachers	Teaching Assistants	Support Staff	Total
	50.0%	9.1%	8.0%
42.9%		28.6%	30.6%
10.0%	20.0%		9.1%
27.3%		44.4%	26.9%
5.6%		20.0%	9.5%
11.8%	16.7%	41.7%	22.0%
8.3%		75.0%	20.0%
23.5%		25.0%	20.0%
10.0%		50.0%	19.0%
27.3%			12.5%
11.1%	25.0%	45.5%	24.3%
13.6%	12.5%	17.6%	14.9%
40.0%		70.0%	43.3%
10.0%	11.1%	100.0%	22.7%
		25.0%	8.7%
		25.0%	11.1%
20.0%			8.0%
		50.0%	16.7%
25.0%			8.7%
10.0%		25.0%	10.5%
18.2%	25.0%	33.3%	25.0%
16.7%	25.0%	22.2%	20.0%
30.0%		28.6%	23.8%
23.5%			13.3%
16.3%	7.2%	27.4%	18.2%

Primary School	October 2012 - September 2013			
	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School				
d'Auvergne School	5		3	8
First Tower School	10	1		11
Grands Vaux School	1	1	1	3
Grouville School	6	1		7
Janvrin School	1	1	2	4
Jersey College for Girls Prep	8		1	9
La Moye School	5	1	2	8
Les Landes School	7		1	8
Mont Nicolle School	1			1
Plat Douet School	5	1	3	9
Rouge Bouillon School	2		5	7
Samares School	2			2
Springfield School	1		1	2
St Clement School				
St John School				
St Lawrence School			1	1
St Luke School	3	1	3	7
St Martin School				
St Mary School	1			1
St Peter School	2			2
St Saviour School	1	1		2
Trinity School	2			2
Victoria College Preparatory	1		1	2
Total	64	8	24	96

October 2012 - September 2013			
Teachers	Teaching Assistants	Support Staff	Total
27.8%		33.3%	22.2%
50.0%	20.0%		28.9%
10.0%	20.0%	11.1%	12.5%
33.3%	14.3%		17.5%
5.9%	7.7%	14.3%	9.1%
36.4%		11.1%	23.1%
27.8%	16.7%	11.8%	19.5%
63.6%		16.7%	36.4%
7.7%			3.8%
27.8%	9.1%	30.0%	23.1%
9.5%		27.8%	14.9%
12.5%			5.9%
10.0%		50.0%	9.5%
		7.7%	3.8%
27.3%	25.0%	33.3%	29.2%
10.0%			5.3%
15.4%			7.4%
9.1%	20.0%		8.0%
20.0%			8.7%
5.6%		12.5%	6.7%
18.9%	5.4%	10.0%	13.2%

Primary School	October 2013 - August 2014			
	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School	3		1	4
d'Auvergne School		2	1	3
First Tower School			3	3
Grands Vaux School	1	4	3	8
Grouville School	1		2	3
Janvin School	2		2	4
Jersey College for Girls Prep	2		3	5
La Moye School	4		3	7
Les Landes School	3	1		4
Mont Nicolle School			2	2
Plat Douet School	2	1	1	4
Rouge Bouillon School	1		3	4
Samares School	3		1	4
Springfield School	2	1		3
St Clement School	1			1
St John School	2		2	4
St Lawrence School	1		1	2
St Luke School	3			3
St Martin School	1			1
St Mary School	2		2	4
St Peter School	2			2
St Saviour School	1	1	2	4
Trinity School	1			1
Victoria College Preparatory			3	3
Total	38	10	35	83

October 2013 - August 2014			
Teachers	Teaching Assistants	Support Staff	Total
25.0%		8.3%	14.8%
	18.2%	7.7%	7.0%
		27.3%	8.1%
7.7%	57.1%	37.5%	28.6%
5.6%		14.3%	7.3%
11.8%		11.1%	8.5%
9.1%		33.3%	12.5%
22.2%		21.4%	18.4%
30.0%	20.0%		19.0%
		20.0%	7.4%
11.1%	8.3%	11.1%	10.3%
4.5%		16.7%	8.2%
18.8%		10.0%	11.4%
22.2%	11.1%		15.0%
8.3%			4.2%
18.2%		20.0%	15.4%
10.0%		7.7%	7.7%
27.3%			12.5%
10.0%			4.0%
20.0%		66.7%	20.0%
18.2%			8.0%
9.1%	20.0%	22.2%	16.0%
10.0%			4.3%
		37.5%	10.0%
11.1%	6.3%	14.6%	11.2%

Primary School	September 2014 - September 2015			
	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School	1		3	4
d'Auvergne School	4	1	3	8
First Tower School	2		3	5
Grands Vaux School	2	4	1	7
Grouville School	1	1	4	6
Janvin School	3	1	1	5
Jersey College for Girls Prep	2	1	3	6
La Moye School	3	4	4	11
Les Landes School	2	1	2	5
Mont Nicolle School	5	1	3	9
Plat Douet School	4		1	5
Rouge Bouillon School	1	1	4	6
Samares School	2		3	5
Springfield School				
St Clement School	1	1		2
St John School			2	2
St Lawrence School		1	2	3
St Luke School	1	1	2	4
St Martin School	1	1		2
St Mary School	1	1		2
St Peter School				
St Saviour School	2		2	4
Trinity School	1		1	2
Victoria College Preparatory	1		3	4
Total	40	20	47	107

September 2014 - September 2015			
Teachers	Teaching Assistants	Support Staff	Total
8.3%		27.3%	14.8%
20.0%	9.1%	20.0%	17.4%
9.5%		27.3%	11.9%
20.0%	66.7%	16.7%	31.8%
6.3%	11.1%	36.4%	16.7%
16.7%	8.3%	6.3%	10.9%
9.5%	10.0%	33.3%	15.0%
16.7%	66.7%	30.8%	29.7%
22.2%	20.0%	40.0%	26.3%
38.5%	50.0%	27.3%	34.6%
21.1%		10.0%	11.9%
4.5%	9.1%	25.0%	12.2%
13.3%		33.3%	14.7%
8.3%	20.0%		8.0%
		20.0%	8.0%
	33.3%	14.3%	11.1%
11.1%	16.7%	28.6%	18.2%
9.1%	16.7%		7.7%
11.1%	20.0%		11.8%
18.2%		22.2%	16.7%
10.0%		14.3%	8.3%
5.0%		37.5%	12.5%
11.9%	12.0%	20.4%	14.6%

Primary School	September 2015 - August 2016			
	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School			1	1
d'Auvergne School	2	3	4	9
First Tower School	1	3	1	5
Grands Vaux School	2		2	4
Grouville School	4	1	3	8
Janvin School	4		2	6
Jersey College for Girls Prep	2		1	3
La Moye School	6		4	10
Les Landes School	1	1	1	3
Mont Nicolle School			3	3
Plat Douet School	2	3		5
Rouge Bouillon School	3	2	1	6
Samares School	1	2		3
Springfield School			1	1
St Clement School	3			3
St John School	1		2	3
St Lawrence School	1		3	4
St Luke School	4	1	1	6
St Martin School	2	1	1	4
St Mary School	1			1
St Peter School	2		1	3
St Saviour School				
Trinity School	2	1	2	5
Victoria College Preparatory	1			1
Total	45	18	34	97

September 2015 - August 2016			
Teachers	Teaching Assistants	Support Staff	Total
		14.4%	4.4%
10.7%	28.3%	35.9%	22.2%
5.0%	31.0%	9.9%	12.6%
18.3%		57.8%	19.5%
26.7%	11.3%	29.5%	23.5%
22.4%		14.3%	13.7%
8.9%		10.4%	7.1%
35.1%		38.0%	29.0%
10.4%	20.0%	21.7%	15.6%
		37.9%	13.7%
12.7%	23.9%		13.8%
13.7%	18.2%	7.9%	13.2%
7.8%	20.8%		10.5%
		35.1%	5.0%
29.8%			14.9%
10.0%		24.5%	13.0%
10.7%		34.8%	19.1%
40.9%	16.7%	15.7%	27.1%
20.0%	16.7%	16.7%	18.2%
11.0%			5.5%
20.0%		14.3%	14.2%
18.2%	14.4%	31.0%	20.5%
4.9%			3.1%
13.8%	10.8%	18.6%	14.4%

Primary School	September 2016 - December 2016				September 2016 - December 2016			
	Teachers	Teaching Assistants	Support Staff	Total	Teachers	Teaching Assistants	Support Staff	Total
Bel Royal School								
d'Auvergne School	1	1	2	4				
First Tower School			2	2			26.7%	5.4%
Grands Vaux School								
Grouville School			2	2			22.2%	6.1%
Janvrin School			1	1			8.7%	2.4%
Jersey College for Girls Prep	1			1	4.8%			2.6%
La Moye School	1			1	6.3%			3.2%
Les Landes School								
Mont Nicole School								
Plat Douet School								
Rouge Bouillon School	1		2	3	4.7%		17.8%	6.9%
Samares School	1	1		2	7.7%	11.4%		7.0%
Springfield School								
St Clement School	2			2	18.2%			9.5%
St John School								
St Lawrence School	2			2	20.0%			9.5%
St Luke School								
St Martin School								
St Mary School								
St Peter School	1			1	11.1%			4.9%
St Saviour School	1			1	8.7%			4.4%
Trinity School	1	2	1	4	9.1%	32.0%	22.2%	18.4%
Victoria College Preparatory	1			1	5.0%			3.0%
Total	13	4	10	27	4.2%	2.6%	6.4%	4.3%

- (c) It is not possible to provide a comparison between Island turnover rates and UK given the wide variety of data sources.
- (d) Between the two reporting periods (2015 & 2016), changes were made within the HRIS system to split the primary schools from the nurseries, in doing so, 64 headcount were removed from Primary Schools.
- (e)

End Reason	Total	%
Other Employment in Jersey	163	21.7%
Move Within Dept.	151	20.1%
Contract Expiry	150	20.0%
Family Reasons	89	11.9%
Retirement	88	11.7%
Leaving Jersey	52	6.9%
Ill Health	14	1.9%
Acting Up	12	1.6%
Inter-Dept. Transfer	7	0.9%
Promotion	5	0.7%
Dismissal	4	0.5%
Early Retirement	4	0.5%
Secondment	4	0.5%
Deceased	2	0.3%
Resign Prior To Formal Action	2	0.3%
Failed Probation	1	0.1%
Other Voluntary	1	0.1%
Voluntary Early Retirement	1	0.1%
Voluntary Redundancy	1	0.1%
Total	751	