

T: 0131-244 1662
E: stuart.robb@gov.scot

Karen Watt
Chief Executive
Scottish Funding Council
Apex 2
97 Haymarket Terrace
EDINBURGH
EH12 5HD

8 March 2019

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 2019/20. 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 an increase in the overall number of student teacher places from 4,130 in 2018/19 to 4,180 in 2019/20.

ITE intakes for 2019/20

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 censuses; 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 19 September 2018.

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.



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

a) Intakes to **primary** courses in 2019/20:

- 1,230 for the 1-year PGDE course; and
- 710 for the 4-year undergraduate course;

b) Intakes to **secondary** courses in 2019/20:

- 1,800 for the 1-year PGDE course and other alternative routes; and
- 190 for the 4-year undergraduate places;

c) Intakes to **combined courses** in 2019-20:

- 250 for the 4-year undergraduate combined degrees.

5. In recent years a range of alternative routes into teaching have been introduced to help in meeting the demand for teachers in subjects where local authorities are facing recruitment difficulties:

- Aberdeen University – Distance Learning Initial Teacher Education
- Dundee University -
 - PGDE with Supported Induction Route
 - PGDE STEM Partnership Induction Model
- Edinburgh University- MSC Transformative Learning
- Glasgow University - Masters P6 to S3 Maths and Science
- UHI - UG Food, Nutrition and Textiles Education
- Stirling/Heriot Watt Universities - Combined degree Chemistry, Physics and Technological Education
- Strathclyde University – PGDE with Masters
- University of West of Scotland - Combined degree Chemistry, Physics & Maths (from 2019)

6. In 2019 the following new ITE provision will be offered at:

- Queen Margaret University - primary undergraduate and secondary PGDE Home Economics;
- Napier University - secondary PGDE Biology, Chemistry, Maths and Physics;
- Strathclyde University – UG Home Economics and UG Technological Education.

7. All secondary courses above will contribute towards Universities meeting the secondary target of 1,800 in 2019/20.

8. 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. Given the universities' concern about the clawback mechanism, we are

willing to agree, as last year, to universities retaining 50% of funding associated with under-recruitment in difficult to fill subjects. This demonstrates the Scottish Government's willingness to be flexible, gives regard to any mitigating circumstances and allows reinvestment in the sector. SFC should contact the institutions to inform them of the final decision on clawback later in the year. The Scottish Government will give active consideration to alternative approaches to the method of clawback of funding as one of a range of options to deliver an adequate supply of teachers going into the teaching profession. We will continue to discuss this issue with SFC and Universities.

Other points:

Requirements for teachers for Catholic schools

9. 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.

10. 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 a certificate by distance learning through the Faculty of Education, University of Glasgow, which would allow access to teaching in Catholic schools. The Scottish Government is supporting the provision of the Catholic Teacher Certificate at the universities of Strathclyde, Edinburgh, Aberdeen and Dundee.

Requirements for teachers in Gaelic medium

11. 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.

12. 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

13. This letter is copied to Principals of Universities and Heads of Schools/Faculties 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



Stuart Robb
Unit Head
Education Workforce Unit

