



European Schools

Office of the Secretary-General

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WRITTEN COMMUNICATION

c) RECRUITMENT TO THE ANGLOPHONE SECTIONS OF THE EUROPEAN SCHOOLS

BOARD OF GOVERNORS OF THE EUROPEAN SCHOOLS

Meeting in Brussels on 23 and 24 October 2007 in Brussels

UNITE SECRETARIAT GENERAL

Mrs R Christmann

The Secretary General

The European Schools

Rue Joseph II, 30

Brussels

B-1049 BELGIUM

Date 10.10.07.

N° enregistrement 69

A traiter par RLL

cc à: H.F.

9 October 2007

Dear Renée

Recruitment to the Anglophone sections of the European Schools

The United Kingdom has been very encouraged by the willingness of the European Schools' Board of Governors to look seriously at the financial problems the UK faces in relationship to the staffing of the Anglophone sections of the European Schools. I have been very pleased to participate in the Working Group that has looked at what might be done to achieve a fairer distribution of costs in respect of teachers assigned by national governments to the European Schools system. That said, we still face the situation where UK has less than 10% of the pupils in the schools, supplies 16% of the seconded teachers and the demand for mother tongue English speaking teachers continues to rise. This continues to place an uncontrolled demand on our budget. The continuous expansion of the system also leads to increased inspection costs. This situation exists in a UK economic climate where public sector budgets are being cut or frozen.

Bearing this in mind, I have sought the agreement of UK Ministers for a review of our teacher recruitment strategy for the European Schools system. My Minister has agreed to a strategy for the 2008/09 academic year and I am writing to set out our intentions, before our recruitment exercise begins.

1. To ensure the language development of younger English speaking pupils, we will try to fill the nursery and primary cycle posts that we are asked to fill.
2. In the secondary cycle, we will not fill posts for Art, Music or PE. This is line with discussions in the Working Group, where there was a general agreement that it was not essential that these posts be filled by mother tongue speaking teachers.
3. We will give priority at secondary level to posts teaching English, English as a Second or Other Language, Maths, Chemistry, Biology and Physics. These are priority subjects within the UK system.



4. Due to the constraints on our budget, we will place a limit on the number of posts that we try to fill each year. We will therefore usually try to fill between 20 and 25 posts.

With these constraints in mind, we would ask that, before requesting that the UK tries to fill posts currently occupied by locally employed teachers, Directors consider whether the teacher currently in post is performing well and whether in cancelling the individual's contract, they are likely to invoke legal action or additional costs because of the labour laws in the host country.

The United Kingdom remains convinced that the only way to control the rising costs of the European Schools system is the reform of the funding mechanisms and the processes by which new posts are agreed. This may ultimately mean a wholesale reform of the legislation establishing the European Schools, so that it becomes a more modern European institution.

I would be grateful if you would copy this letter to the members of the Board of Governors, and the Inspectors and the Directors of the schools.

Yours faithfully,

A handwritten signature in black ink, consisting of a large capital 'P' followed by a series of loops and a trailing flourish.

Pauline Charles
European Schools Team