

## Staffing in Independent Schools

**Teachers in the Independent sector serve school communities and practice their profession in a diverse range of environments and settings.**

**In 2014, teachers in the Independent sector's 1,016 schools educated more than 528,000 students.**

Independent schools in Australia employ over 83,000 staff, of whom 50,600 are part-time or full-time teachers. This equates to approximately 44,000 full-time equivalent (FTE) teachers.

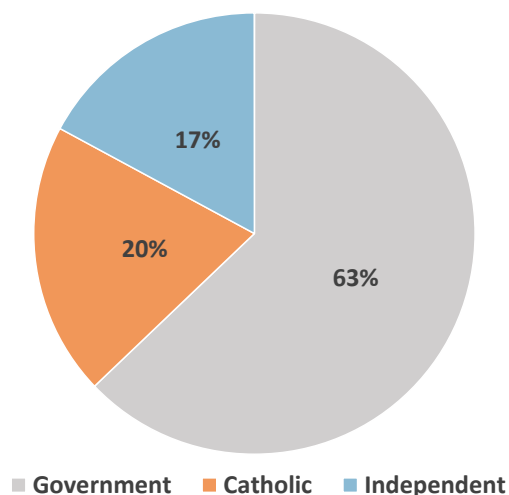
The balance of staff fulfil the necessary administrative and supporting roles within schools.

**Independent sector research shows that parents see teachers as pivotal to the development of their children's academic and life skills.**

### Teaching staff

In all, 17 per cent of teachers in Australian schools work in Independent schools.

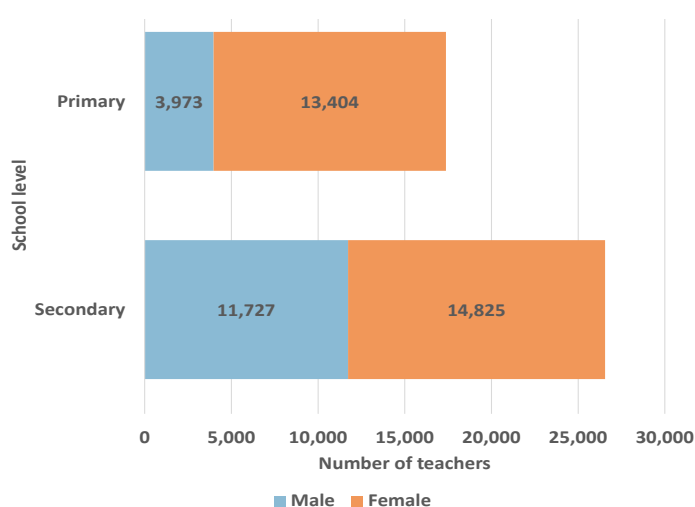
**Teachers by school sector (2014)**



Teachers working in primary schools represent 39 per cent of teachers employed in the Independent sector,

and 61 per cent of teachers in the sector work in secondary schools. The majority of teachers are female, especially at primary school level.

**FTE teachers in the Independent sector by gender and level (2014)**



### Teacher quality

Research conducted by the Independent school sector showed that 'good teachers' was resoundingly the most important factor influencing parents' decision-making in choosing an Independent school education for their children. The research confirmed that parents see teachers as pivotal to the development of their children's academic and broader life skills.

Teachers within the Independent school sector are required to meet the same level of accreditation as teachers in the Catholic and government sectors, with certain requirements to be met before they can teach.

The arrangements vary between states and territories but these requirements include appropriate qualifications, registration with the relevant authority, and successfully completing a *Working with Children Check*.

**The autonomy of Independent schools enables them to directly select and employ the teachers who work in the school.**

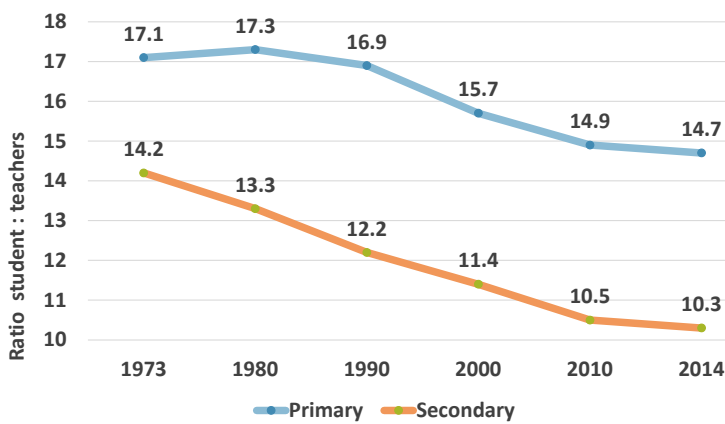
In support of providing a rounded education, teachers in Independent schools often have responsibilities that extend beyond the delivery of the school's classroom curriculum to also include participation and supervision of extra-curricular activities.

The expectation is that teachers will not only concentrate on teaching their subject, but also on the development of individual students by contributing to the broader life of the school.

**Teachers in Independent schools often have responsibilities that extend beyond delivery of the school's classroom curriculum.**

Over the past four decades there has been a decline in the ratio of students to teachers. While ratios across all sectors have been gradually decreasing, the ratio of students to teachers is lower in the Independent sector than in the other school sectors. In Independent schools in 2014, the ratio in primary schools is 14.7 and secondary schools is 10.3, compared with the government sector (15.4 and 12.5, respectively) and Catholic sector (17.2 and 12.8, respectively).

**Ratio of students to teachers in the Independent sector (2014)**



### Non-teaching and administrative staff

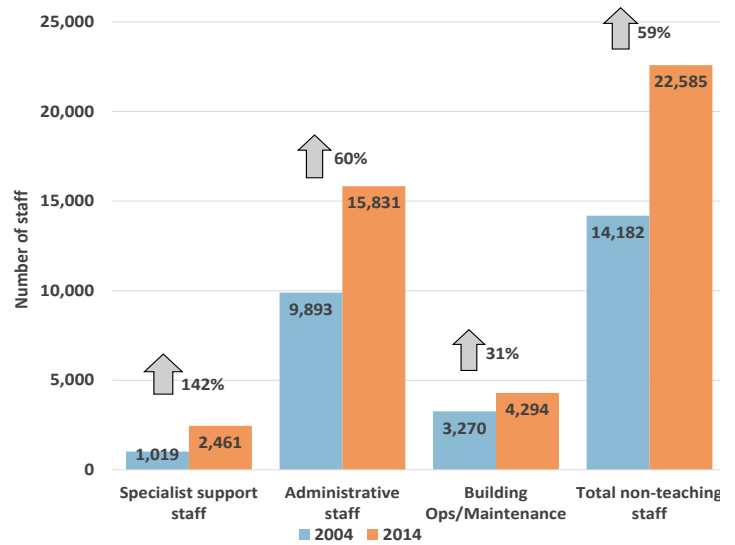
In addition to the more than 50,600 teachers employed in the sector, Independent schools also employ over 32,000 non-teaching staff.

Although Independent schools represent just 11 per cent of all schools and educate 16 per cent of Australian school enrolments, 20 per cent of all non-teaching staff are employed in Independent schools.

Non-teaching staff may include educational or financial administrators, counsellors, psychologists and other health professionals, boarding staff, chaplains, maintenance and building staff, ICT support staff, and specialist curriculum support staff.

**Support staff play an essential role in providing a high quality education for students in Independent schools.**

**Growth in non-teaching staff (FTE) in Independent schools (2004-2014)**



The large increase in non-teaching staff for Independent schools is influenced by a more than doubling of specialist support staff, and a large increase in administrative staff.

Independent schools have a greater range of accountabilities than any other type of school in Australia. Independent schools are increasingly concerned about the effect of greatly increased government regulation and reporting that is now required as a condition of public funding.

The heavy burden of compliance placed on schools especially for the Independent sector, being non-systemic, is reflected in these non-teaching staff increases.

This is emphasized in the observation that the growth in non-teaching staff far exceeds the growth in student enrolments and teaching staff employed in the sector.

**Growth in non-teaching staff (FTE) in Independent schools (2004-2014)**

