
'GROW YOUR OWN' TEACHERS

Report by Interim Service Director, Children and Young People

EXECUTIVE COMMITTEE

18 June 2019

1 PURPOSE AND SUMMARY

- 1.1 This report proposes that Scottish Borders Council continues to grow and develop their 'Grow Your Own' Scheme to train and recruit individuals into the teaching profession, working in partnership with a number of Universities.**
- 1.2 Scottish Borders Council are working with two different Universities to develop and deliver training for individuals to become teachers.
- 1.3 Currently this is focused on secondary subject teachers. However, a new programme will start in August which will involve the primary sector.
- 1.4 The projection of new teachers working in the Scottish Borders by 2021, who have trained in the Scottish Borders, would be 30.

2 RECOMMENDATIONS

- 2.1 I recommend that the Executive Committee:-**
 - (a) Approve Scottish Borders Council continues to deliver 'Grown Your Own' Programmes for teachers.**
 - (b) Approve Scottish Borders Council continues to develop opportunities for increasing the teaching workforce into the future.**

3 BACKGROUND

- 3.1 Recruitment of teaching staff, in particular for some secondary STEM subjects, has become more difficult nationally, but has been particularly felt in the rural authorities. Particular STEM subjects within secondary schools has been a focus for Scottish Government to develop opportunities for Universities to work in partnership with Local Authorities so individuals can become teachers. There are a growing number of programmes available, however, Scottish Borders Council has been proactive in taking this forward. This has enabled us to 'grow our own' workforce.
- 3.2 Scottish Borders Council's Children & Young People's Department has been working over the past three years to look at alternative ways of training and then recruiting qualified teachers. This has been a risk and an investment, taken by the authorities, which is paying the dividend of providing high quality committed teachers.
- 3.3 There is a demand for alternative routes into teaching for individuals within the Scottish Borders. This enables people to remain in the Scottish Borders, reducing their financial commitments involved in either living or commuting to a university elsewhere in Scotland. If potential students have child care commitments, they may not be able to undertake studying outwith the Borders.
- 3.4 **Partnership with University of the Highlands and Islands – Secondary Teachers**
- (a) Scottish Borders Council started in August 2017 offering a distance learning opportunity for Scottish Borders graduates who would like to gain a qualification that will allow them to enter the teaching profession at secondary level.
 - (b) A partnership agreement has been set up with the University of Highlands and Islands, who offer an initial teacher education programme for graduates who have a degree in either Physics, Business Studies, Mathematics, Home Economics, Technology or English. Applicants should have National 5 Mathematics (or equivalent i.e. Intermediate 2, Standard Grade 2, O Grade), Higher English, and an appropriate degree.
 - (c) The programme is full time for one year with students required to carry out online study and undertake four school placements for a total of 19 weeks. Scottish Borders Council provide online learning facilities and access to video conferencing for the students. Placements are organised and a part-time tutor to support them is provided.
 - (d) Upon completion of the programme, students have been guaranteed a one year probationer teacher position in a Scottish Borders school and a permanent teaching position on successfully completing their probationary year.

(e) **Year 1 - 2017 - 2019**

Subject	Number of students	2017 – 18 (PGDE year)	2018-19 (Teacher Induction Scheme year)	August 19 onwards
Home Economics	2 started (1 student withdrew after 6 months)	1	1	Permanent contract in Hawick High School
Business Studies	3	3	3	Permanent contracts in Berwickshire High, Galashiels Academy, Hawick High School.
Summary - 5 students started, 4 completed and have become teachers within Scottish Borders.				

(f) **Year 2 - 2018 - 2020**

Subject	Number of students	2018 – 19 (PGDE year)	2019-20 (Teacher Induction Scheme year)	August 20 onwards
Home Economics	2 started (1 student withdrew after 6 months)	1	1 – placed in Earlston High	Permanent contracts will be offered if students complete their TIS year.
Business Studies	3	3	3 – placed in Hawick High, Selkirk High & Eyemouth High.	
Mathematics	2	2	2 – placed in Peebles High & Selkirk High	
Computing	1	1	1 – placed in Hawick High	
CDT	1 (for health reasons, has taken a break in studies, rejoining next session.)	0	0	
Summary - 9 students started, 7 students completed PGDE and entering the probationary year within Scottish Borders schools.				

(g) **Year 3 - 2019 - 2021**

Subject	Number of students	Student accepted place
Mathematics	1	Yes
Chemistry	1	Yes
Biology	1	Yes
Home Economics	1	Not yet
Business Studies	1	Not yet
English	1	Not yet
CDT	1	Student from previous year will rejoin course after Xmas.

3.5 Partnership with Dundee University – Secondary Teachers

- (a) In 2018 Scottish Borders launched a second project for individuals to become teachers with a new partnership between Scottish Borders Council and Dundee University and University of the Highlands and Islands. Dundee University is the lead University in the project.
- (b) This will be an 18 month programme which started in December 2018 with students graduating with a PGDE and having completed their Standard for Full Registration with the GTCS in June 2020. Acceptance onto this course come with a bursary funded by

Scottish Government. Students spend 4 days in schools and 1 day distance learning with the University. The first 6 months in one school, then they move to a second school for a full year.

- (c) The secondary subjects available for study will be Chemistry, Computing, Home Economics, Mathematics and Physics.
- (d) Students study and complete all placements within Scottish Borders and are supported by a part-time tutor.
- (e) As yet no additional funding has been allocated from Scottish Government for this course to continue past the initial cohort who are going through the programme.
- (f) **Timeline - December 2018 – June 2020**

Subject	Number of students Dec 18 – June 19	August 19 – June 20	August 20
Home Economics	4 started, 1 dropped out at Easter – 3 students continue within the programme.	Student inductees are placed within Scottish Borders school.	Teachers are fully registered and available for recruitment into Scottish Borders schools.
Chemistry	2		
Physics	1		
Computing	1		

4.1 **Partnership with University of the Highlands and Islands – Primary Teachers**

- (a) In 2019 work continued to look for opportunities to recruit more individuals into the teaching profession. Currently Scottish Borders Council are working in partnership with the University of Highlands and Islands to offer 6 PGDE primary teaching places. Recruitment is currently underway and students will be placed for starting in August 2019. These students will complete their placements within Scottish Borders Council schools and link with the University to follow their academic studies in a distance learning way.

- (b) **Timeline**

June 2019	August 19 – June 20	August 20 – June 21	August 2021
Recruitment of students onto course	Students undertake their PGDE	Students undertake their probationary year in Scottish Borders schools	6 full registered primary teachers

5 CONCLUSION

- 5.1 Over the past two years Scottish Borders has invested in 4 individuals who are now joining Scottish Borders Council as fully qualified teachers in August 2019. If this works progresses, we have 14 additional teachers joining in August 2020 and another 12 joining in 2021. Over these 5 years of investment in time and resources, we have 30 additional teachers in our workforce.
- 5.2 We are developing high quality teachers who come to the classroom with a multitude of skills and qualities, many of which have been gained from working in different professions before deciding to change paths and consider teaching, who are committed to the Scottish Borders.
- 5.3 This model may be a model which could be adapted and work within other areas of the Council workforce.

6 IMPLICATIONS

6.1 Financial

There are no additional costs attached to any of the recommendations contained in this report, as events/activities will be funded from existing budgets.

6.2 Risk and Mitigations

There are no associated risks.

6.3 Equalities

- (a) An Equalities Impact Assessment has been carried out on this proposal and it is anticipated that there are no adverse equality implications.
- (b) It is anticipated that there are no adverse impact due to race, disability, gender, age, sexual orientation or religion/belief arising from the proposals in this report.

6.4 Acting Sustainably

There are no significant impacts on the economy, community or environment arising from the proposals contained in this report.

6.5 Carbon Management

There are no significant effects on carbon emissions arising from the proposals contained in this report.

6.6 Rural Proofing

This report does not relate to new or amended policy or strategy and as a result rural proofing is not an applicable consideration.

6.7 Changes to Scheme of Administration or Scheme of Delegation

There are no changes to be made to either the Scheme of Administration or the Scheme of Delegation as a result of the proposals contained in this report.

7 CONSULTATION

- 7.1 The Chief Financial Officer, the Monitoring Officer, the Chief Legal Officer, the Chief Officer Audit and Risk, the Service Director HR and the Clerk to the Council have been consulted and their comments have been incorporated into the final report.

Approved by

Stuart Easingwood

Interim Service Director, Children & Young People

Signature

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Background Papers: N/A

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