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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 2021/22. 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 maintaining student teacher intakes at 2020/21 levels, 4,070.

ITE intakes for 2021/22

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 indicates a further reduction in the primary intake targets in 2021/22.

3. In addition to taking account of the model output, TWPAG also considers whatever other evidence, both factual and anecdotal, 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 Teacher Induction Scheme and were of the view that there is an improvement in primary teacher recruitment.

Primary student teacher intakes

4. Whilst the model indicates a further decrease in primary student teacher intakes the Scottish Government has decided not to advise a further reduction but to maintain primary ITE intakes as at 2020/21 levels. This is on the grounds that pressures on the teaching

workforce in the recovery from the Covid 19 pandemic may require additional teachers in the system moving forward.

Secondary student teacher intakes

5. Provisional student intake numbers for 2020/21 secondary PGDE and other routes show that intakes have increased to 1,647 compared to 1,445 reported at the same time last year, which is 92% of the target compared to 80% last year. It is recommended maintaining secondary targets at 2020/21 levels as while students teacher intakes to some “hard to fill” secondary subjects have improved in recent years they are still short of targets set.

6. 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 2021/22.

7. The following recommendations are made in maintaining ITE intakes at 4,070:

a) Intakes to **primary** courses in 2021/22

- 1,155 PGDE and other routes; and
- 779 undergraduate and combined degrees;

b) Intakes to **secondary** courses in 2021/22

- 1,800 PGDE and other routes; and
- 336 undergraduate and combined degrees.

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. 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

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 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

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 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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Education Workforce Unit