So you want to teach in Scotland?

We are here to help you
Welcome
Why should I become a teacher? 3
What sectors can I teach in? 4
How do I qualify as a teacher in Scotland? 6
How do I make an application? 8
I'm qualified as a teacher outside Scotland 10
Useful contacts 11

3 4 6 8 10 11 12
Welcome

It’s great that you want to teach in Scotland.

Whether you are a school leaver or a student, somebody with life and employment experience looking to change career, or you have qualified as a teacher somewhere else and are making the move to Scotland, this booklet is designed to help you begin your journey towards teaching in Scotland.

The General Teaching Council for Scotland (GTCS) is the independent professional registration body and regulator for all teachers in Scotland. Key to its functions are the accreditation of all Initial Teacher Education Programmes and the registration of all those teachers who work in and beyond the school environment. This makes it a ‘one-stop shop’ for anybody looking to teach in Scotland.

We hope that you will find this booklet helpful. Please get in touch with us if you have any feedback.

You can find out more about GTCS on our website at www.gtcs.org.uk
I’m thinking about a new career. Why should I become a teacher?

Teaching is a rewarding and challenging career. It offers lots of choice. You can be a nursery teacher, primary teacher, secondary teacher or additional support needs teacher. You can choose to work in the centre of one of Scotland’s towns or cities, or opt to work in a rural or island setting. Whatever options you choose, you will be registered with, and supported by, GTCS.

As a teacher you will be sharing your knowledge with Scotland’s children and young people, and discovering new and inspiring ways to bring this knowledge alive. You will be developing children and young people to be active citizens, shaping their futures. You will be supporting their learning and seeing them grow and develop. You will be transforming lives to maximise life chances.

Teaching is not always about simply working with children and young people. There are opportunities as part of the job to work with and support parents, and collaborate with colleagues and a wide range of professionals.

All of this means that the job is as exciting and varied as the children and young people that you will teach and the families that you will support.

How much am I paid?
The current salary scale* appears below.

<table>
<thead>
<tr>
<th>Scale Point</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>£22,866</td>
</tr>
<tr>
<td>1</td>
<td>£27,438</td>
</tr>
<tr>
<td>2</td>
<td>£29,064</td>
</tr>
<tr>
<td>3</td>
<td>£30,714</td>
</tr>
<tr>
<td>4</td>
<td>£32,499</td>
</tr>
<tr>
<td>5</td>
<td>£34,557</td>
</tr>
<tr>
<td>6</td>
<td>£36,480</td>
</tr>
</tbody>
</table>

The salary for Principal Teachers currently starts at £39,774 and extends to £51,330.

*The 2018/2019 pay settlement is currently pending and further information will appear on the Scottish Negotiating Committee for Teachers (SNCT) website – www.snct.org.uk

What are my working hours?
Teachers are contracted to work a 35-hour week, with a maximum of 22.5 hours class contact time.

What is my holiday entitlement?
A teacher’s full working year is 195 days. This breaks down into 190 teaching days and five in-service/teacher professional development days. You will get 40 days’ holiday at full pay every year. There is more information about this on the website – www.snct.org.uk

What are the pension arrangements?
As a teacher in Scotland, you will be eligible for generous pension benefits. There is more information about this on the Scottish Public Pensions Agency (SPPA) website – www.sppa.gov.uk

What are my employment prospects?
Your employment prospects as a teacher are very positive. The teaching profession always needs to be refreshed due to turnover and retirement. The Scottish Government’s current recruitment campaign is called Teaching Makes People. We recommend visiting their website – www.teachinscotland.scot

Demand for teachers will vary between certain geographical areas of Scotland, with demand often higher in rural areas than the more densely populated central belt.
Teachers of the following subjects are in particular demand:

- Mathematics
- Physics
- Computing
- Chemistry
- Technology
- Home Economics
- English
- Gaelic.

Teachers can be employed by one of the 32 Scottish local authorities or by independent schools (privately run schools). View a map of the local authorities at www.gtcs.org.uk/web/FILES/education-in-scotland/local-authority-map.pdf

**What are my opportunities for professional learning?**

Teachers are required to complete 35 hours’ Career Long Professional Learning (CLPL) each year. This could include personal professional development, attendance at nationally accredited courses, small-scale, school-based activities and other CLPL activities. Every teacher agrees an annual CLPL plan with their immediate manager and is required to maintain an individual CLPL record. Once a teacher has attained Full Registration, they will engage with Professional Update and have their CLPL signed off by their manager.
What sectors can I teach in?

**Primary teachers** work with children in the three to 12 years age range, in nurseries and primary schools. They deliver all areas of the Curriculum for Excellence. This includes Expressive Arts, Health and Wellbeing, Languages, Mathematics, Religious and Moral Education, Sciences, Social Studies, and Technologies.

**Secondary teachers** work with young people in the 12 to 18 years age range in secondary schools. They usually teach their specialist subject area(s), which should be linked to their degree qualification.

Some primary and secondary teachers choose to specialise in English as an Additional Language (EAL) or Support for Learning.

For information on Curriculum for Excellence, visit the Education Scotland website – [www.education.gov.scot](http://www.education.gov.scot)

What are the entry requirements for Initial Teacher Education programmes?

The Memorandum on Entry Requirements to Programmes of Initial Teacher Education in Scotland is published by GTCS and outlines the minimum entry requirements for teacher education programmes in Scotland. Publication of the new edition of the Memorandum is scheduled for Spring 2019.

The Scottish Credit and Qualifications Framework (SCQF) is the national qualifications framework for Scotland – [www.scqf.org.uk](http://www.scqf.org.uk)

You will need to have:

- a National Qualification in English at SCQF level 6 (e.g. Higher Grade) or an accepted alternative; and
- a National Qualification in Mathematics at SCQF level 5 (e.g. National 5) or an accepted alternative.

If you don't already have these, there are online access courses available for entry to teaching courses – [www.abdn.ac.uk/study/online/access-courses.php](http://www.abdn.ac.uk/study/online/access-courses.php)

For entry to the Professional Graduate Diploma in Education or Postgraduate Diploma in Education (PGDE), you will also need to have an undergraduate degree.

For entry to the PGDE in Secondary Education you will need:

- 80 SCQF credit points in your teaching subject area including
- 40 SCQF credit points at SCQF level 7; and
- 40 SCQF credit points at SCQF level 8 or above.

What are the specialist subject area entry requirements?

For some secondary subject areas you will need to meet specific entry requirements in order to be considered for entry to the PGDE.

**Art and Design**

Study of both Fine Art and Design.

**Business Education**

Study of Accounting, Economics, Information Technology and Business Management.

**Computing**

40 SCQF credit points at SCQF level 8 (or above) from at least two of: Computing Systems, Software Development, Databases or Information Systems. 40 SCQF credit points in any computing area relevant to the computing curriculum in Scottish schools.

**Drama**

At least 40 credit points in practical aspects of Drama, such as stage design or directing.

**English**

At least 40 SCQF credit points in English literature or Scottish literature.

**Gaelic**

Gaelic or Celtic (you must have specialised in Scottish Gaelic). You will also need to prove to the university that you are fluent in spoken Gaelic.

**Home Economics**

40 SCQF credit points at SCQF level 8 (or above) from at least two of: Consumer Studies, Food Studies, Food or Textile Technology, Nutrition. 40 SCQF credit points in any Home Economics area relevant to the Home Economics curriculum in Scottish schools, e.g. Family Studies, Food Sciences, Health, Hospitality, Textile Studies.
Modern Foreign Languages
Where possible, applicants should offer more than one language.

First foreign language — 80 SCQF credit points in the language; six months' residence in a country where the language is spoken (before entering the programme); applicants need to prove to the university they apply to that they are competent in the language.

Second foreign language — 80 SCQF credit points in the second language; three months' residence in a country where the language is spoken (before entering the programme); applicants need to prove to the university they apply to that they are competent in the language.

Native speakers of a modern foreign language who have 80 SCQF credit points in their own language may train to teach their native language. Native speakers who have 80 SCQF credit points in a language other than their native tongue may train to teach that language plus their native tongue (e.g. a French student with a degree in German can train to teach German and French).

Modern Studies
80 SCQF credit points from two of: Economics, Geography, History or Economic History, International Relations, Law, Politics, Sociology, Social Policy. At least 40 SCQF credit points must be from either Politics or Sociology.

Music
A degree including studying Music over at least three years. This must include the following:

- the study of harmony, counterpoint, arrangement, orchestration and composition, together with a broad study of music in its social and historical contexts within traditional, ethnic and non-western musical cultures;
- keyboard studies including sight reading, playing by ear, accompanying, harmonising and improvising in traditional and contemporary styles;
- studying voice or an instrument to an advanced standard. If you specialised in voice you will need to show experience of an instrument other than a keyboard instrument. If you specialised in an instrument, you will need to show that you have experience of solo singing or taking part in choral work. If the keyboard is your main instrument, you will have to show that you can play a second instrument.

Applicants also need to prove to the university they apply to that they are familiar with and can use music technology.

Physical Education
80 SCQF credit points coming from subjects in the following list: subjects related to Physical Education and involving a great deal of practical performance, such as Sport, Dance or Outdoor Pursuits; and subjects involving analysis of the aspects of Physical Education — such subjects include Movement Analysis, Choreography, Sports Coaching, Biomechanics, Sports Science, Exercise Physiology, Sports Psychology, Health and Fitness, studies in Sports or Dance or Outdoor Education, Sports Development or Additional Support Needs in Movement Education.

Applicants who do not have the full 80 SCQF credit points requirement from the list above must be able to satisfy the relevant university that they are suitable for entry by completing practical tests.

Religious Education
80 SCQF credit points from two or more of the following areas: Religious Studies, Philosophy, Theology, Divinity, Sociology of Religion, Anthropology of Religion, Psychology of Religion.

Applicants wishing specifically to teach Religious Education in Catholic schools must have 80 SCQF credit points in Religious Studies, Theology, Divinity. This may include a maximum of 20 credit points in Philosophy related to religion.

Technological Education
A minimum of 20 SCQF credit points must come from List A and a minimum of 40 SCQF credit points must come from List B.

List A — Technological subjects such as Mechanical, Electrical or Electronic Engineering/Sciences, Mechatronics, Architecture, Construction Technology, Building Services.


Applicants have to prove to the university that they can build up practical skills.

It is strongly recommended that you ask the university to which you are applying for information about their particular requirements.
How do I qualify as a teacher in Scotland?

There are an increasing number of routes into teaching. The one that you choose will depend on a number of factors including the age range and subject that you want to teach, your previous qualifications and your personal circumstances. We are committed to expanding diversity in the profession so that it is representative of Scottish society. Some examples of the available routes into teaching are provided below.

<table>
<thead>
<tr>
<th>Age range</th>
<th>Degree study</th>
<th>Post degree study</th>
<th>Total length of study</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>4-year degree</td>
<td>1-year Initial Teacher Education (ITE) programme – e.g. PGDE Primary Education</td>
<td>5 years total</td>
</tr>
<tr>
<td>Primary</td>
<td>4-year degree including ITE e.g. MA in Primary Education</td>
<td>4 years total</td>
<td></td>
</tr>
<tr>
<td>Secondary</td>
<td>4-year degree</td>
<td>1-year ITE programme – e.g. PGDE Secondary Education</td>
<td>5 years total</td>
</tr>
<tr>
<td>Secondary</td>
<td>4-year degree including ITE e.g. MA in Physical Education</td>
<td>4 years total</td>
<td></td>
</tr>
</tbody>
</table>

**Primary teaching programmes**
Most of these programmes are either four-year undergraduate degrees in primary education or one-year Professional Graduate Diplomas in Education (PGDE) completed after the successful completion of a degree.

**Secondary teaching programmes**
Most of these programmes are either four-year degrees that combine education with a specialist subject, e.g. Music, Physical Education, Technological Education, Mathematics, Physics, Chemistry or one-year PGDE programmes completed following a specialist undergraduate degree.

Information about these primary and secondary teaching programmes can be found on the UCAS website – [www.ucas.com](http://www.ucas.com). Search ‘education’ under undergraduate options. Please note that PGDE courses appear in undergraduate options.

There are some part-time Initial Teacher Education programmes currently available (see DLITE (PGDE) below under New types of teaching programmes). These are done in partnership with certain local authorities.

**New types of teaching programmes**
A number of innovative new types of teacher education programmes have recently been accredited by GTCS. These are designed to provide increased flexibility in order to bring greater diversity into the profession, including those with previous experience in industry who have the potential to teach in STEM subject areas.

These programmes include:
- Distance Learning Into Teacher Education DLITE (PGDE) – University of Aberdeen
- Learn to Teach programme – University of Dundee
- PGDE Secondary Education with Supported Induction Route (SIR) – University of Dundee
- PGDE Partnership Induction Model – University of Dundee.
You will find that these programmes are linked to particular partner local authorities and participants will teach in schools in these local authorities during the course.

**Where can I study?**
The following higher education institutions in Scotland offer teacher education programmes:

- Royal Conservatoire of Scotland – [www.rcs.ac.uk](http://www.rcs.ac.uk)
- University of Aberdeen – [www.abdn.ac.uk](http://www.abdn.ac.uk)
- University of Dundee – [www.dundee.ac.uk](http://www.dundee.ac.uk)
- University of Edinburgh – [www.ed.ac.uk](http://www.ed.ac.uk)
- University of Glasgow – [www.gla.ac.uk](http://www.gla.ac.uk)
- University of the Highlands and Islands – [www.uhi.ac.uk](http://www.uhi.ac.uk)
- University of Stirling – [www.stir.ac.uk](http://www.stir.ac.uk)
- University of Strathclyde – [www.strath.ac.uk](http://www.strath.ac.uk)
- University of the West of Scotland – [www.uws.ac.uk](http://www.uws.ac.uk)

The following will start to offer teacher education programmes in August 2019:

- Queen Margaret University – [www.qmu.ac.uk](http://www.qmu.ac.uk)
  Degree in Primary Education (4 years full time)
  PGDE (Secondary Education) Home Economics
- Edinburgh Napier University – [www.napier.ac.uk](http://www.napier.ac.uk)
  PGDE (Secondary Education) available in STEM subjects and Computing.
How do I make an application?

Before applying for entry to a teacher education programme, it is useful if you can arrange some voluntary work experience with a local school. Universities may look for applicants to have this type of experience, particularly those who are applying for entry to the most popular teaching programmes.

When you are ready to apply, you should do this via the UCAS website — [www.ucas.com](http://www.ucas.com).

Search ‘education’ under undergraduate options. Please note that PGDE courses appear in undergraduate options.

What are the costs? Fees and funding

The tuition fees charged by providers of teacher education courses in Scotland will vary depending on your nationality and the country where you live. Tuition fees for eligible students from Scotland are paid by the Student Awards Agency for Scotland (SAAS). You can check what funding you might be eligible for by visiting the SAAS website — [www.saas.gov.uk](http://www.saas.gov.uk).

Some PGDE programmes include a bursary for applicants who are career changers with a relevant employment background. Eligible subjects are Mathematics, Computing Science, Technical Education and Physics. The level of bursary is £20,000 per student and is over and above any normal student support provided by SAAS. Further information can be found on the STEM Bursary Scotland website — [www.stembursaryscotland.co.uk](http://www.stembursaryscotland.co.uk).

How do I become a fully registered teacher?

All teachers in Scottish schools are required by statute to be registered with GTCS.

You will start the GTCS registration process before the end of your teacher education programme, so that you are ready to take up your first teaching post when you have successfully completed the programme and met the Standard for Provisional Registration. At this point you will be awarded Provisional Registration.

The world-renowned Teacher Induction Scheme (TIS) currently provides a guaranteed one-year teaching post in a local authority to every eligible student graduating with a teaching qualification from one of Scotland’s universities. The TIS allows probationer teachers to be considered for full registration within one school year (190 teaching days). It offers a number of benefits, including:

- a maximum class contact time of 0.8 full-time equivalent (GTCS endorsed)
- dedicated time set aside for professional learning
- access to a teacher for support throughout the induction year.

The TIS is not compulsory and you can choose to follow the Flexible Route instead. Once you have successfully completed the TIS or Flexible Route you will submit a Final Profile to GTCS in order to be awarded Full Registration.

You will find the full Teacher Journey on the GTCS website — [www.gtcs.org.uk/teacher-journey](http://www.gtcs.org.uk/teacher-journey).

Further information about what GTCS does, and details on how to register can be found on the GTCS website. Select ‘About Us’ and ‘Registration’ from the list of options given below the GTCS logo.

Specific information about the TIS and Flexible Route for probationer teachers is provided on the In2teaching website — [www.in2teaching.org.uk](http://www.in2teaching.org.uk).
I qualified as a teacher outside Scotland

If you qualified as a teacher elsewhere in the UK, another EU country or in the rest of the world, Scotland welcomes you.

Like teachers who have qualified in Scotland, you are required to register with GTCS before taking up a teaching post in a Scottish school. You will need to meet the same requirements for registration as teachers qualified in Scotland. Teaching is a graduate profession in Scotland and teachers must hold an acceptable degree (or equivalent qualification). They also need to hold a recognised Initial Teacher Education qualification and (for Full Registration) have relevant teaching experience. GTCS has a dedicated team to assess applications from teachers who qualified outside Scotland.

All registrants are required to be members of the Protection of Vulnerable Groups (PVG) Scheme run by Disclosure Scotland. If you are already a member of the PVG Scheme you will require an Existing PVG Scheme Member Update (EPVG). We will obtain your PVG or EPVG as part of the registration process.

<table>
<thead>
<tr>
<th>Fee Type</th>
<th>Fee Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Processing Fee (non-refundable)</td>
<td>£65 – paid at point of application</td>
</tr>
<tr>
<td>PVG Scheme Membership (or Existing PVG Scheme Member Update – EPVG)</td>
<td>£59 (£18 EPVG)</td>
</tr>
<tr>
<td>Initial Registration Fee</td>
<td>£65 – paid only if registration is awarded</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>£189 (£148 EPVG)</strong></td>
</tr>
</tbody>
</table>

The Qualified outside Scotland section of the GTCS website includes information to help you decide whether your qualifications meet the registration requirements as well as information on how to apply for registration.

Details about teaching opportunities in local authority schools can be obtained from the Scottish local authorities or from www.myjobscotland.gov.uk

If you are an experienced teacher you may be interested to hear that local authorities are given the flexibility to place experienced teachers on a point on the salary scale above the main starting point.

If you are looking to apply for a post as a headteacher it is recommended that you look at the information on the GTCS website regarding the Standard for Headship, which forms part of the Standards for Leadership and Management.

From 2019, holding the Standard for Headship will become a prerequisite for all new headteachers in Scotland. The route to this standard will be the Into Headship qualification. For information about Into Headship, visit the Scottish College for Educational Leadership (SCEL) website – www.scelscotland.org.uk

If you are looking to teach in independent schools you can contact the Scottish Council of Independent Schools (SCIS) for advice – www.scis.org.uk
Useful contacts

Education Scotland
T. 0131 244 4330
E. enquiries@educationscotland.gsi.gov.uk
www.education.gov.scot

General Teaching Council for Scotland
T. 0131 314 6000
E. gtcs@gtcs.org.uk
www.gtcs.org.uk

Scottish Council of Independent Schools
www.scis.org.uk

Scottish Credit and Qualifications Framework
www.scqf.org.uk

Student Awards Agency for Scotland
www.saas.gov.uk

Teach in Scotland
(‘Teaching Makes People’ recruitment campaign)
T. 0845 345 4745
E. teachinscotland@gtcs.org.uk
www.teachinscotland.scot

UCAS
www.ucas.com

University of Aberdeen
www.abdn.ac.uk

University of Dundee
www.dundee.ac.uk

University of Edinburgh
www.ed.ac.uk

Edinburgh Napier University
www.napier.ac.uk

University of Glasgow
www.gla.ac.uk

University of the Highlands and Islands
www.uhi.ac.uk

Queen Margaret University
www.qmu.ac.uk

Royal Conservatoire of Scotland
www.rcs.ac.uk

University of Strathclyde
www.strath.ac.uk

University of Stirling
www.stir.ac.uk

University of the West of Scotland
www.uws.ac.uk

GTC Scotland
Comhairle Choitcheann Teagaisg nah-Alba
Clerwood House, 96 Clermiston Road,
Edinburgh EH12 6UT
Tel: 0131 314 6005
Fax: 0131 314 6001
E-mail: gtcs@gtcs.org.uk
www.gtcs.org.uk
www.in2teaching.org.uk

www.ucas.com