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Dear Karen

TEACHER WORKFORCE PLANNING: INITIAL TEACHER EDUCATION (ITE)

1.   This letter contains Scottish Government Ministers' guidance to the Scottish Funding Council on ITE in academic session 2020/21. Having considered all the factors involved and the advice of the Teacher Workforce Planning Advisory Group (TWPAG) the Deputy First Minister and Cabinet Secretary for Education and Skills is recommending a slight decrease in student teacher places from 4,180 in 2019/20 to 4,070 in 2020/21. The proposed reduction of 110 is in PGDE primary.

ITE intakes for 2020/21

2.   Analytical Services colleagues undertake an annual modelling exercise which provides advice to the TWPAG on student teacher intake. The model is based on a variety of factors including: population projections, the pupil and teacher census; the age profile of the teacher workforce; post probation employment rates; assumptions about the leaver and returner rates; the requirement for a supply pool; and that PTRs will remain constant. The model has also been reviewed and updated to reflect vacancy rates collected from local authorities at 18 September 2019, which is down significantly on previous years.

3.   In addition to taking account of the model output, TWPAG also considers whatever other evidence it has about teacher supply and demand across the country. The TWPAG noted the substantial reduction in teacher vacancies, challenges around securing places for a large number of primary probationers on the 2019 Teacher Induction Scheme and were of the view that there is an improvement in primary teacher recruitment. At a meeting with the Scottish Council of Deans of Education (SCDE) and University Planners on 14 November a modest reduction in primary intake targets was agreed in principle.

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4.   In taking account of all of the information available the TWPAG has made the following recommendations:

> a) Intakes to **primary** courses in 2020/21
> - 1,155 PGDE and other routes; and
> - 779 undergraduate and combined degrees;
>
> b) Intakes to **secondary** courses in 2020/21
> - 1,800 PGDE and other routes; and
> - 336 undergraduate and combined degrees.

5.   In recent years a range of new and alternative routes into teaching have been introduced to help in meeting the demand for teachers in subjects where local authorities are facing recruitment difficulties. All these routes are now incorporated in the PGDE and other routes secondary target and will contribute towards Universities meeting the secondary target of 1,800 in 2020/21.

6.   It is recognised that clawback of funding for under recruitment to courses is a significant issue for the ITE providers. In taking any decisions around clawback there is a need to balance efforts made by universities in terms of the recruitment of students against the fact that we should not be providing universities with funding for students not studying in schools of education. A decision on the treatment of clawback will be made when the budget process is complete later in the year. We will continue to discuss this issue with SFC and Universities.

Other points:

Requirements for teachers for Catholic schools

7.   Scottish Ministers wish to ensure that the requirements for teachers for Catholic schools are met and look to the Council to seek to secure this through its funding allocations.

8.   The University of Glasgow is generally recognised as the major provider of teachers for denominational schools. However, not all students wishing to teach in denominational schools can attend the University of Glasgow and not every secondary subject is offered there. Suitably eligible students may undertake the Catholic Teachers Certificate to ITE offered through the School of Education, University of Glasgow which allows access to teaching in Catholic schools. The Scottish Government is supporting the provision of the Catholic Teacher Certificate at the Universities of Glasgow, Strathclyde, Edinburgh, Aberdeen, Dundee and West of Scotland.

Requirements for teachers in Gaelic medium

9.   The supply of teachers able to teach in the medium of Gaelic continues to be a priority for Scottish Ministers. The Scottish Government would like SFC to continue to assist in promoting provision in this area and to give consideration to any initiatives which could improve effectiveness. We would not wish to see any diminution of the places currently allocated or in SFC continuing to encourage all ITE providers to promote a positive approach in relation to applicants for all ITE courses by interviewing all who would be able to teach in Gaelic medium education.

10.   The SFC and ITE providers should be aware of Bòrd na Gàidhlig's National Gaelic Language Plan 2018-23. We would also like to bring to your attention the Gaelic Education Guidance that was published in February 2017 as required by the Education (Scotland) Act 2016. We would like the Council to have regard to the priorities set out in both of these documents in relation to Gaelic education matters. In addition, the Council are aware of the recent Faster Rate of Growth initiative for Gaelic and are directly involved in delivery of its teacher work stream which we would ask is reflected in the Council's activity. We would also ask the Council to continue to pursue the introduction of further avenues to increase the numbers of Gaelic medium teachers in both the primary and secondary sectors where possible, while bearing in mind that all students for ITE must meet the same minimum academic entry requirements.

Distribution

11.   This letter is copied to Principals of Universities and Heads of Schools of Education. Copy recipients should bear in mind that this letter constitutes advice to SFC to assist in the setting of intakes to ITE courses. It is for SFC to decide on student intakes to ITE and to allocate the share of the intake numbers to individual institutions and course programmes.

Yours sincerely

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