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**TEACH IN  
SCOTLAND**

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PRIMARY & SECONDARY  
2013/2014

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PRIMARY & SECONDARY  
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We've warmly welcomed people from all over the world who have discovered why we're famous for our hospitality, culture, and creativity.

## Why teach in Scotland?

Scotland is a wonderful place to live and work.

Whether you're looking for a vibrant social life in our cosmopolitan cities or the peace and quiet of some of the world's most stunning scenery, Scotland offers something to suit your lifestyle.

We've warmly welcomed people from all over the world who have discovered why we're famous for our hospitality, culture, and creativity.

Find out about living, working and moving to Scotland on the TalentScotland website [www.talentscotland.com](http://www.talentscotland.com).

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### An opportunity to work with an innovative world leading curriculum

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Scotland's curriculum - Curriculum for Excellence - will give you, the teacher, the flexibility and independence to craft ambitious, innovative, relevant, rich and rewarding learning and teaching experiences that will enthuse and captivate children and young people. This will enable them to become lifelong successful learners, confident individuals, effective contributors and responsible citizens. As a teacher in Scotland you will work with a 21st century curriculum to provide the knowledge and skills young people require to succeed and flourish in a globalised world of increasingly interconnected multimedia and technological opportunity.

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### A guaranteed job for your probation year

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As a new teacher who has trained in Scotland, you're guaranteed a probationary teaching post for your first year in teaching in a teacher induction scheme that's unique to Scotland.

In order to qualify for this first year of training, you will have to be a newly qualified teacher who has graduated from a Scottish university and been assessed as a home student for fees.

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## Career Long Professional Learning

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Professional Learning is what teachers do to keep their professional practice fresh, up-to-date and stimulating. By undertaking a wide range of CPD experiences, teachers are more likely to inspire pupils and teach more effectively, enabling pupils to achieve their best. There is a requirement for teachers to undertake 35 hours of CPD each year, based on a mix of personal, school and local authority needs.

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## Masters Level Study

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International comparisons show the positive impact that a masters level qualification can have on education therefore we wish to give this opportunity to teachers in Scotland.

As a result, universities are beginning to offer students of teacher education programmes the opportunity to accrue Masters Level (SCQF Level 11) credits whilst they complete their teaching programme. These credits can then be used towards future Masters study.

If you are interested in finding out more about Masters level study, please check the websites of universities which you can find on page 34.

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Clearly it's important that you are passionate about teaching in either primary or secondary schools.

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## What makes a great teacher?

Clearly it's important that you are passionate about teaching in either the primary or secondary school sector. Also that you genuinely want all pupils you engage with to learn, understand and develop new knowledge and skills such that they reach their full potential in terms of both attainment and wider achievement. This means that your lessons need to be relevant, creative, interesting and accessible.

There are many personal qualities and characteristics you should demonstrate both as a teacher and, more generally, as a role model. These include being enthusiastic, creative, hardworking and flexible in order to respond to the learning needs of all pupils. Another key ingredient of good teaching is asking critical questions of educational policies and practices and being able both to reflect on your own performance, attitudes and beliefs and to adapt and respond to changes.

The General Teaching Council for Scotland, the independent, profession-led regulatory body for teaching in Scotland maintains a suite of standards that teachers are required to adhere to. These standards include a list of Professional Values and Personal Commitment under the following four headings:

- Social Justice
- Integrity
- Trust and Respect
- Professional Commitment

The standards can be viewed and/or downloaded at [www.gtcs.org.uk/standards/standards.aspx](http://www.gtcs.org.uk/standards/standards.aspx)

# The General Teaching Council for Scotland (GTCS)

The General Teaching Council for Scotland is the world's first independent, self-regulating professional body for teaching.

In order to teach in local authority schools in Scotland, you must first be registered with the GTCS. Being registered not only allows someone to teach but provides assurances to headteachers, parents and children that the teacher meets the relevant standard.

The initial fee for your first registration is £60 and the annual subscription is £45.

The GTCS website at [www.gtcs.org.uk](http://www.gtcs.org.uk) is an essential source for information both for teachers qualified in and outwith Scotland.

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## Scotland has a Main Grade salary scale which applies to both primary and secondary teachers:

Pay award pending for 2013.

### SCALE POINT

0 (Probationer)	£21,438
1	£25,716
2	£27,243
3	£28,794
4	£30,465
5	£32,394
6	£34,200

All teachers are placed on point 0 for their first year in teaching. After this probationary year, teachers move one point up the salary scale for every year they've been teaching.

Promoted teachers will earn more. See details on the SNCT website. [www.snct.org.uk](http://www.snct.org.uk)

## Will I get paid more if I have experience outside teaching?

If you've got relevant career experience, there is provision for accelerated progression of up to four points on the salary scale after successful completion of your probationary year. This is dependent on the relevance of your experience to the post to which you are appointed. You will need to discuss this with your employer who will then decide at which salary point you should be placed on the Main Grade salary scale based on your experience and relevance to the post you are in.

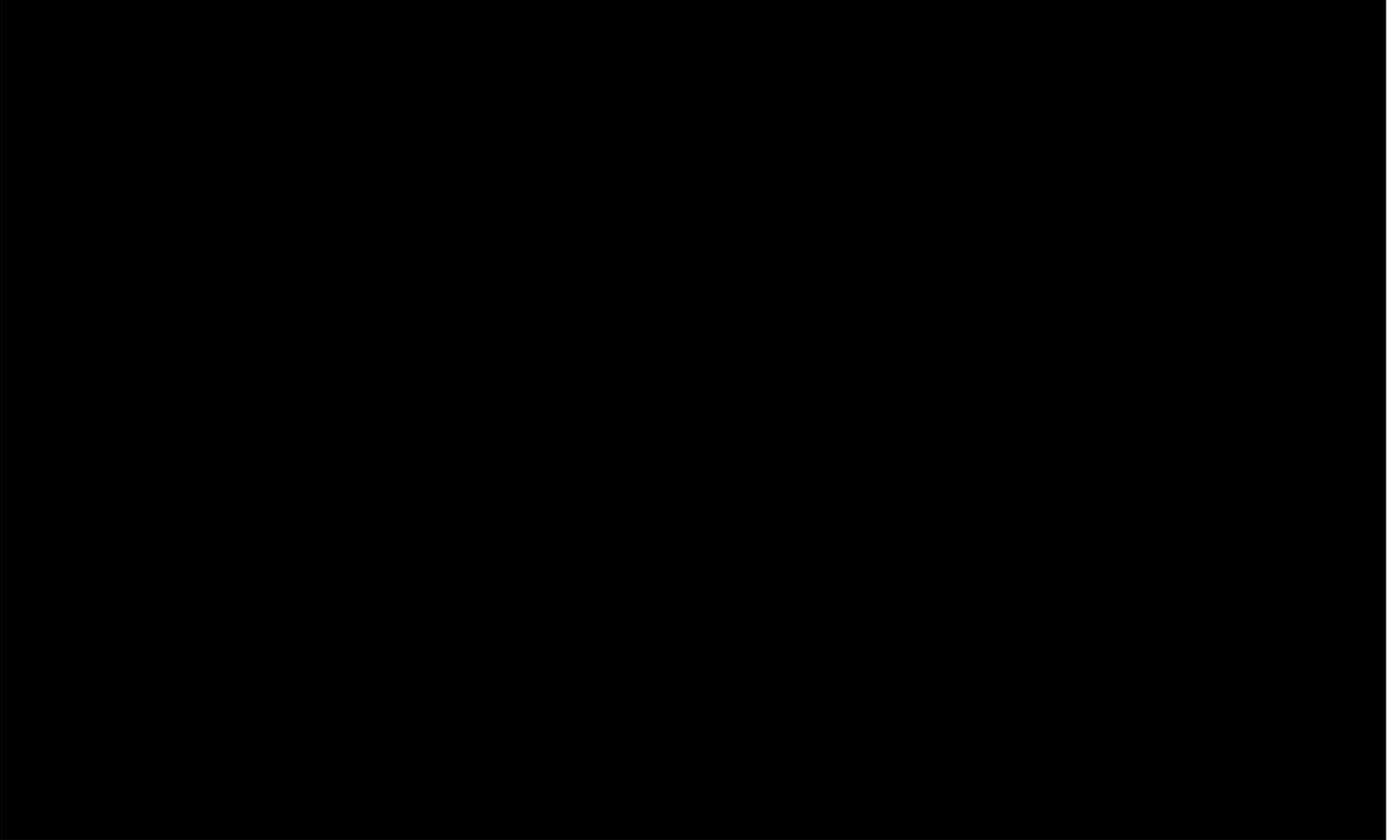
## Is there extra money if I teach in a remote part of Scotland?

Yes. If you teach on certain islands or in a remote school, you might get an allowance on top of your salary:

Distant Island Allowance: £1,911

Remote Schools Allowance: £1,272 or £2,385

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A teacher's total working year is 195 days including five days for in-service training and every year you'll get 40 days holiday at full pay.

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## What hours will I work?

You'll work a 35 hour week, and within this a maximum of 22.5 hours will be devoted to class contact time.

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## What about holidays?

A teacher's total working year is 195 days including five days for in-service training and every year you'll get 40 days holiday at full pay.

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## What about the pension arrangements?

You might not be thinking about your pension right now, but the Scottish Teachers' Superannuation Scheme provides a guaranteed source of income when you retire. The UK Government is changing the legislation which governs public service pensions which will bring in new arrangements from 2015. The new scheme will still provide a pension based on your earnings and extra benefits for you and your dependants.

## How do I become a primary school teacher?

There are currently two routes by which you can qualify as a primary school teacher:

- the four-year undergraduate degree programme
- the one-year Professional Graduate Diploma in Education (PGDE) programme.

The following table shows which programmes are available:

UNIVERSITY	UNDERGRADUATE DEGREE	PROFESSIONAL GRADUATE DIPLOMA IN EDUCATION (PGDE)
ABERDEEN	*	*
DUNDEE	*	*
EDINBURGH	*	*
GLASGOW	*	*
HIGHLANDS AND ISLANDS		*
STIRLING	*	
STRATHCLYDE	*	*
WEST OF SCOTLAND	*	*

You are advised to check with the university that the programme you want to apply for is available.

## What are the entry requirements for an undergraduate degree in primary teaching?

These are the **minimum** entry requirements that are set for entry to an undergraduate degree in primary teaching.

- National Qualifications at SCQF Level 6 (for example, Higher Grade), in at least three subjects (one of these course awards must be in English); and
- National Qualifications Course awards at SCQF Level 5 (or an accepted alternative, for example, National 5, Credit Standard Grade or Intermediate 2) in two other subjects (one of the awards must be in mathematics).

The *Memorandum on Entry Requirements to Programmes of Initial Teacher Education in Scotland 2013* has adopted, as an interim position, not to require that holding a qualification at SCQF level 6 in a foreign language and/or a Science becomes a mandatory requirement for entry to primary teaching.

However universities are encouraged to expect at least an SCQF level 5 qualification in one or other of these subject areas.

You are advised to check entry requirements with universities.

# What are the entry requirements for the PGDE (Primary) programme?

The minimum entry requirements are:

- a degree validated by a higher education institution in the United Kingdom or a degree of an equivalent standard from an institution outside the United Kingdom; and
- National Qualifications in English at SCQF Level 6 (for example, Higher Grade) or an accepted alternative; and
- National Qualifications in Mathematics at SCQF Level 5 (for example, National 5, Credit Standard Grade or Intermediate 2) or an accepted alternative.

The minimum entry requirements for admission to all PGDE (Primary) programmes state that you only require an Ordinary level undergraduate degree. However, due to programmes being oversubscribed and the intensity of competition for places, universities usually ask for a degree at Honours level.

The *Memorandum on Entry Requirements to Programmes of Initial Teacher Education in Scotland 2013* has adopted, as an interim position, not to require that holding a qualification at SCQF level 6 in a foreign language and/or a Science becomes a mandatory requirement for entry to primary teaching.

However universities are encouraged to expect at least an SCQF level 5 qualification in one or other of these subject areas.

You are advised to check entry requirements with universities.

Universities expect applicants to have experience working with children in a classroom and/or a volunteering capacity plus an ability to reflect thoughtfully on that experience. It's advisable to be able to give evidence of how your personal interests are relevant to the primary school curriculum and how therefore you would be a successful, reflective primary teacher.

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## What does the PGDE (Primary) programme involve?

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The programme is 36 weeks, or one academic year, and involves courses on campus interspersed with placements undertaken in schools. Most on-campus learning is through lectures and workshop groups.

Your study follows the chronological sequence of pupil development – the focus is initially on early years, moving to the middle primary and then upper primary years. Each unit of study comprises two courses, one on preparation for teaching, the other a school placement course.

## How do I apply?

There is usually a lot of competition for places on primary teacher education programmes. The quality of your application and your experience in working with young people will play an important part in deciding whether you will be offered an interview.

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### Undergraduate programmes

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You apply through the Universities and Colleges Admissions Service (UCAS) for all undergraduate primary teacher education programmes in Scotland and your application must be completed online on their website at [www.ucas.com](http://www.ucas.com). The closing date for applications is 15 January each year.

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### Professional Graduate Diploma in Education (PGDE) programmes

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You apply through the Graduate Teacher Training Registry (GTTR) for all PGDE (Primary) programmes and your application must be completed online on their website at [www.gttr.ac.uk](http://www.gttr.ac.uk).

The exception to this is if you wish to study PGDE Primary at:

- The University of the West of Scotland
- The University of the Highlands and Islands

For these universities you must apply directly to them. Please see contact details in the “Useful contacts” section.

The closing date for PGDE primary programmes is 1 December in the year preceding the start of the programme. The GTTR must receive your application by this date to guarantee that your first choice training provider will consider you. After 1 December training providers can choose to stop receiving applications for primary teaching programmes.

## How do I become a secondary school teacher?

There are two ways you can become a secondary school teacher:

- If you have a degree in the subject you want to teach you can do a one-year Professional Graduate Diploma in Education (PGDE) programme.
- If you don't have a degree in the subject you want to teach, you can do a four-year combined degree programme at a Scottish university. See the table on page 23 for more details.

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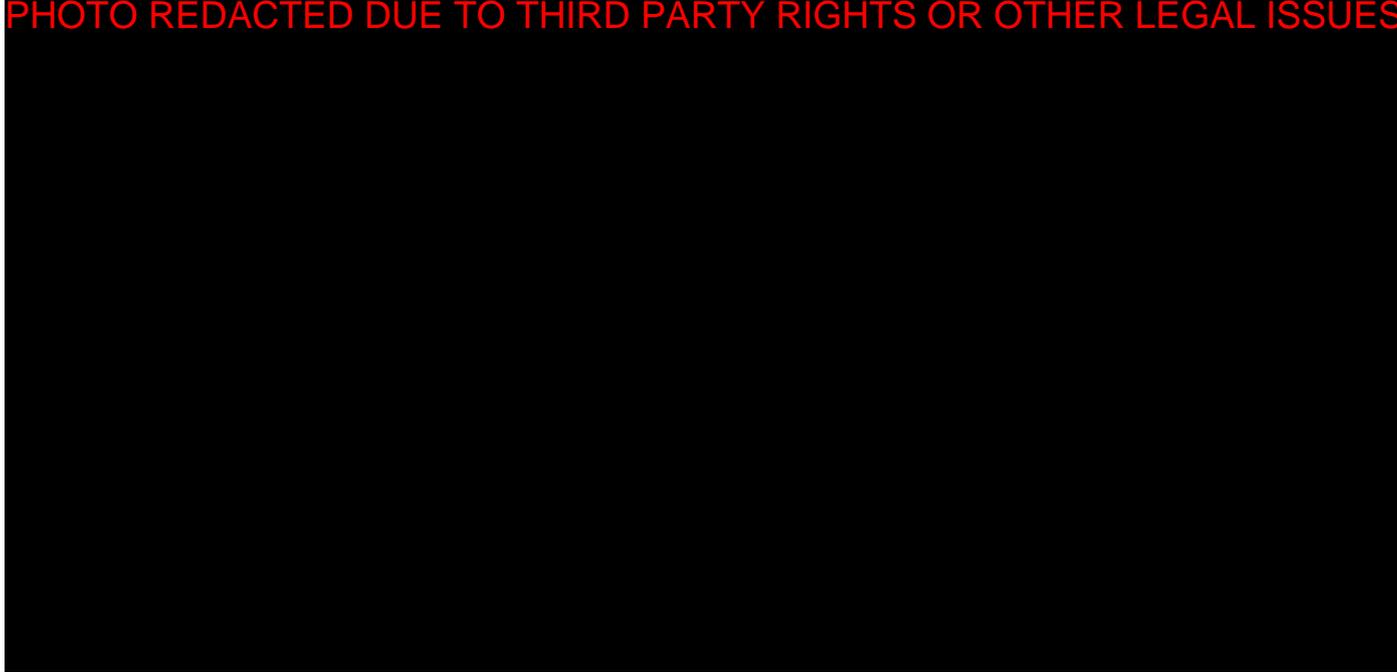
## What secondary subjects can I teach?

PGDE programmes are available in the following teaching subjects and normally degrees qualify you for one PGDE programme. However, some undergraduate degrees will qualify for teaching two subjects and therefore universities may be able to offer dual qualifications, e.g. Geography and History, Chemistry and Biology.

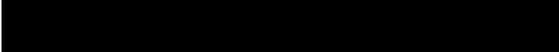
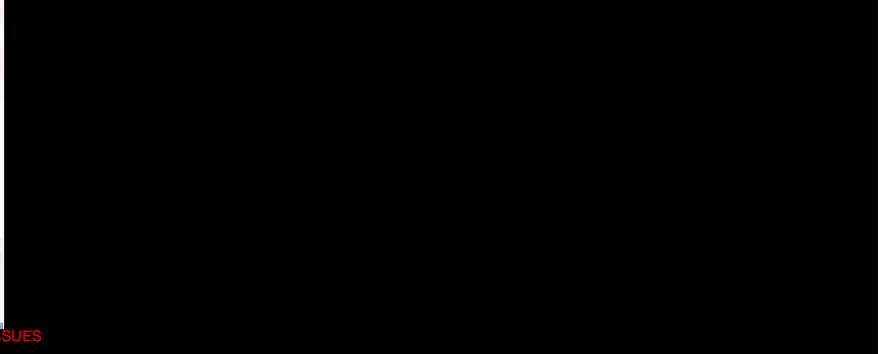
Check the table on page 18 to see which university offers the PGDE subject you wish to teach.

ART & DESIGN	HOME ECONOMICS
BIOLOGY WITH SCIENCE	MATHEMATICS
BUSINESS EDUCATION	MODERN LANGUAGES
CHEMISTRY WITH SCIENCE	MODERN STUDIES
COMPUTING	MUSIC
DRAMA	PHYSICAL EDUCATION
ENGLISH	PHYSICS WITH SCIENCE
GAELIC	RELIGIOUS EDUCATION
GEOGRAPHY	TECHNOLOGICAL EDUCATION
HISTORY	





The PGDE programme that you study must be relevant to the majority of the subject content of your undergraduate degree.



## I already have a degree in the subject I want to teach

You only need to study the Professional Graduate Diploma in Education (PGDE) programme at a Scottish university.

The PGDE programme that you study must be relevant to the majority of the subject content of your undergraduate degree.

Other universities may offer part-time PGDE (Secondary) programmes, however, this has not been confirmed at the time of going to press. Please contact universities directly to enquire if they offer these.

## What are the entry requirements for the PGDE (Secondary) programme?

PGDE (Secondary) entry requirements are based on the Scottish Credit and Qualifications Framework (SCQF) credit points which are standard across all Scottish universities. In order to apply for a PGDE (Secondary) programme you'll need an undergraduate degree from a UK university or an equivalent degree from outside the UK.

The **minimum** entry requirements for admission to all PGDE (Secondary) programmes state that you only require an Ordinary level undergraduate degree. However, due to many programmes being oversubscribed and the intensity of competition for places, universities usually ask for a degree at Honours level.

- A degree validated by a university in the United Kingdom or a degree of an equivalent standard from an institution outside the United Kingdom. The degree should normally contain 80 SCQF credit points relevant to the teaching qualification or qualifications being studied. Forty of the credit points must have been studied at SCQF level 8 or above.
- A National Qualification in English at SCQF Level 6 (for example, Higher Grade) or an accepted alternative.
- A National Qualifications in Mathematics at SCQF Level 5 (for example, National 5, Credit Standard Grade or Intermediate 2) or an accepted alternative.

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### Secondary subjects with specific requirements

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The following secondary subjects have specific requirements as well as the minimum entry requirements stated above.

Art & Design	Home Economics
Business Education	Modern Foreign Languages
Classics	Modern Studies
Community Languages	Music
Computing	Physical Education
Drama	Religious Education
English	Technological Education
Gaelic	

You can find the specific requirements in the *Memorandum on Entry Requirements to Programmes of Initial Teacher Education in Scotland* on the General Teaching Council for Scotland's website at [www.gtcs.org.uk](http://www.gtcs.org.uk)

## What are credit points?

A credit point is a measure of the amount of learning you have done. Credit points are awarded by the Scottish Qualifications Framework (SCQF) and each credit point represents around 10 hours of learning.

To find out more about the credit point breakdown of your degree, look at your degree transcript or contact your university.

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## What does the PGDE (Secondary) programme involve?

The one-year PGDE programme varies a little from university to university. However, you'll study for a total of 36 weeks and this is split evenly, 18 weeks each, between learning at university and placements in schools. It's great preparation for your first teaching job.

School placements give you the chance to work with teachers and pupils in the classroom. Placements also develop your teaching skills and allow you to use the concepts and skills you've learned and you'll get feedback on your progress.

More than that, you'll learn to consider the distinct education needs of individual pupils, and develop your own theories about teaching.

## Gaelic teacher education

Gaelic-medium has seen significant growth in recent years and the plans to further develop the sector means there are many opportunities for those interested in a career in Gaelic teaching.

You can teach through the medium of Gaelic in primary schools, teach Gaelic as a subject in secondary schools or teach other secondary subjects through the medium of Gaelic.

Non Gaelic-medium primary teachers can also undertake training to deliver Gaelic Learners in the Primary School (GLPS).

There are a number of different courses that will allow you to qualify as a Gaelic teacher, including undergraduate and professional graduate qualifications.

Courses are available at the University of Strathclyde, the University of Aberdeen and the University of the Highlands and Islands (UHI) and there are several learning options including on-campus, distance learning, full-time and part-time routes.

For more information about a career in Gaelic teaching visit [www.teagasg.com](http://www.teagasg.com).

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## Where can I study?

This table shows which universities in Scotland offer full-time PGDE (Secondary) programmes:

PGDE PROGRAMMES	ABERDEEN	DUNDEE	EDINBURGH	GLASGOW	WEST OF SCOTLAND	STRATHCLYDE
ART	✗	✗	✓	✓	✓	✓
BIOLOGY	✓	✗	✓	✓	✓	✓
BUSINESS EDUCATION	✓	✗	✗	✓	✗	✗
CHEMISTRY	✓	✓	✓	✓	✓	✓
COMPUTING	✓	✗	✗	✓	✗	✓
DRAMA	✓	✗	✓	✗	✗	✗
ENGLISH	✓	✗	✓	✓	✓	✓
GAELIC	✓	✗	✗	✗	✗	✓
GEOGRAPHY	✓	✗	✓	✓	✗	✓
HISTORY	✓	✗	✓	✓	✗	✓
HOME ECONOMICS	✓	✓	✗	✗	✗	✓
MATHEMATICS	✓	✓	✓	✓	✓	✓
MODERN LANGUAGES	✓	✗	✓	✓	✗	✓
MODERN STUDIES	✓	✗	✗	✓	✗	✓
MUSIC	✗	✗	✓	✗	✗	✓
PHYSICAL EDUCATION	✗	✗	✓	✗	✓	✓
PHYSICS	✓	✓	✓	✓	✗	✓
RELIGIOUS EDUCATION	✓	✗	✗	✓	✗	✓
TECHNOLOGICAL STUDIES	✗	✗	✓	✗	✗	✓

\*Table is correct at time of going to press.

Applicants are advised to check with the university that the subject they want to study for is available.

- ✓ Subject offered
- ✗ Subject not offered

## The Open University

You can become a secondary Mathematics teacher by studying the PGDE Mathematics at the Open University in Scotland. The Open University offers a modular PGDE programme that allows part-time or full-time patterns of study taking up to two years which will suit those whose circumstances prevent them from taking the traditional full-time programme. Distance learning study of the theory of teaching and learning is integrated with its practical application during sustained periods of teaching in two partner schools. Working in partnership with schools, it aims to prepare teachers who seek to develop the potential of all pupils, work to overcome barriers to learning, think critically about the teaching and learning process, seek evidence to inform their judgements and improve their own practice and share a commitment to professional values. Applications for PGDE Mathematics close at the end of March and interviews are held in Edinburgh in May.

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## How and when do I apply to do a PGDE (Secondary) programme?

You apply through the Graduate Teacher Training Registry (GTTR) for all PGDE (Secondary) programmes, except at the University of the West of Scotland and the Open University. Your application must be completed online on their website at [www.gttr.ac.uk](http://www.gttr.ac.uk).

The University of the West of Scotland and the Open University handle their own admissions process for PGDE applications and therefore you must apply directly to the university. Their contact details are on page 34.

The GTTR accepts and processes applications for PGDE (Secondary) programmes from mid-October in the year preceding the beginning of the programme until 30 June in the year the programme begins.

Scottish universities fill their places for some programmes quite quickly in the application cycle, therefore, if your application is received later in the cycle, the GTTR will only send it to a university that still has vacancies. You should apply as early as possible, from mid-October, to give yourself the best chance of obtaining a place.

## Should I get classroom experience before applying for a PGDE (Secondary) programme?

Universities tend to prefer applicants to PGDE (Secondary) programmes who have actively sought out experience of working in a school classroom. This helps your application stand out, showing a genuine commitment to the profession. It may also be useful to gain some experience outside the classroom from working with children in youth or other organised groups, e.g. Cubs, Scouts, and Guides.

In order to work with children in a school, you will need to become a member of the Protection of Vulnerable Groups Scheme (PVG Scheme) and you will need to do this before being allowed in the school.

You can find more information on disclosure checks and applying for registration for the PVG Scheme on Disclosure Scotland's website at [www.disclosurescotland.co.uk](http://www.disclosurescotland.co.uk).

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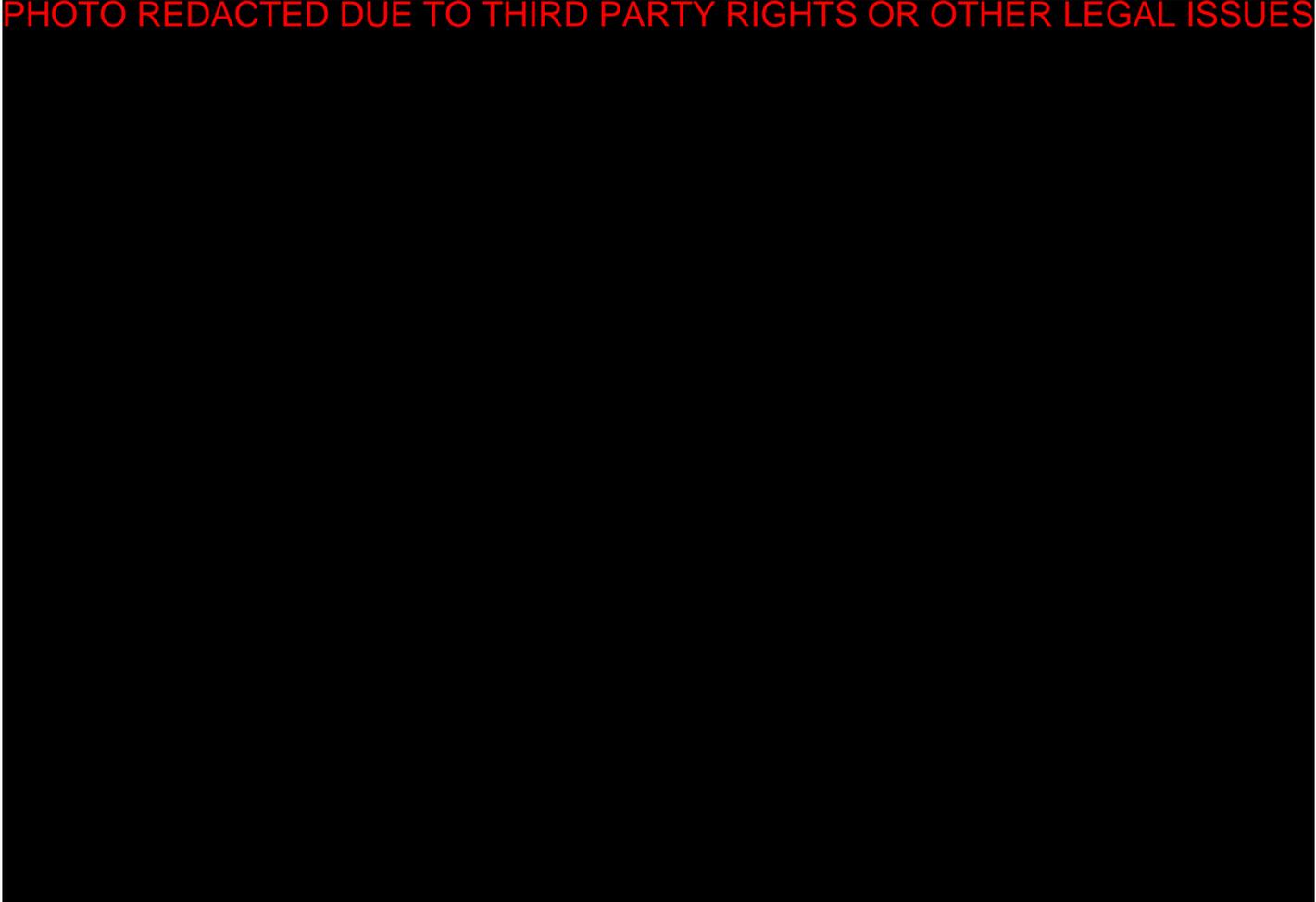
## Will I be interviewed before being accepted on a PGDE (Secondary) programme?

Yes. The selectors generally look for three key qualities:

- Your suitability for a career as a teacher
- Your knowledge of the curriculum for your subject
- Your knowledge of the teaching profession

You will be interviewed by a member of the university staff and a teacher in your subject (usually a Head of Department from a local school). You may also be asked to do a written and/or practical test on your subject and an activity where you'll work as part of a group.

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## I don't have a degree in the subject I wish to teach

If you don't have a degree already, you can study a four-year combined degree (sometimes known as a concurrent degree). This type of degree includes studying your main subject, study of education and some school experience.

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The entry requirements for combined degree programmes vary by programme and by university

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## Where can I study combined degree programmes in secondary teaching?

The following table shows the universities in Scotland that are currently offering secondary education combined degree programmes.

UNIVERSITY OF ABERDEEN	UNIVERSITY OF EDINBURGH	UNIVERSITY OF GLASGOW	UNIVERSITY OF STIRLING	UNIVERSITY OF STRATHCLYDE
BMus (Hons) Music	MA (Hons) Physical Education	<ul style="list-style-type: none"> <li>■ MA in Religious and Philosophical Education</li> <li>■ BTechEd in Technological Education</li> <li>■ BEd in Music</li> </ul>	BA or BSc in the following subjects with Professional Education: <ul style="list-style-type: none"> <li>■ Biology</li> <li>■ Business Studies</li> <li>■ Computing Science</li> <li>■ English Studies</li> <li>■ Geography</li> <li>■ History</li> <li>■ Mathematics</li> <li>■ Religious Studies</li> <li>■ Sport Studies &amp; Physical Education</li> </ul>	<ul style="list-style-type: none"> <li>■ BSc Mathematics with Teaching Qualification</li> <li>■ BSc Physics with Teaching Qualification</li> <li>■ MChem Chemistry with Teaching Qualification</li> </ul>

\*Table correct at time of going to press. Please check with universities.

## What are the entry requirements for combined degree programmes?

The entry requirements for combined degree programmes vary by programme and by university, however, a National Qualification in English at SCQF Level 6 (for example, Higher Grade) or an accepted alternative is a pre-requisite for all teacher education programmes.

Please check the prospectus of the university that you want to study at for their entry requirements.

## How do I apply for a combined degree programme?

You apply through the Universities and Colleges Admissions Service (UCAS) for all undergraduate secondary teacher education programmes in Scotland and your application must be completed online on their website at [www.ucas.com](http://www.ucas.com). The closing date is 15 January, although late applications may be considered subject to vacancies.

## Is financial help available?

Yes, the amount of support you can get depends on whether you study full time or part time and on your personal financial circumstances.

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### Studying full time

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Both young and mature students studying full time can apply to the Student Awards Agency for Scotland (SAAS) for a loan, bursary and living-cost grants. Living-cost grants include, the Lone Parents' Grants, and the Disabled Students' Allowance. The exact amount you can get depends on your household income. You can apply for this support online at [www.saas.gov.uk](http://www.saas.gov.uk) and you will find more information on the SAAS website or you can phone them on 0300 555 0505.

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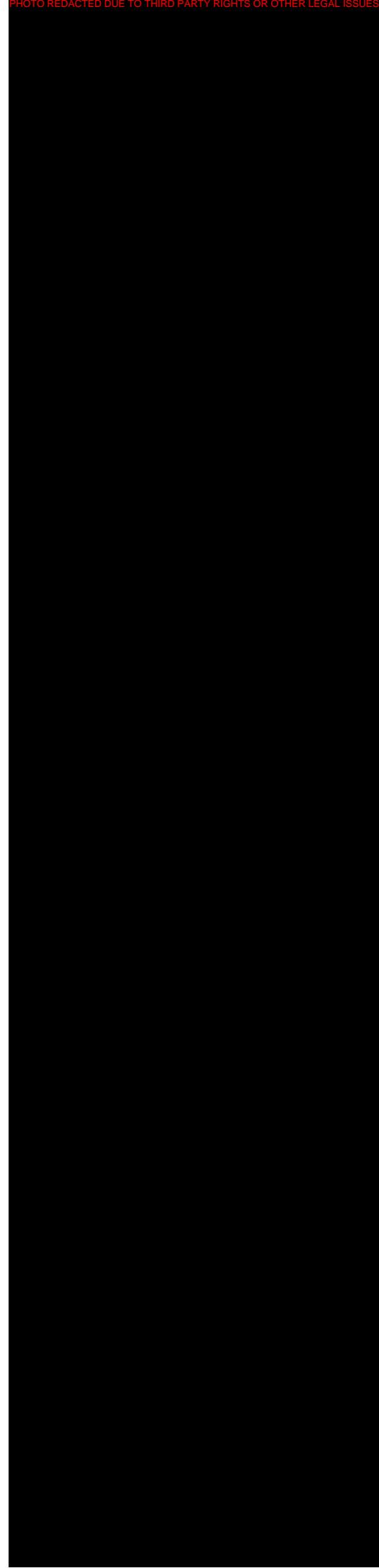
### Studying part time

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Both young and mature students studying part time or distance learning can apply to SAAS for a part-time fee grant (PTFG). To qualify you must be studying between 30 and 119 credits a year. The amount of fees SAAS pays is based on the amount of credits you do each year and varies between £455 and £1,805 a year. There is also an income threshold to be eligible for the PTFG which is currently set at £25,000 a year.

You must apply for this support within three months of your programme starting and application forms are available from the SAAS website at [www.saas.gov.uk](http://www.saas.gov.uk).

You can find further information on studying part time on the SAAS website.





## Will I get funding if I've studied another postgraduate programme and now want to apply for the PGDE?

**If you are studying full time**, SAAS will not normally pay your full fees if you have taken a postgraduate programme (including teacher training) with support from UK or other EU public funds. This might also affect your entitlement to a bursary. However, you can still apply for the student loan and living-cost grants.

No matter what your previous postgraduate or undergraduate study funding arrangements were, you will be entitled to further postgraduate funding if you study full time and want to teach one of these subjects:

English  
Gaelic (or any subject taught through the medium of Gaelic)  
Physics  
Home Economics  
Mathematics  
Modern Languages (French, German, Italian, Spanish, Chinese)  
Physical Education  
Primary Education  
Technological Education

**If you are studying part time**, regardless of your previous study, you can apply to SAAS for the part-time fee grant.

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## Is there any other financial help available?

If you have no other form of financial support, you may be able to apply for a Professional Career Development Loan. This is a bank loan that can be used to cover up to 80% of your programme fees plus related expenses. For more information call 0800 585 505 or visit [www.lifelonglearning.co.uk/cdl](http://www.lifelonglearning.co.uk/cdl).

## Discretionary funds

Universities have funds which they use to help students in financial difficulties. To find out more, get in touch with the Student Support or Student Services team at the university you would like to go to.

You should make sure you apply as early as you can as the funds are limited and run out quickly.

## What happens after I graduate?

You are guaranteed a probationary teaching post in a Scottish local authority school for a full school year (190 teaching days) as a member of the Teacher Induction Scheme (TIS). However, for this guaranteed post, you will have to be a newly qualified teacher who has graduated from a Scottish university and have been assessed as a home student for fees.

The Induction Scheme is not compulsory so you can choose to follow the Flexible Route instead. Read on for more information.

To teach in a local authority school in Scotland you need to be registered with the General Teaching Council for Scotland (GTCS). After you successfully complete your programme, you'll be provisionally registered with the GTCS until you meet the Standard for Full Registration. Your year on the TIS is designed to give you full registration.

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### The Independent Sector

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The probationary year can also be completed within a Scottish Independent school. Most Independent schools provide experiences similar to the Teacher Induction Scheme, whereby probationers may be considered for full registration after one academic year (190 days) of continuous, full-time, relevant, satisfactory teaching service in one school.

The General Teaching Council for Scotland's website called Probationer Teacher Scotland has all the information that you will need.

[www.probationerteacherscotland.org.uk](http://www.probationerteacherscotland.org.uk)

## What will I get from the Induction Scheme?

- A salary of £21,438 (pay award negotiations begin in 2013)
  - A maximum class commitment of 18.5 hours a week of a fully registered teachers' time, with time set aside for professional development
  - An experienced teacher as a mentor
  - The chance to reach the GTCS Standard for Full Registration in one school year
- 

## Can I choose where I do my Induction year?

The scheme allows you to choose five Scottish local authorities where you would be willing to undertake your training year. You will be allocated to one of those local authorities but not necessarily your first choice.

You may decide to waive your preferences and be sent to train anywhere in Scotland during your Induction year. If you do this, you'll currently receive an additional £6000 if you are a primary teacher and £8000 if you are a secondary teacher only for the Induction year.

## What is the Flexible Route?

The Flexible Route is a way to complete probationary service for teachers who:

- have decided to opt out of the Teacher Induction Scheme
- are not eligible to join the Teacher Induction Scheme
- can't commit to a full-time post
- want to complete their probationary period somewhere other than a Scottish state school.

See this website for further information.

[www.probationerteacherscotland.org.uk](http://www.probationerteacherscotland.org.uk)

## After the Induction year

The Induction scheme only guarantees a post for the first year of teaching then you can apply for jobs.

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### How do I apply for a job?

Teachers are employed by the 32 local authorities around Scotland and therefore they are responsible for advertising vacancies within their area.

You will find adverts for teaching vacancies on websites of the local authorities and at the Scottish Local Government jobs portal at [www.myjobscotland.gov.uk](http://www.myjobscotland.gov.uk).

The *Times Education Supplement for Scotland* is the foremost teaching publication for information on current education topics and initiatives and also provides an area for teachers to share and download free teaching resources. They also have a jobs section so it's a valuable resource to look at if you wish to get employment with the local authorities in Scotland. You can find their website at [www.tes.co.uk/scotland](http://www.tes.co.uk/scotland).

As the employers of teachers, local authorities have their own selection and interview procedures so to find out more you should contact the individual authorities or schools directly. There's a list of local authority web addresses on page 36.

Your university careers guidance service may offer support to graduates such as feedback and applications on CVs or practice interviews as well as careers guidance counselling.

### How can I develop my career?

Scotland has high aspirations for its young people and we can help realise these through supporting and strengthening the quality of teaching. Teaching is both complex and challenging, requiring the highest standards of professional competence and commitment.

Teachers are therefore expected to engage in collaborative enquiry, reflection and self evaluation, focused on improving teaching to improve learning. Teachers are required to be proactive in this area and ensure that they have ownership of their professional learning.

Professional learning experiences will offer breadth of content and approaches, including subject and pedagogical knowledge and skills; appropriate challenge to an all-graduate profession and increased opportunities to develop learning in practical contexts.



## How do I become a headteacher?

There are currently two recognised national development routes for those interested in becoming a headteacher. These are the Scottish Qualification for Headship programme (SQH) and the Flexible Routes to Headship (FRH) programme. Both routes will provide you with opportunities for professional learning and allow you to demonstrate that you meet the Standards for Leadership and Management. The Standards provide support for self-evaluation and reflection for teachers in, and aspiring to, formal leadership roles in our schools.

Both programmes take about two years to complete and selection to them is through local authority employers who meet the costs of these programmes.

An evaluation is currently taking place on the routes to headship and this research is due to be completed by January 2014.

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## I qualified as a teacher outside Scotland. How do I teach in Scotland?

In order to be employed as a teacher in Scotland, you must be registered with the General Teaching Council for Scotland (GTCS).

The GTCS can provide you with all the information you need to become registered as a teacher in Scotland. You can download the application form on the “Teacher qualified outside Scotland” section of the GTCS website at [www.gtcs.org.uk](http://www.gtcs.org.uk).

You must have an undergraduate degree and an initial teacher education qualification. The GTCS will determine if your qualifications are equivalent to those studied in Scotland and, therefore, suitable for registration. You will need to provide a transcript of your degree and teaching qualification for assessment.

Following successful registration, which may be granted on a provisional or full basis, you will be eligible to apply to one of the 32 Scottish local authorities for teaching posts. You will find local authority contact details under the “Useful contacts” section.

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# Useful contacts

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## General Enquiries

Phone: 0845 345 4745

Email: [teaching@scotland.gsi.gov.uk](mailto:teaching@scotland.gsi.gov.uk)

Website: [www.teachinginscotland.com](http://www.teachinginscotland.com)

## Teacher Education Universities

### ■ The Open University in Scotland

Faculty of Education and Language Studies  
10 Drumsheugh Gardens  
Edinburgh EH3 7QJ

Phone: 0131 226 3851

[www.open.ac.uk/scotland](http://www.open.ac.uk/scotland)

Email: [scotland@open.ac.uk](mailto:scotland@open.ac.uk)

### ■ The University of Aberdeen

School of Education  
MacRobert Building  
Kings College  
Aberdeen AB24 5UA

Phone: 01224 274776

[www.abdn.ac.uk/education](http://www.abdn.ac.uk/education)

### ■ The University of Dundee

School of Education,  
Social Work and Community  
Education  
Nethergate  
Dundee DD1 4HN

Phone: 01382 381400

[www.dundee.ac.uk/eswce](http://www.dundee.ac.uk/eswce)

### ■ The University of Edinburgh

Moray House School of  
Education  
Holyrood Road  
Edinburgh EH8 8AQ

Phone: 0131 651 6138

[www.ed.ac.uk/  
schools-departments/  
education/undergraduate](http://www.ed.ac.uk/schools-departments/education/undergraduate)

### ■ The University of Glasgow

School of Education  
St Andrew's Building  
11 Eldon Street  
Glasgow G3 6NH

Phone: 0141 330 2463

[www.gla.ac.uk/schools/  
education](http://www.gla.ac.uk/schools/education)

### ■ The University of the Highlands and Islands

12b Ness Walk  
Inverness IV3 5SQ

Phone: 01463 279000

[www.uhi.ac.uk](http://www.uhi.ac.uk)

### ■ The University of Stirling

School of Education  
Stirling FK9 4LA

Phone: 01786 473171

[www.stir.ac.uk](http://www.stir.ac.uk)

### ■ The University of Strathclyde

School of Education  
Level 5 Lord Hope Building  
141 St James Road  
Glasgow G4 0LT

Phone: 0141 444 8100

[www.strath.ac.uk/  
humanities/  
schoolofeducation](http://www.strath.ac.uk/humanities/schoolofeducation)

### ■ The University of the West of Scotland

School of Education  
Ayr Campus  
University Avenue  
Ayr KA8 0SX

Phone: 01292 886206

[www.uws.ac.uk/schools/  
school-of-education](http://www.uws.ac.uk/schools/school-of-education)

## Education Scotland

**National body supporting quality and improvement in Scottish education**

[www.educationscotland.gov.uk](http://www.educationscotland.gov.uk)

## Undergraduate and Postgraduate Applications

### ■ Universities and Colleges Admissions Services (UCAS)

Rosehill  
New Barn lane  
Cheltenham  
Gloucestershire GL52 3LZ

Phone: 0871 468 0468

[www.ucas.com](http://www.ucas.com)

### ■ The Graduate Teacher Training Registry (GTTR)

Rosehill  
New Barn lane  
Cheltenham  
Gloucestershire GL52 3LZ

Phone: 0871 468 0469

[www.gttr.ac.uk](http://www.gttr.ac.uk)

Email: [enquiries@gttr.ac.uk](mailto:enquiries@gttr.ac.uk)

## Financial Assistance

### ■ Student Awards Agency for Scotland (SAAS)

Gyleview House  
3 Redheughs Rigg  
Edinburgh EH12 9HH

Phone: 0300 555 0505

[www.saas.gov.uk](http://www.saas.gov.uk)

## Registering as a Teacher

### ■ The General Teaching Council for Scotland (GTCS)

Clerwood House  
96 Clermiston Road  
Edinburgh EH12 6UT

Phone: 0131 314 6000

[www.gtcs.org.uk](http://www.gtcs.org.uk)

## Careers Advice

### Association of Graduate Careers Advisory Services Scotland

[www.agcas.org.uk](http://www.agcas.org.uk)

### Skills Development Scotland

Provides an all-age careers guidance service in Scotland

[www.skillsdevelopmentscotland.co.uk](http://www.skillsdevelopmentscotland.co.uk)

## Local Authorities Job Search

[www.myjobscotland.gov.uk](http://www.myjobscotland.gov.uk)

## Scottish Local Authorities

Aberdeen City Council.....	<a href="http://www.aberdeencity.gov.uk">www.aberdeencity.gov.uk</a>
Aberdeenshire Council.....	<a href="http://www.aberdeenshire.gov.uk">www.aberdeenshire.gov.uk</a>
Angus Council.....	<a href="http://www.angus.gov.uk">www.angus.gov.uk</a>
Argyll & Bute Council.....	<a href="http://www.argyll-bute.gov.uk">www.argyll-bute.gov.uk</a>
Clackmannanshire Council.....	<a href="http://www.clacksweb.org.uk">www.clacksweb.org.uk</a>
Comhairle nan Eilean Siar (Western Isles Council).....	<a href="http://www.cne-siar.gov.uk">www.cne-siar.gov.uk</a>
Dumfries & Galloway Council.....	<a href="http://www.dumgal.gov.uk">www.dumgal.gov.uk</a>
Dundee City Council.....	<a href="http://www.dundee.gov.uk">www.dundee.gov.uk</a>
East Ayrshire Council.....	<a href="http://www.east-ayrshire.gov.uk">www.east-ayrshire.gov.uk</a>
East Dunbartonshire Council.....	<a href="http://www.eastdunbarton.gov.uk">www.eastdunbarton.gov.uk</a>
East Lothian Council.....	<a href="http://www.eastlothian.gov.uk">www.eastlothian.gov.uk</a>
East Renfrewshire Council.....	<a href="http://www.eastrenfrewshire.gov.uk">www.eastrenfrewshire.gov.uk</a>
Edinburgh City Council.....	<a href="http://www.edinburgh.gov.uk">www.edinburgh.gov.uk</a>
Falkirk Council.....	<a href="http://www.falkirk.gov.uk">www.falkirk.gov.uk</a>
Fife Council.....	<a href="http://www.fife.gov.uk">www.fife.gov.uk</a>
Glasgow City Council.....	<a href="http://www.glasgow.gov.uk">www.glasgow.gov.uk</a>
Highland Council.....	<a href="http://www.highland.gov.uk">www.highland.gov.uk</a>
Inverclyde Council.....	<a href="http://www.inverclyde.gov.uk">www.inverclyde.gov.uk</a>
Midlothian Council.....	<a href="http://www.midlothian.gov.uk">www.midlothian.gov.uk</a>
Moray Council.....	<a href="http://www.moray.gov.uk">www.moray.gov.uk</a>
North Ayrshire Council.....	<a href="http://www.north-ayrshire.gov.uk">www.north-ayrshire.gov.uk</a>
North Lanarkshire Council.....	<a href="http://www.northlan.gov.uk">www.northlan.gov.uk</a>
Orkney Islands Council.....	<a href="http://www.orkney.gov.uk">www.orkney.gov.uk</a>
Perth & Kinross Council.....	<a href="http://www.pkc.gov.uk">www.pkc.gov.uk</a>
Renfrewshire Council.....	<a href="http://www.renfrewshire.gov.uk">www.renfrewshire.gov.uk</a>
Scottish Borders Council.....	<a href="http://www.scotborders.gov.uk">www.scotborders.gov.uk</a>
Shetland Islands Council.....	<a href="http://www.shetland.gov.uk">www.shetland.gov.uk</a>
South Ayrshire Council.....	<a href="http://www.south-ayrshire.gov.uk">www.south-ayrshire.gov.uk</a>
South Lanarkshire Council.....	<a href="http://www.southlanarkshire.gov.uk">www.southlanarkshire.gov.uk</a>
Stirling Council.....	<a href="http://www.stirling.gov.uk">www.stirling.gov.uk</a>
West Dunbartonshire Council.....	<a href="http://www.west-dunbarton.gov.uk">www.west-dunbarton.gov.uk</a>
West Lothian Council.....	<a href="http://www.westlothian.gov.uk">www.westlothian.gov.uk</a>





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