
Report To:	Policy and Resources Committee	Date:	14 November 2017
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	PR/24/17/WB
Contact Officer:	Wilma Bain	Contact No:	01475 712748
Subject:	National Learn to Teach Programme		

1.0 PURPOSE

- 1.1 The purpose of this report is to advise members of the Policy and Resources Committee of Inverclyde Council's planned participation in the National Learn to Teach Programme which is delivered by the University of Dundee and which is funded by the Scottish Government.

2.0 SUMMARY

- 2.1 The University of Dundee, in partnership with local authorities across Scotland, has developed a part-time programme to enable Local Authority employees to undertake a PGDE Primary Teaching qualification.
- 2.2 This new route into primary teaching allows students to complete the qualification while remaining in employment.
- 2.3 The programme is identical in content to the full-time PGDE route, but is offered on a part-time basis over 18 months, starting in January 2018. Students who successfully complete the course will begin their induction year as a NQT in August 2019 within their employer Local Authority.
- 2.4 Across Scotland there are 3 Cluster Hubs: one in Irvine, one in Stirling and one in Dundee. Students will attend workshops in their Cluster Hub in addition to participating in 2 induction days and 2 Summer School weeks in Dundee.
- 2.5 Inverclyde Council has been invited to participate in the programme as part of the Irvine Cluster Hub with the likelihood of 3 or 4 places being available on the programme for Inverclyde Council employees.
- 2.6 While the programme is funded by the Scottish Government, participating Local Authorities will be required to approve 18 weeks of absence from current employment in order to undertake school placements.
- 2.7 Appendix 2 shows the required timeline for the application process for participation on the programme.
- 2.8 There is no unfunded budget impact regarding our participation in this national programme.
- 2.9 There will be no major impact on services/employees as any release will be managed by the relative Corporate Director/Head of Service.
- 2.10 The Corporate Management Team approved our participation in the National Learn to Teach

Programme at their meeting on 14 September 2017.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Policy and Resources Committee note Inverclyde Council's participation in the National Learn to Teach Programme which will commence in January 2018.

Wilma Bain
Corporate Director
Education, Communities & Organisational Development

4.0 BACKGROUND

- 4.1 There is currently a shortage of teachers across Scotland which is particularly evident in the inability of some local authorities to fill vacancies. There is also a severe shortage of supply teachers across both primary and secondary sectors at a national level. This concerning situation adds further pressure on local authorities who are required to maintain teacher numbers as part of the Scottish Government's grant settlement criteria.
- 4.2 The University of Dundee, in partnership with local authorities across Scotland, has developed a part-time programme to enable Local Authority employees to undertake a PGDE Primary Teaching qualification.

5.0 CURRENT POSITION

- 5.1 The University of Dundee has been piloting its Learn to Teach Programme with Perth and Kinross, Dundee, Angus and Fife Councils. This pilot programme has been funded by the Scottish Government which has now extended the programme to 9 other Local Authorities, including Inverclyde.
- 5.2 This new route into primary teaching allows student to complete the qualification while remaining in employment.
- 5.3 The programme is identical in content to the full-time PGDE route, but is offered on a part-time basis over 18 months, starting in January 2018. Students who successfully complete the course will begin their induction year as a NQT in August 2019 within their employer Local Authority.
- 5.4 Across Scotland there are 3 Cluster Hubs: one in Irvine, one in Stirling and one in Dundee. Students will attend workshops in their Cluster Hub in addition to participating in 2 induction days and 2 Summer School weeks in Dundee. There are 20 places available on the programme for each Cluster Hub.
- 5.5 Inverclyde Council has been invited to participate in the programme as part of the Irvine Cluster Hub. There are 4 other Local Authorities in this Hub (North Ayrshire, East Ayrshire, South Ayrshire and Renfrewshire) which works out about 4 places per Local Authority. North Ayrshire Council has offered to provide a venue for the Saturday workshops and tutorials for all Irvine Cluster Hub students.
- 5.6 While the programme is funded by the Scottish Government, participating Local Authorities will be required to approve 18 weeks of absence from current employment in order to undertake school placements.
- 5.7 Appendix 1 (Information for Local Authorities) outlines the details of the programme including the required commitment from Local Authorities.
- 5.8 Applicants for a place on the course must have approval from their Local Authority and must have the required qualifications which include a recognised Degree, Higher English at Grade 'C' or above, or equivalent qualification, and National 5 Mathematics at Grade 'C' or above, or equivalent qualification.
- 5.9 Appendix 2 shows the required timeline for the application process for participation on the programme.
- 5.10 It will be the decision of the University to select which applicants are suitable for a place on the programme (through an interview process and application).
- 5.11 The Corporate Management Team approved our participation in the National Learn to Teach Programme at their meeting on 14 September 2017.

6.0 IMPLICATIONS

Finance

6.1 Financial Implications:

There is no unfunded budget impact regarding our participation in this national programme.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments
N/A					

Legal

6.2 N/A.

Human Resources

6.3 There could be a small impact on service delivery during students' absence from work requiring other colleagues to pick up some tasks/activities. There may be opportunities to link this to workforce development. There will be no major impact on services/employees as any release will be managed by the relative Corporate Director/Head of Service.

Equalities

6.4 Has an Equality Impact Assessment been carried out?

Yes See attached appendix

No This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

Repopulation

6.5 Successful students will undertake professional training which will hopefully lead to a teaching post within Inverclyde which will support our education service to maintain its high quality provision.

7.0 CONSULTATIONS

7.1 N/A.

8.0 BACKGROUND PAPERS

8.1 National Learn to Teach Programme For Local Authority Employees A Partnership Approach - Information for Local Authorities (Appendix 1)

Timeline for Learn to Teach Programme – Application Process (Appendix 2)



National Learn to Teach Programme
For Local Authority Employees
A Partnership Approach
Information for Local Authorities

The University of Dundee, in partnership with participating Local Authorities across Scotland, have developed a part time programme to enable eligible Local Authority Employees to undertake a PGDE Primary qualification.

This new route into teaching allows students to complete the qualification while remaining in employment.

The programme is identical in content to the full time PGDE route, but is offered on a part time basis over 18 months, starting in January 2018. Students who successfully complete will begin their induction year in August 2019, within their LA.

Across Scotland there are three Cluster Hubs; one in Irvine, one in Stirling and one in Dundee. Students will attend workshops in their Cluster Hub in addition to participating in two introduction days, and two summer school weeks in Dundee.

Cluster Hubs

North Ayrshire Hub (Irvine)	Participating LAs – East Ayrshire; Inverclyde; North Ayrshire; Renfrewshire, South Ayrshire
Stirling Hub (Stirling)	Participating LAs – Clackmannan; Falkirk; Stirling; West Lothian
Dundee Hub (Dundee)	Participating LAs – Perth & Kinross; Dundee City; Angus; Fife

The programme consists of academic study and practical placements.

Academic Study

Workshops	Hosted in the Cluster Hub	8 across the 18 months these will be on Saturdays and three recall days (one Friday during each placement)
Introductory Days	Hosted in the University of Dundee	4 th & 5 th January 2018
Summer School	Hosted in the University of Dundee	2 nd - 6 th July 2018 6 th - 10 th August 2018

APPENDIX 1

Workshops Dates and Venues

Workshop Dates	Venue
(Saturday) 03/02/18	Cluster Hub – All Saturdays and recall days will take place in the Cluster Hub. Students should attend their hub venue.
(Saturday) 17/03/18	
(Saturday) 28/04/18	
(Saturday) 09/05/18	
(Friday) 02/11/19	
(Saturday) 12/01/19	
(Friday) 08/02/19	
(Friday) 19/04/19	

In addition to face to face sessions, above, students will participate in a range of online learning materials, including online lectures.

Professional Practice

Students will also undertake three school placements, within their Local Authority to develop practical teaching skills.

PP1: Middle to Upper Stages (P.4-7)	22/10/18 to 30/11/18
PP2: Nursery/Early Years	21/01/19 to 01/03/19
PP3: Any stage (P.1-7)	15/04/18 to 24/05/19

Assessment

Formative assessment and summative assessment are used throughout the course. There are two university-based assessed modules (both written assignments) and three professional practice modules. Professional Practice (Placement) is assessed with reference to the GTC, Standard for Provisional Registration by university staff and school partners. Although this course is at graduate entry, there are components (University-based) which are assessed at SCQF Level 10 and Level 11. Professional Placement is assessed only at SCQF Level 10.

Student Support

Throughout the programme students will be supported by the Programme Director and Programme Convener. They will also be supported by their placement tutor, their hub facilitator and lecturing staff.

Who is Eligible?

- Existing Local Authority employees who hold the relevant qualifications
 - Recognised Degree
 - Higher English at grade 'C' or above, or equivalent qualification
 - National 5 Mathematics at grade 'C' or above, or equivalent qualification
 - Entry requirement can be found on the University web page <https://www.dundee.ac.uk/study/pg/primary-education/> under the heading 'Entry Requirements'
 - The final decision regarding who can apply lies with the LA. It is the decision of the LA to agree which members of staff can be released from post to complete the placements.
 - It is the decision of the University to select which applicants are suitable for study on the programme (through the Interview process and application)
 - All applications should come via the Local Authority and be sent to ESW-Apply@dundee.ac.uk

APPENDIX 1

- The university will not accept applications directly from the applicant.

Commitment

The university and the Local Authority are committed to supporting the students and there is an agreement with the Local Authorities that students will be released from their substantive post to undertake the school placements.

Commitment from University

- Provide all academic support
- Provide tutor/placement support
- Provide online learning resources
- Monitor progress
- Assess all academic work and professional placement
- Offer academic skills support (where necessary)

Commitment from Local Authorities

- Approve suitable applicants and forward applications to University
- Approve 18 weeks of absence from current employment in order to undertake school placements (approve additional absence from substantive post where additional placements are required)
- Assist with interviews
- Identify and assure placement schools within the LA
- There may also be opportunities for LA teachers to work in partnership with university tutors to deliver workshops (CLPL)

Commitment from Students

- Full attendance and participation in all face to face sessions and throughout professional placement (must commit the introduction days and summer school hosted in Dundee)
- Engaging with online learning materials
- Completing induction year (and beyond?) with their local Authority
- Completing all tasks and assessments
- Maintaining close contact with tutor

Students must be in a position to commit to the programme. This involves attending and participating fully in all workshops and online learning. 100% attendance is expected except in extenuating circumstances, and attendance should not fall below 80%.

Where attendance on placement falls below 80% an additional placement will automatically be required.

Further information for applicants

An information evening at each hub will be organized at the end of September (dates to be confirmed) for LA employees who would like further information. Arrangements will be made with each hub contact.

Applications

- Closing Date for Applications is 30th October 2017
- Applications must be approved by the LA (employees line manager)

APPENDIX 1

- Applications to be sent to the Local Authority in the first instance
- Local Authority to forward all applications to the University of Dundee ESW-Apply@dundee.ac.uk within one week of the closing date (We will only accept applications which come through the LA)
 - Applications will be accepted before the closing date so there is no need to hold applications until the closing date
 - The university will consider all applications from the Local Authority
 - The university will check all qualifications and relevant experience and organise interviews
 - The selection process (group interviews) will take place in each hub during the week of 20th November (TBC)
 - The university invite a member of Education from the hub to assist in the selection process (This may be a Head Teacher or Depute Head)

Applications are invited from suitable applicants. Suitable applicants must be employees of the participating Local Authorities, must have approval from the Local Authority and must hold the relevant qualifications for entry.

For details of entry requirements please follow the link <https://www.dundee.ac.uk/study/pg/primary-education/> and open the tab 'Entry Requirements'

Applications must be approved by Line Manager and Local Authority.

CLOSING DATE FOR APPLICATIONS 30/10/17. Applications must be submitted to LA by this date.

Local Authorities should forward applications to ESW-Apply@dundee.ac.uk no later than 6th November 2017

If you have any further questions regarding the programme please contact:

Mary Knight

Associate Dean for Learning & Teaching

01382 381414

m.j.knight@dundee.ac.uk

A word from our former students

The LTT programme has been very beneficial to me. It has allowed me to pursue a career which I have always considered, but may not have been able to pursue otherwise, due to the financial pressures of studying full time with a family, mortgage etc. Studying through this course has allowed me to work full time, earning a wage, whilst studying on evenings and weekends, and gradually learn the skills and knowledge required to be a teacher. Daryl Stewart

The best thing about the course for me is that I chose to sacrifice my ambition and turned down a place 10 years ago to raise my kids. With the added pressure of mortgage and bills I never thought I'd have the opportunity again. This course has given me the chance to fulfil my career ambitions while maintaining financial security for my family. I still feel so grateful for the chance to pursue career progression and still be mum to my boys. It's hard to juggle but if you really want it - this course is the perfect opportunity. Joanna Perry

APPENDIX 1

This has been an amazing opportunity and a new start for me - I have really enjoyed the challenge. The course has been tough, exhausting and wonderful in equal measure. The one thing that stands out for me about the LTT programme is the people on it. There is an overwhelming commitment to succeed and a passion to grasp this opportunity and give it our all. It has not been easy, juggling life, work, kids and study, but has definitely been worth it. Kirstie Bailey

As a single parent LTT has allowed me to study for my PGDE in a supportive, enjoyable and financially manageable way. LTT is a fantastic opportunity for study and I couldn't recommend it enough. Close tutorial groups rather than large lectures helped to make us a tight knit supportive peer group. LTT has given me a richness of knowledge and relationships, with tutors and peers that I hope will last a lifetime. Katherine Worner

I am incredibly grateful to the LTT programme for the opportunity to complete the PGDE course while working; I could not have completed the course any other way. I would highly recommend the LTT pathway, and though it can be a challenge balancing work, study and family life the university staff have provided a tremendous amount of support and guidance as well as an enthusiastic and high-quality learning experience. Seonad Parmar

Timeline for LTT3 – Application Process

	Meetings with/ Correspondence to LAs	Presentations to LA potential applicants	Application Deadline	Letters for invite to interview	Interview dates	Offers made	Confirmation of offers accepted	Start Date
Deadline Date	Week of 4/9/17	Week of 22/9/17 (TBC)	30/10/17	Week of 10/11/17	Week of 20/11/17	7/12/17	15/12/17	4/1/18