

57411

Please provide the following for academic years 2015/16 to 2024/25 (year-to-date) for the school workforce (teaching and non-teaching):

Leavers and exit interviews (annual):

Leavers (headcount).

Academic Year	Distinct Head Count of Schools Leavers
2015 / 16	156
2016 / 17	121
2017 / 18	564
2018 / 19	602
2019 / 20	560
2020 / 21	505
2021 / 22	721
2022 / 23	632
2023 / 24	576
2024 / 25	508
2025 / 26	142

Exit interviews: number offered and number completed.

We began collecting leaver questionnaire data from October 2022.
Exit interviews are offered to all colleagues.

Oct 2022 - Sept 2023 – 141
Oct 2023 – Sept 2024 – 363
Oct 2024 – Sept 2025 – 486
Total – 990.

Coded themes (annual):

Anonymised coded themes from exit interviews with counts by theme (e.g., pay, workload, management, progression, location, personal, retirement, other).

The coding framework/list currently used.

The leaver reason tends to be Retirement, End of Contract and Resignation. See attached for information for the Childrens Education and Justice Services Directorate.

Management information:

Any management/committee reports since 1 August 2023 summarising exit interview findings or turnover themes.

Detailed information is presented in quarterly Workforce Dashboards to the Finance and Resources Committee Quarterly – this is a comprehensive report with actions outlined - <https://democracy.edinburgh.gov.uk/documents/s82917/7.1%20-%20Workforce%20Dashboard%20and%20Actions.pdf>.

This is also referenced in our Strategic Workforce Plan which was approved in August 2024
- <https://democracy.edinburgh.gov.uk/documents/s73475/7.7%20Our%20Strategic%20Workforce%20Plan%202024%2027.pdf>.