



# So you want to teach in Scotland?

We are here to help you

**gtc**  
SCOTLAND

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# 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 (GTC Scotland) 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. We are also here to support teachers through student placement allocations, professional learning and encouraging high-quality teaching within the profession. This makes us 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 GTC Scotland on our website – [www.gtcs.org.uk](http://www.gtcs.org.uk)

# 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 option you choose, you will be registered with, and supported by, GTC Scotland.

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 to life. 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.

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?

Teaching offers a competitive salary and generous pension scheme. The current salary scale for teachers appears below:

Scale Point	Salary 1/4/20
0	£27,498
1	£32,994
2	£32,994
3	£34,863
4	£36,891
5	£39,232
6	£41,412

The salary for Principal Teachers starts at £45,150 and extends to £58,269.

The salary for Depute Headteachers and Headteachers starts at £51,207 and extends to £98,808.

## 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 be entitled to 40 days' holiday at full pay every year. There is more information about this on the Scottish Negotiating Committee for Teachers (SNCT) website – [www.snct.org.uk](http://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](http://www.sppa.gov.uk)

## What are my employment prospects?

The teaching profession always needs to be refreshed due to turnover and retirement. Entrants to the profession who are multilingual and/or come from diverse cultural backgrounds are particularly welcomed. The Scottish Government's current recruitment campaign is called Teaching Makes People. We recommend visiting their website – [www.teachinscotland.scot](http://www.teachinscotland.scot)

Demand for teachers will vary between certain geographical areas of Scotland.

Teachers of the following subjects are in particular demand (2019):

- Mathematics
- Religious and Moral Education (RME)
- Physics
- Computing
- Chemistry
- Technology
- Home Economics
- English
- Gaelic
- Primary teachers.

Teachers can be employed by one of the 32 Scottish local authorities or by independent schools (privately run schools).

### **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.

### **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)



# 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.

Age range	Degree study	Post degree study	Total length of study
Primary	4-year degree	1-year Initial Teacher Education (ITE) programme - e.g. PGDE Primary Education	5 years total
Primary	4-year degree including ITE e.g. MA in Primary Education		4 years total
Secondary	4-year degree	1-year ITE programme - e.g. PGDE Secondary Education	5 years total
Secondary	4-year degree including ITE e.g. MA in Physical Education		4 years total

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 in the following sections.

## 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 successfully achieving 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.

## How do I apply?

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 UCAS – [www.ucas.com](http://www.ucas.com) Search 'education' on the website to find a list of available courses.

## An alternative route into teaching

The PGDE Partnership Induction Model at University of Dundee is designed to attract high-quality STEM graduates to qualify as secondary teachers in a rural authority.

## Where can I study?

The following higher education institutions in Scotland offer teacher education programmes:

- 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)
- Edinburgh Napier University – [www.napier.ac.uk](http://www.napier.ac.uk)  
PGDE (Secondary Education) available in STEM subjects and Computing.
- 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)

- 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
- Royal Conservatoire of Scotland – [www.rcs.ac.uk](http://www.rcs.ac.uk)
- University of Stirling – [www.stirling.ac.uk](http://www.stirling.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)

## How much does it cost?

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, Home Economics, 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)

### **What are the entry requirements for ITE programmes?**

The Memorandum on Entry Requirements to Programmes of Initial Teacher Education in Scotland is published by GTC Scotland and outlines the minimum entry requirements for teacher education programmes in Scotland – [bit.ly/ITEMemo](http://bit.ly/ITEMemo)

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 English and Mathematics 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 undergraduate teaching qualifications you will need National Qualifications at level 6 in at least four subject areas (including English) – e.g. Highers. If you don't already have these there are access courses available which can help with entry to some undergraduate primary teaching qualifications – [www.swapsurvey.org/progression/east](http://www.swapsurvey.org/progression/east)

For entry to the Professional Graduate Diploma in Education or Postgraduate Diploma in Education (PGDE), you will need the above English and Mathematics qualifications and 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 the subject area that you want to teach 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 the 80 credit points will include specific entry requirements which you will need to meet in order to be considered for entry to the PGDE.

#### **Art and Design**

Study of both Fine (or Contemporary) Art and Design (20 credit points may come from Digital Art/Design or Photography).

#### **Business Education**

Study of subjects from the following list: Accounting, Economics, Business Management. You should also be able to demonstrate evidence of study related to relevant Information Technology skills.

#### **Computer Science**

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

#### **Dance**

Study of Dance or related Dance subjects. You should also provide evidence of your personal involvement in relevant activities through: having relevant, current experience of teaching, coaching, instruction, participation or leadership in Dance; experience of training and performance of Dance at a high level; achieving national governing awards and/or national qualifications in Dance; knowledge of the history of dance, including the study of dance in its social and historical contexts within traditional, ethnic and non-western dance cultures; knowledge of general stage presentation (including lighting, stagecraft, stage make-up and knowledge of the range of dance styles, including ballet, tap, modern/jazz, contemporary, hip hop etc); knowledge of the wider health and wellbeing aspects of dance including injury prevention and nutrition.

#### **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 literature (this could include English translation) or Scottish literature and a maximum of 20 credit points in Media Studies.

#### **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.

#### **History**

A maximum of 40 credit points can come from Ancient History.

## 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, you 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); you will need to prove to the university that you apply to that you 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); you will need to prove to the university that you apply to that you are competent in the language.

If you are a native speaker of a modern foreign language and you have 80 SCQF credit points in your own language you may qualify to teach your native language. If you are a native speaker and you have 80 SCQF credit points in a language other than your native tongue you may qualify to teach that language plus your 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: Criminology, 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

You will need a degree including studying Music over at least three years. You are also expected to: i) demonstrate intellectual music skills (some of which will be advanced) across the following – musical repertoires and musical contexts; an understanding of interdisciplinary approaches, e.g. music and the relationship to other disciplines; analysing, synthesising and interrogating musical materials, ii) demonstrate that you are competent in practical musical skills (some of which should be advanced) across the following – instrumental performance; vocal performance, keyboard performance, iii) have experience of music technology in some format (e.g. use

of microphones, experience of recording and producing). If you do not meet the requirements of ii) or iii) you will need to demonstrate competence through an interview process.

## 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.

If you do not have the full 80 SCQF credit points requirement from the list above you will need to be able to satisfy the relevant university that you 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 and 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. List B – Design and Graphics related subjects such as Computer Aided Design, Graphic Design, Computer Aided Design Manufacture, Industrial Design, Product Design. You will need to prove to the university that you 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 become fully registered to teach in Scotland?

All teachers in Scottish schools are required by law to be registered with GTC Scotland.

You will start the GTC Scotland 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.

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.

Qualified Outside Scotland (QoS) Administration Fee (non-refundable)	£65 – paid at point of application
PVG Scheme Membership (or Existing PVG Scheme Member Update – EPVG)	£59 (£18 EPVG)
Registration Administration Fee	£65 – paid only if registration is awarded
<b>Total:</b>	<b>£189 (£148 EPVG)</b>

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. 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 (GTC Scotland endorsed)
- dedicated time set aside for professional learning
- access to a teacher for support throughout the induction year.

The TIS is not compulsory, 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 GTC Scotland in order to be awarded Full Registration.

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

Further information about what GTC Scotland does, and details on how to register can be found on the GTC Scotland website. Select 'About Us' and 'Registration' from the list of options given below the GTC Scotland 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)

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

Like teachers who have qualified in Scotland, you are required to register with GTC Scotland 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. GTC Scotland has a dedicated team to assess applications from teachers who qualified outside Scotland.

The Qualified Outside Scotland section of the GTC Scotland 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](http://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 GTC Scotland website regarding the Standard for Headship, which forms part of the Standards for Leadership and Management.

As of August 2020, holding the Standard for Headship became 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](http://www.scelscotland.org.uk)

If you are looking to take up a post in an Independent School – these include Special Schools and Education through Care Establishments, as well as mainstream schools – you can contact the schools directly for advice. Many of these schools are members of the Scottish Council of Independent Schools (SCIS) who will also be happy to provide more general advice about teaching in the independent school sector in Scotland – [www.scis.org.uk](http://www.scis.org.uk)

### Feedback

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

Email Claire Williamson at [claire.williamson@gtcs.org.uk](mailto:claire.williamson@gtcs.org.uk) or write to GTC Scotland, Clerwood House, 96 Clermiston Road, Edinburgh, EH12 6UT.

For up-to-date information, please visit our website – [www.gtcs.org.uk](http://www.gtcs.org.uk)

# Useful contacts

## Education Scotland

T. 0131 244 4330

E. [enquiries@education.scotland.gsi.gov.uk](mailto:enquiries@education.scotland.gsi.gov.uk)

[www.education.gov.scot](http://www.education.gov.scot)

## Scottish Council of Independent Schools

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

## Scottish Credit and Qualifications Framework

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

## Student Awards Agency for Scotland

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

## Teach in Scotland

('Teaching Makes People' recruitment campaign)

T. 0845 345 4745

E. [teachinscotland@gtcs.org.uk](mailto:teachinscotland@gtcs.org.uk)

[www.teachinscotland.scot](http://www.teachinscotland.scot)



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

[www.in2teaching.org.uk](http://www.in2teaching.org.uk)

## UCAS

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

## 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)

## Edinburgh Napier University

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

## Queen Margaret University

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

## Royal Conservatoire of Scotland

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

## University of Stirling

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

