

October 2013 ASPEP Staffing Survey Data

**Information held in this document
updates the WFP August 2012 data
with October 2013 ASPEP Staffing
Survey.**

*Additional information from ASPEP Staffing
Survey 2013, not included in WFP August
2012 report, is also included*

**Table 1: Educational psychologists' posts January
2006 – October 2013**

	Total Establishment FTE	Total Maingrade FTE	Promoted Posts FTE	Vacancies FTE	Age Profile%	
					50-54	Over 55
2006	419.5	246.4	173.1	25.65	47%	24%
2007	438	251.7	174	34.76	20%	24%
2008	443.1	247.3	188.4	50.88	15.3%	24.5%
2009	443.2	263.2	180	51.4	18.8%	20.8%
2010	425.5	257.2	168.3	41.7	15%	22%
2011 (Sept)	403	247.5	140.1	15.4	19%	23%
2012	406.72	258.62	133.7	14.4	13.0%	24.8%
2013	394.02	256.02	138	14.4	11.1%	23.9%

Table 2: Psychological services staffing complement (FTE)

September 2013		
Permanent Filled Posts		366.7 FTE
Temporary Filled Posts		26.63 FTE
Vacancies		14.4 FTE
Total Staffing Establishment		393.33 FTE
Previous total service staffing complements	Sept 2012	406.72 FTE
	Sept 2011	403 FTE
	Jan 2011	396.6 FTE
	Jan 2010	402.3 FTE
	Jan 2009	406 FTE
	Jan 2008	386 FTE
	Jan 2007	403.2 FTE

Table 3: Number of educational psychologists' FTE temporary posts

2007	2008	2009	2010	2011(Sept)	2012 (Sept)	2013 (Oct)
3.6 FTE	14.3 FTE	17.7 FTE	12.1 FTE	29 FTE	20.6 FTE	26.63 FTE

Table 4: Numbers of research assistants and assistant psychologists

	Oct 2013	Sept 2012	Sept 2011	Jan 2011	2010	2009
Research Assistants	10.6	11.3	10.6	10	11	20
Assistant Psychologists	2.45	3.5	4	4.5	14	14
8 services have Research Assistants						
3 service has Assistant Psychologists						

Table 5: Educational psychologists' job vacancies in Scottish psychological services 2008 – 2013

	Oct 2013	Sept 2012	Sept 2011	Jan 2011	2010	2009	2008
Posts Advertised	12	17.6	29	27	29.7	52.5	41
Posts Re- advertised	1	4	16	13	2	9.5	13
Posts Filled	27	15.4	24	23	21.1	27.8	25

Table 6: Educational psychologists' job vacancies in Scottish Psychological Services in October 2013

Authority	No. of posts
<i>Aberdeen City</i>	1
<i>Aberdeenshire</i>	0
<i>Angus</i>	0
<i>Argyll & Bute</i>	0
<i>Edinburgh (City)</i>	0
<i>Glasgow (City)</i>	0.5
<i>Clackmannanshire (see amalgamated)</i>	-
<i>Dumfries & Galloway</i>	0
<i>Dundee</i>	0
<i>East Ayrshire</i>	1
<i>East Dunbartonshire</i>	0.5
<i>East Lothian</i>	0
<i>East Renfrewshire</i>	0
<i>Falkirk</i>	1
<i>Fife</i>	3.1
<i>Highland</i>	3
<i>Inverclyde</i>	0
<i>Midlothian</i>	0
<i>Moray</i>	2.3
<i>North Ayrshire</i>	0
<i>North Lanarkshire</i>	1
<i>Orkney Islands</i>	0
<i>Perth & Kinross</i>	0
<i>Renfrewshire</i>	0
<i>Scottish Borders</i>	0.2
<i>Shetland Island Council</i>	0.2
<i>South Lanarkshire</i>	0
<i>South Ayrshire</i>	0
<i>Stirling (see amalgamated)</i>	-
<i>Stirling / Clackmannanshire Amalgamated</i>	0
<i>West Dunbartonshire</i>	0
<i>Western Isles (Comhairle nan Eilean Siar)</i>	0
<i>West Lothian</i>	0.6
Total FTE	14.4

Table 7: Educational psychologists eligible to retire

Age Range	2013	2012	2011	2010	2009	2008	2007	2006
55-60	14.6%	16.0%	14%	22%	21%	25%	24%	24%
60+	9.3%	8.8%	9%	6%	7%	6%	5%	6%

Additional Information regarding RETIREMENT: this data was not included in the WFP August 2012 report.

ASPEP SURVEY

October 2013

Are retirals from your Service likely to be replaced?

- Yes at the same grade (14) 45.1%
- Yes at a different grade (2) 6.5%
- Yes part filled (3) 9.7%
- Unlikely to be replaced (5) 16.1%
- No retirals (7) 22.6%

How many EPs do you anticipate retiring from your Service over the next 2 years?

- 33.3 FTE**

ASPEP SURVEY

October 2013

Are you anticipating any changes to the number of management posts in your service over the next 2 years?

- | | | |
|--------------------------|------|------|
| ● Yes – an increase | (1) | 3.2% |
| ● Yes - a decrease | (2) | 6.6% |
| ● No changes anticipated | (27) | 87% |
| ● No response | (1) | 3.2% |

ASPEP SURVEY

October 2013

Are you anticipating any changes in your overall service establishment over the next 2 years?

- | | | |
|--|------|-------|
| <input type="radio"/> Yes – an increase | (0) | 0% |
| <input type="radio"/> Yes - a decrease | (12) | 38.7% |
| <input type="radio"/> No changes anticipated | (19) | 61.3% |

**Additional information regarding MATERNITY LEAVE/COVER
– this data was not included in the WFP August 2012 report.**

Maternity Leave in the last 5 years (2008-2013)

	No. of EPs taking maternity in last 5 years	% of maternity taken	Average length of time taken for maternity leave
Falkirk Council	3	3.1%	9 months
Dumfries & Galloway Council	1 (twice)	1.0%	1 year
East Dumbartonshire Council	1	1.0%	1 year
Argyll & Bute Council	0	0.0%	-
East Lothian Council	1	1.0%	1 year
Aberdeen City Council	7	7.3%	1 year
Edinburgh City Council	5	5.2%	1 year
West Lothian Council	5	5.2%	1 year
North Ayrshire Council	0.4 person (was 0.5 prior to the leave)	0.42%	1 year
Angus Council	0	0.0%	-
Stirling/Clackmannanshire Council	2	2.1%	6 months
Moray Council	3	3.1%	More
Aberdeenshire Council	8 maternity leave (5 people)	5.2%	9 months
Midlothian Council	1	1.0%	1 year
East Renfrewshire Council	2	2.1%	1 year
Highland Council	1	1.0%	6 months
Dundee City Council	1	1.0%	1 year
Western Islands Council (Comhairle nan Eilean Siar)	0	0.0%	-
Glasgow City Council	11	11.5%	1 year
North Lanarkshire Council	18	18.9%	1 year
Shetland Islands Council	1	1.0%	1 year
West Dumbartonshire Council	1	1.0%	1 year
Renfrewshire Council	0	0.0%	-
Scottish Borders Council	2	2.1%	More
Orkney Islands Council	0	0.0%	-
East Ayrshire Council	2	2.1%	1 year
South Lanarkshire Council	7	7.3%	1 year
Perth & Kinross Council	1	1.0%	1 year
South Ayrshire Council	1	1.0%	9 months
Inverclyde Council	1	1.0%	1 year
Fife Council	12	12.6%	1 year
TOTAL	95.4	100%	

No. of EPS against average length of time taken for maternity 2013

6 months	9 months	1 year	more
2	3	19	2

Collated responses for maternity questions

Q1. What is your local authority?	Q26. How many EPs have taken maternity leave in the last 5 years	% total of maternity leave taken	Q27. How long, on average did they take for maternity leave?	Q28. Were you able to appoint maternity cover? If Yes, how long on average were you able to appoint for?	Q29. Was maternity cover at the same FTE level as the maternity leave?	Q30. Did the staff member come back to work for the same number of days per week?
Falkirk Council	3	3.1%	9 months	No	-	Less
Dumfries & Galloway Council	1 (twice)	1.0%	1 year	No	-	Same
East Dumbartonshire Council	1	1.0%	1 year	No	-	Less
Argyll & Bute Council	0	0.0%	-	-	-	-
East Lothian Council	1	1.0%	1 year	9 months	Less	Less
Aberdeen City Council	7	7.3%	1 year	1 year	Yes	Less
Edinburgh City Council	5	5.2%	1 year	No	-	Less
West Lothian Council	5	5.2%	1 year	1 year	Yes	Less
North Ayrshire Council	0.4 person (was 0.5 prior to the leave)	0.42%	1 year	No	-	Less
Angus Council	0	0.0%	-	-	-	-
Stirling/Clackmannanshire Council	2	2.1%	6 months	No	-	Same
Moray Council	3	3.1%	More	No	-	Less
Aberdeenshire Council	8 maternity leave (5 people)	5.2%	9 months	No	-	Same
Midlothian Council	1	1.0%	1 year	1 year	Yes	Less
East Renfrewshire Council	2	2.1%	1 year	1 year	Yes	Less
Highland Council	1	1.0%	6 months	No	-	Same
Dundee City Council	1	1.0%	1 year	1 year	Yes	-
Western Islands Council (Comhairle nan Eilean Siar)	0	0.0%	-	-	-	-
Glasgow City Council	11	11.5%	1 year	9 months	Yes	Less
North Lanarkshire Council	18	18.9%	1 year	9 months	-	Less
Shetland Islands Council	1	1.0%	1 year	No	Less	Less
West Dumbartonshire Council	1	1.0%	1 year	No	-	Less
Renfrewshire Council	0	0.0%	-	-	-	-
Scottish Borders Council	2	2.1%	More	No	-	Less
Orkney Islands Council	0	0.0%	-	-	-	-
East Ayrshire Council	2	2.1%	1 year	No	-	Same
South Lanarkshire Council	7	7.3%	1 year	No	-	Less
Perth & Kinross Council	1	1.0%	1 year	9 months	Yes	Same
South Ayrshire Council	1	1.0%	9 months	6 months	Yes	Less
Inverclyde Council	1	1.0%	1 year	1 year	Yes	Same
Fife Council	12	12.6%	1 year	No	-	Less
TOTAL	95.4	100%				

Q.28 Were you able to appoint for maternity cover? If yes, how long on average were you able to appoint for?

No. of Services

No	6 months	9 months	1 year
15	1	4	6

Q.29 Was maternity cover at the same FTE level as the maternity leave?

No. of Services

Yes	More	Less
9	0	2

Q30. Did staff member come back to work for the same number of days per week?

No. of Services

Less	Same	More
18	7	0

Further comments regarding maternity leave and other relevant information.

Authority	Q31. Please give examples of any other issues or predict future issues regarding maternity leave:
Falkirk Council	<p>please note question 30 is hard to answer. 1 ep reduced hours 1 ep same hours 1 ep did not return to work after maternity cover advertised but not recruited.</p>
Dumfries & Galloway Council	There is no likelihood of any change to the arrangement that no cover is possible for maternity leave
East Dumbartonshire Council	-
Argyll & Bute Council	-
East Lothian Council	Difficulty recruiting due to the temporary nature of the post and financial constraints
Aberdeen City Council	5 members of staff, 7 maternity leaves overall reduction in fte is 0.9, on returning to work.
Edinburgh City Council	-
West Lothian Council	Frequent changes of EP are challenging for schools and service delivery. Compressed hours requests are also challenging to accommodate for both the EP and the service.
North Ayrshire Council	I have my budget including staffing - I can/could use money saved during any maternity leave to employ some cover if I could get the experience and quality to make that worthwhile.
Angus Council	Not been an issue for our service to date but may well be in the future
Stirling/Clackmannanshire Council	<p>The two councils have operated different policies in relation to maternity cover Stirling has provided part time, Clackmannanshire none. The survey does not allow two responses. One 0.5 maingrade is due to start 1 year maternity leave on 17th July 2013</p>
Moray Council	-

Authority	Q31. Please give examples of any other issues or predict future issues regarding maternity leave:
Aberdeenshire Council	-
Midlothian Council	-
East Renfrewshire Council	-
Highland Council	not able to appoint locum cover for mat. leave. Previously covered by PT EPs opting to take on additional paid hours - 0.2
Dundee City Council	can't answer the last question as they are still on leave.
Western Islands Council (Comhairle nan Eilean Siar)	Unlikely to present issues over the foreseeable future
Glasgow City Council	Currently there is a freeze on all temporary posts even though we have the budget to cover 5 maternity leaves with 3 temporary posts. This session the service will be operating with 4 FTE down due to maternity leaves.
North Lanarkshire Council	It is possible that, when the psychologists currently reducing their FTE their children are all of school age that they will seek to come back full time and this requires to be researched and planned for.
Shetland Islands Council	We have extreme difficulty recruiting to posts in Shetland so it likely that it would be difficult to recruit to a temporary post. The previous maternity leave was not advertised. I am unclear why as I was not in post at that time. I would certainly seek to advertise for cover in future, in spite of the likely difficulties recruiting to it and would expect the local authority to be supportive of this. Given the make up of our team, it is possible that both members of our team (myself and the main grade) could require maternity leave at the same time, which could leave Shetland without a service.
West Dumbartonshire Council	-
Renfrewshire Council	-
Scottish Borders Council	perilous to predict in this area.
Orkney Islands Council	-
East Ayrshire Council	-

Authority	Q31. Please give examples of any other issues or predict future issues regarding maternity leave:
South Lanarkshire Council	-
Perth & Kinross Council	-
South Ayrshire Council	Staff returning part-time as I do not feel the hours will be replaced.
Inverclyde Council	-
Fife Council	The majority of staff return on reduced hours but it does vary. We have been able to recruit one temp ep to cover two maternity leaves this year.

Additional information regarding TRAINEE PLACEMENTS.

Does your service have the capacity to supervise in the following areas?

	YES		NO	
	Number	%	Number	%
TEP Stage One	28	93.33%	2	6.67%
TEP Stage Two	29	96.67%	1	3.33%

Due to capacity issues, have you opted not to offer trainee placements this year?

- **Yes** **(8)** **26.67%**
- **No** **(22)** **73.33%**

Q33. Due to capacity issues, have you opted not to offer trainee placements this year?		Additional Comments
Falkirk Council	Yes	have 2 probationers and 1 trainee placement from August within a reduced service. cannot offer a 4th training placement at present.
Dumfries & Galloway Council	No	We have offered trainee placements to both Strathclyde and Dundee courses
East Dumbartonshire Council	Yes	able to take Dundee trainee but had to refuse Strathclyde
Argyll & Bute Council	No	However this will be very challenging for our small team. I had opted not to offer a placement until the shortfall was highlighted by the university.
East Lothian Council	No	Taking a trainee from Strathclyde and short placment from Dundee
Aberdeen City Council	No	-
Edinburgh City Council	No	-
West Lothian Council	Yes	Due to demands of EY collaborative in particular and involvement in Psychology of Parenting Project, we have capacity issues for superivison. We are also taking on 2 probationers and the QEP supervision requirements are significant. But I opted not to offer a second placement to strathclye. However there are more issues in this than narrow capacity.
North Ayrshire Council	No	-
Angus Council	No	-
Stirling/Clackmannanshire Council	Yes	we have opted to take only one trainee at each of our bases due to capacity issues
Moray Council	-	-
Aberdeenshire Council	No	-
Midlothian Council	No	-

East Renfrewshire Council	No	-
Highland Council	No	Have a trainee from Dundee
Dundee City Council	No	but at the end of this year we will drop from offering placements to 2 trainees to 1 due to capacity
Western Islands Council (Comhairle nan Eilean Siar)	No	We had agreed to offer a Trainee placement for this year; unfortunately, due to health problems she has had to withdraw.
Glasgow City Council	No	-
North Lanarkshire Council	Yes	Reduction from 3 Strathclyde trainee placements to one
Shetland Islands Council	No	We cannot offer a full time placement due to our geography but would be very happy to offer a short term placement to students in either stage.
West Dunbartonshire Council	No	-
Renfrewshire Council	No	-
		we have regularly provided trainee placements stage 1 but the support required for stage 2 this year has been significant and we have elected to conserve capacity due to range of competing demands for service time. we did provide a short three week placement for a trainee from one of the english courses this past session who was previously employed as a teacher in this authority
Scottish Borders Council	Yes	
Orkney Islands Council	No	-
East Ayrshire Council	No	Although it will be a severe strain on staff for supervision as we have three probationer EPs
South Lanarkshire Council	Yes	Only 1 trainee from Strathclyde, instead of 2
Perth & Kinross Council	Yes	due to maternity leave and change of principal
South Ayrshire Council	No	-
Inverclyde Council	No	-
Fife Council	No	-

Does your service currently offer RAPPS accredited supervision to:

	YES		NO	
	Number	%	Number	%
TEP Stage One	21	72.4%	8	27.6%
TEP Stage Two	21	72.4%	8	27.6%

	If yes, please indicate numbers for each.	If you answered no to the previous question, could you please indicate why not?
Falkirk Council	2 at stage 1 1 at stage 2 (in process)if supervisor is not RAPPS accredited then line manager assumes a coordinating and quality assurance role and is on RAPPS	-
Dumfries & Galloway Council	No trainees currently placed at Stage One.We have one probationer at Stage Two	We are ready and willing to offer accredited supervision at Stage One and Two.
East Dumbartonshire Council	1	-
Argyll & Bute Council	-	No probationers
East Lothian Council	1	-
Aberdeen City Council	Stage 1- 3 Stage 2- 2 (an additional 2 left for other services due to temporary contracts).	-
Edinburgh City Council	-	-
West Lothian Council	2 for each	-
North Ayrshire Council	one	would have more but staff are not BPS members
Angus Council	We have had a year 1 trainee this session and we have a year 2 trainee joining us next session.	No probationers
Stirling/Clackmannanshire Council	-	No probationers
Moray Council	-	-
Aberdeenshire Council	Stage 1 = 1 Stage 2 = 1	-
Midlothian Council	-	-
East Renfrewshire Council	-	-
Highland Council	one of each	-
Dundee City Council	we have one RAPPS accredited EP in the service	-

	who is currently supervising a probationer.	
Western Islands Council (Comhairle nan Eilean Siar)	-	No probationers yet available. In addition, staff here are not currently trained in RAPPS accreditation, although would be willing to do so.
Glasgow City Council	Stage 1 - 5 Stage 2- 6	-
North Lanarkshire Council	Stage one - 2 Stage two - 2	-
		Our service is accredited, however, it has not been possible for either of us to attend RAPPS training due to prior commitments and pressure on the service. It is likely that the commitment required by the new qualification in terms of time may make it very difficult (given our capacity) to offer a probationer a placement here. In spite of this, we are keen to attend training (ideally in Scotland) so that we can maintain our accreditation so that if another post is ever funded we can accept a probationer psychologist. We are hoping that the training will be offered again within Scotland as travel to England is more difficult due to the additional time commitment and cost involved.
Shetland Islands Council	-	
West Dumbartonshire Council	no rapps registered people	no probationers
Renfrewshire Council	-	-
Scottish Borders Council	stage one not provided currently but we are accredited	did not take a stage 1 trainee this past year (or coming year)
Orkney Islands Council	-	No probationers
East Ayrshire Council	-	-
South Lanarkshire Council	2 Trainees 1 Probationer	-
Perth & Kinross Council	one	-
South Ayrshire Council	1 trainee 1 probationer	-
Inverclyde Council	2	No probationers
Fife Council	Please note - RAPPS only applicable to probationers We have 4 RAPPS trained supervisors	-

Additional information regarding CASEWORK.

Does your service operate a waiting list?

- Yes (1) 3.33%
- No (29) 96.67%

How many cases does your service open per year?

	Less than 100	101-500	501-1000	More than 1001	Unknown
Number of Services	3	10	2	1	15
% of Services	9.7%	32.3%	6.5%	3.2%	48.4%

How many open cases are there in your service?

	Less than 500	501-1000	1001-5000	More than 5001	Unknown
Number of Services	6	5	7	1	12
% of Services	19.4%	16.1%	22.6%	3.2%	38.7%

Break down of each service for Q37 and Q38.

	Q37. How many cases does your service open per year?	Q.38 How many open cases are there in your service?
Falkirk Council	~420	1932
Dumfries & Galloway Council	500	1524
East Dumbartonshire Council	Variable	-
Argyll & Bute Council	Approximately 200	-
East Lothian Council	data not available	data not available
Aberdeen City Council	400-500	2400
Edinburgh City Council	Info not available at this time	info not available at this time
West Lothian Council	The stats for how many we have opened this year are not yet available. we gather this mid july for our S&Q report	approximately 1000 active open cases.
North Ayrshire Council	-	-
Angus Council	-	176 open cases
Stirling/Clackmannanshire Council	This information is not stored in such a way as to be readily available	This information is not stored in such a way as to be readily available
Moray Council	-	-
Aberdeenshire Council	541	2073
Midlothian Council	-	-
East Renfrewshire Council	320	1038
Highland Council	approx 215	unable to provide this information
Dundee City Council	this will vary significantly from year to year.	currently there are 355

Western Islands Council (Comhairle nan Eilean Siar)	15 - 20	approximately 80 cases
Glasgow City Council	Data not available	Not available
North Lanarkshire Council	SEEMIS is too innacurate to say	SEEMIS is too innacurate to say
Shetland Islands Council	We operate a telephone consultation model of service delivery in order to be least intrusive and ensure that a staged approach is taken and that schools have equal access to the service. In 2012-13 we provided approximately 100 telephone consultations and opened 12 new cases.	We currently have 192 open cases.
West Dumbartonshire Council	175	879
Renfrewshire Council	Average number of new cases over last 3 years is 333. (Last year total was 283)	2014
Scottish Borders Council	131	964
Orkney Islands Council	between 20 and 25	344
East Ayrshire Council	Not available	Currently just over 600
South Lanarkshire Council	732 from July 2012 to July 2013	2677
Perth & Kinross Council	data not currently avaiable due to changes in MT ?New system being put into operation - should be able to advise of this next session	data not currently avaiable due to changes in MT
South Ayrshire Council		700
Inverclyde Council	196	120
Fife Council	Approximately 1850	Approx 7050

Authority	Q39. What is your service procedure for closing files? e.g. 1 year of no activity, 2 years etc.
Falkirk Council	close if :no need for further EPS involvementleft school no activity 2 years (subject to change)
Dumfries & Galloway Council	1 year no activity, and no contact from other agencies including school.
East Dumbartonshire Council	If there is no requirement for input from and EP.
Argyll & Bute Council	At the end of a specific intervention if no further direct involvement is anticipated in the next 12 months.
East Lothian Council	1 year of no activity or child leaves school or authority
Aberdeen City Council	By regular review and following GIRFEC processes.
Edinburgh City Council	1.year of no activity
West Lothian Council	1 year no activity but have made it out intent to close at a mutually agreed point when there is no specific role required. This would ideally be conducted through a meeting with relelvant folkas informed and cofnrmed by letter.
North Ayrshire Council	no productive involvement
Angus Council	Cases/files are closed when the negotiated piece of work has been completed and evaluated. We do not keep cases open beyond this.
Stirling/Clackmannanshire Council	Young people who are LAAC or have a CSP , or who attend an off site provision will remain open as clients until 16 /18 while they remain in provision. Other files are closed on completion of the commissioned piece of work . If further work is commisssioned they can be re opened
Moray Council	-

Authority	Q39. What is your service procedure for closing files? e.g. 1 year of no activity, 2 years etc.
Aberdeenshire Council	1 year of no activity
Midlothian Council	This is agreed at meetings or if no action for 1 year.
East Renfrewshire Council	At Psychologists discretion.
Highland Council	Files held as per statutory requirement
Dundee City Council	once the EP task is complete that was agreed when the case was opened, the file is closed.
Western Islands Council (Comhairle nan Eilean Siar)	2 years of no activity, file is closed
Glasgow City Council	If no active involvement then case file is discharged.
North Lanarkshire Council	Completion of agreed piiece of work
Shetland Islands Council	We are currently reviewing our model of service delivery and plan to review our casework model and file management as part of this. It is likely that we will adopt a model whereby cases are discharged once our attendance is no longer felt to be required at an annual review.
West Dumbartonshire Council	at the end of a piece of work
Renfrewshire Council	Cases are closed at the end of a period of intervention, unless there are reasons to continue to monitor the case.
Scottish Borders Council	EPs encouraged to close after one year of inactivity but this is open to professional judgement . guideline states: 'The decision to archive is the responsibility of the individual EP. The general principle is that case files should only remain open where there is a likelihood of future

Authority	Q39. What is your service procedure for closing files? e.g. 1 year of no activity, 2 years etc.
	involvement (for consultation or direct work). The decision to archive may follow an absence of EP involvement, the completion of a piece of work or when a pupil leaves school. EPs should therefore review open files on a continuing basis but particularly over the summer period, before the beginning of the new school session. This will facilitate the extraction of systematic performance data about EP activity over the course of the previous session. '
Orkney Islands Council	4 years of no activity
East Ayrshire Council	18 months - 2 years of inactivity
South Lanarkshire Council	Close when negotiated involvement is completed.
Perth & Kinross Council	When agreed piece of work is finished
South Ayrshire Council	1 year of no activity
Inverclyde Council	Agree the role and contribution of EP. When piece of work is completed then close file.
Fife Council	When a child is known to the Service through contact / intervention, the case remains open until the young person leaves education. The level of contact may vary throughout the child's time in school/college but the Service can respond to any report request etc throughout their educational career.

The number of ASN pupils in academic session 2012/13.

	Categories					
	CSP	IEP	Childs Plan	EAL	Disability: learning and physical	TOTAL ASN
Falkirk Council	38	0	1800	52	738	2365
Dumfries & Galloway Council	-	-	-	-	-	-
East Dumbartonshire Council	-	-	-	-	-	-
Argyll & Bute Council	-	-	-	-	-	-
East Lothian Council	-	-	-	-	-	-
Aberdeen City Council	-	-	-	-	-	-
Edinburgh City Council	Officer not available	-	-	-	-	-
West Lothian Council	-	-	-	-	-	-
North Ayrshire Council	-	-	-	-	-	-
Angus Council	71	836	-	461	-	480
Stirling/Clackmannanshire Council	-	-	-	-	-	-
Moray Council	-	-	-	-	-	-
Aberdeenshire Council	-	-	-	-	-	-
Midlothian Council	61	566	54	61	-	1900
East Renfrewshire Council	-	-	-	-	-	-
Highland Council	119	1369	1487	1351	843	6691
Dundee City Council	-	-	-	-	-	-
Western Islands Council (Comhairle nan Eilean Siar)	38	333	49	33	316	1686
Glasgow City Council	-	-	-	-	-	-
North Lanarkshire Council	x	x	x	x	x	x

Shetland Islands Council	40	268	127	20	79	737
West Dumbartonshire Council	19	642	n/a	155	n/a	4456
Renfrewshire Council	-	-	-	-	-	-
Scottish Borders Council	124	459	na	192	na	-
Orkney Islands Council	20	258	144	2	57	91
East Ayrshire Council	25	697	1806	80	148	2711
South Lanarkshire Council	-	-	-	-	-	-
Perth & Kinross Council	-	-	-	-	-	-
South Ayrshire Council	-	-	-	-	-	-
Inverclyde Council	-	-	-	-	-	-
Fife Council	352	4240	n/k	2000+	1518	n/k
TOTAL	907	9668	5467	4407	3699	21117
% of each category (excluding TOTAL ASN)	3.8%	40%	22.6%	18.3%	15.3%	

Additional Information.

Authority	Please provide any other relevant information.
Falkirk Council	times are immensely challenging
Dumfries & Galloway Council	-
East Dumbartonshire Council	-
Argyll & Bute Council	-
East Lothian Council	-
Aberdeen City Council	Question 40 is authority data rather than EPS.
Edinburgh City Council	The officer who holds this information is on holiday so sorry cannot give you the figures.
West Lothian Council	-
North Ayrshire Council	I am sorry but I am unhappy with the questions on case numbers etc and the way they are phrased
Angus Council	EPS does not hold the information provided in Qu. 40. This information is held centrally within the Authority. ASNs are described in terms of need and not categories of disability such as learning or physical. Under Girfec, we do not currently keep information on the number of Child's Plans centrally but this would be reflected in the number of multi-agency Stage 3 meetings where an Integrated Assessment is required and a Child's Plan is the outcome.
Stirling/Clackmannanshire Council	It is not possible to provide the information asked for in the previous question. Much of this information is not held by psychological services
Moray Council	-
Aberdeenshire Council	Re question 40, the local authority holds this information but the admin person is currently unavailable for us to access this information.
Midlothian Council	-
East Renfrewshire Council	20. We are not aware of any members of staff who plan to retire currently. 21, 22. Any decision regarding replacement of staff leave or retiring and the number of management posts would be taken at Head of Service level and we are not party to that information. 30. One member of staff return on the same pointage and another reduced her hours. 40. We do not record information to complete this section.

Authority	Please provide any other relevant information.
Highland Council	figures given in question 40 from September 2012 and are only as good as data inputed
Dundee City Council	-
Western Islands Council (Comhairle nan Eilean Siar)	-
Glasgow City Council	-
North Lanarkshire Council	-
	<p>As a service we are in an extremely vulnerable position due to the difficulty we have recruiting to this location. As a result of this, the service operated with one EP (PEP) for many years. It is possible that this situation will arise again in future should one of the EPs currently employed decide to leave. It is possible that both EPs could decide to leave which would puts the local authority in a very difficult position as there would be no service.</p> <p>Currently, our Psychology Assistant, who would like to return to Shetland to work as an EP, has been offered a place on the Strathclyde MSc but has had to withdraw from this as she is unable to self-fund. In order to try to address this, I am liaising closely with the authority to try to find a way to support her through this in an attempt to protect the service by ensuring that some kind of succession planning is in place. However, due to the current financial position the council finds itself in, it looks unlikely that financial support will be provided. The recent decision to cut the funding for the course, therefore, would appear to have a disproportionate impact on rural and remote services, which concerns me greatly.</p> <p>Shetland is a complex and unique setting due to the number of schools spread over so many islands. With only 1.8 EPs, it is extremely difficult to provide an equitable service to all schools and to carry out our core functions. The PEP's broad remit also impacts on this due to the time required to manage another service. If we were able to employ an additional psychologist it would be possible for us to make a much more meaningful and significant contribution to the local and national prevention agenda. However, with the cuts to the course and how unlikely it is that our assistant will be able to take up her place, even if another post was created, it is unlikely that we could recruit.</p>
Shetland Islands Council	This is extremely difficult for us as a service.

Authority	Please provide any other relevant information.
West Dumbartonshire Council	-
Renfrewshire Council	When asking about staff Establishment, you should have asked: "how many posts have been removed from your staffing establishment" i.e. permanently lost posts, as this is more indicative of permanent reduction. Renfrewshire had 2 posts removed from its establishment in 2011, and since 2006 our establishment has been reduced from 13 to 8.5. Despite this, we have always had a full complement (but a reduced number of posts! You will see therefore that this is a crucial question to ask.
Scottish Borders Council	re the totalling process for ASN on q 40, it would be expected (as per SfL Act national guidance) that children and young people may fall into multiple categories of those listed eg have an IEP and a CSP.
Orkney Islands Council	-
East Ayrshire Council	-
South Lanarkshire Council	The Psychological Service does not hold the information requested in question 40. If this information is required, a written request to the South Lanarkshire Council Inclusive Education Service would be required.
Perth & Kinross Council	-
South Ayrshire Council	-
Inverclyde Council	-
Fife Council	-