

## 59898 Use of Zero Hour Teaching Contracts

The EIS is investigating the use of “zero hours” and supply teaching contracts by local authorities in Scotland’s schools.

The EIS is seeking the following information. All numbers should represent full-time equivalent (FTE) roles.

How many teachers has your local authority employed for each of the past six years?

(2025, 2024, 2023, 2022, 2021, 2020)

This information is published on the Scottish Government website at:

<https://www.gov.scot/publications/teacher-census-supplementary-statistics/>

Select ‘Teacher census supplementary statistics 2025 – December partial release’.

Then refer to Table 7.1 (Primary), Table 8.1 (Secondary), and Table 9.1 (Special Schools)

- a. How many of these posts are filled with those on permanent teaching contracts for each of the past six years mentioned above?
- b. How many of these posts are filled with those on temporary teaching contracts for each of the past six years mentioned above?

This information is published on the Scottish Government website at:

<https://www.gov.scot/publications/teacher-census-supplementary-statistics/>

In 2024 these were shown on Table 7.7 (Primary), Table 8.7 (Secondary), and Table 9.6 (Special Schools)

The Scottish Government website will be updated with additional and more detailed 2025 data by the end of March 2026.

Does your local authority use centralised local authority arranged supply teaching contracts, an employment arrangement or employment contract in which a teacher agrees to be available to carry out temporary teaching cover in schools or other educational establishments?

No.

If so:

- a. Do these contracts have a minimum number of guaranteed hours?

Not applicable.

- b. How many full-time equivalent (FTE) teachers were employed or had such an arrangement in place in the following years respectively: 2025, 2024, 2023, 2022, 2021 and 2020?

Not applicable.

Does your local authority have any form of contract, pool, or pre-approved list of teachers in which there is an agreement that no work hours are guaranteed, work is offered only as needed, and the person can accept or decline each request or notification of work?

Yes.

If so:

- a. How many (FTE) teachers were employed or had such an arrangement in place in the following years respectively: 2025, 2024, 2023, 2022, 2021 and 2020?

The information requested for 2020 to 2024 is published on our Disclosure Log at:

<https://edinburgh.axlr8.uk/disclose/>

Please enter '57406' in the Search field.

For 2025/26 to date:

Headcount of Supply Teachers who have worked at least one day between 11 August 2025 and 18 February 2026 = 471

Please note, this is headcount as FTE for Supply Teachers is not available.

What local authority procedures are in place to ensure that advertised supply or cover work is allocated equitably to teachers?

We use an online system, Teacher Booker, to advertise supply vacancies.

More information about our Supply list can be found on our website at:

<https://www.edinburgh.gov.uk/work-us/edinburgh-council-supply-list>

There is even more detail in our Supply Handbook, including, on Page 6, an explanation about the Booking process. This is available at:

<https://www.edinburgh.gov.uk/candidateportal/downloads/file/4/supply-workers-handbook>

Supply workers are encouraged to put as much relevant information into their profiles as possible as the schools use this to help select the most suitable Supply worker for the role being advertised. Supply workers should also ensure they keep their preferences and availability up to date on the system to ensure they are invited to all the job offers they meet the criteria for.