



It's time to return to teaching in Scotland

We are here to help you

gtc
SCOTLAND

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Welcome

It's great that you are planning to return to teaching in Scotland.

Whether you completed your teacher education in Scotland and have been away from teaching for a while or you qualified elsewhere and are now seeking to continue your career, your timing couldn't be better; there is a real demand for teachers in schools in Scotland.

The General Teaching Council for Scotland (GTC Scotland) is the independent professional registration body and regulator for all teachers in Scotland.

We are also here to support teachers through professional learning, Professional Recognition 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

Benefits of returning to teach in Scotland

What are my employment prospects?

The teaching profession always needs to be refreshed due to turnover and retirement, but there is currently a particularly high demand for teachers. This will vary between certain geographical areas of Scotland.

There is currently (2019) a high demand for teachers of the following subjects:

- 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.

What will my pay and conditions be when I return?

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. The local authorities can advise you on where you will be placed on the salary scale.

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. More information about this can be found on the Scottish Negotiating Committee for Teachers (SNCT) 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 opportunities for professional learning?

Teachers are required to complete 35 hours' Career-Long Professional Learning (CLPL) each year.

This may include:

- personal professional development;
- attendance at nationally accredited courses;
- small scale school based activities; and
- other CLPL activities.

Every teacher should engage in an annual professional review and development meeting on professional learning they have undertaken, reflect against the Professional Standards and agree areas of development for the following year. Professional learning activities should be recorded on their Professional Learning profile in MyGTCS, or other platform, depending on the employer's requirements.

Following a five-year cycle, all teachers engage in the Professional Update process which requires a teacher's professional learning being signed off by GTC Scotland.





Where can I find teaching posts?

Teaching is a rewarding and challenging career. It offers lots of choice. Teaching posts in local authority schools are advertised on www.myjobscotland.gov.uk or on the TES (Times Educational Supplement) website www.tes.com. Teaching posts in independent schools can also be found on the TES website, as well as individual school websites and the Scottish Council of Independent Schools (SCIS) website – www.scis.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 school directly for advice.

If you are looking to apply for post as a Headteacher it is recommended that you look at the information on the GTC Scotland website regarding the Standard for Headship. Our website is at www.gtcs.org.uk/professional-standards/standards-for-registration.aspx.

From 2020, holding the Standard for Headship will become a prerequisite for new Headteachers in Scotland (except in independent schools). The route to this standard will be the Into Headship qualification – www.scotland.org.uk/what-we-offer/into-headship/



Case studies



I wanted to come back to Scotland after 11 years in Switzerland. Teaching is the thing I love doing, so it was an obvious choice for me to go back into teaching. Because I kept my hand in teaching whilst I was in Switzerland, I felt quite empowered after doing the Return to Teaching course."

**Karen Allison, primary teacher,
West Dunbartonshire**



I was welcomed into the Social Subjects faculty, and the school, with open arms. There is a huge support network available to those returning to teaching. Overall, I can honestly say, coming back to the teaching profession was the best decision I made."

**Hannah Smith,
Modern Studies teacher,
Aberdeen**



People often ask me why I left. On reflection, I think that in many ways I was simply young and wanted to explore all the options open to me. From the outset I have had incredible support from my colleagues who have offered reassurance, advice, practical assistance... I have learned so much from them."

**Pamela McMahon, primary
teacher, Glasgow**



What can I do to get ready to return?

Find out about Curriculum for Excellence

You may be familiar with Scotland's Curriculum for Excellence but need to refresh your knowledge and bring yourself up to date. Or perhaps it is completely new to you (particularly if you didn't qualify in Scotland).

You will find useful information about the Scottish Curriculum for Excellence on the Education Scotland website

– www.education.gov.scot

You can obtain guidance on Curriculum for Excellence assessment arrangements, as well as the syllabus for your secondary subject (if you are a secondary teacher), from the Scottish Qualifications Authority – www.sqa.org.uk

Returning to teaching courses will also cover Scotland's Curriculum for Excellence (see following sections for more information).

Would refresher experience be a good idea?

If you've been out of the classroom for a while, it could be helpful to get some experience at a local school. You should contact the Headteacher of the school directly in order to discuss this.

Which courses are available to help me prepare to return to teaching?

It isn't normally compulsory to complete a returning to teaching course, but these can be really helpful in updating knowledge and building confidence. They are designed specifically to help teachers get up to speed, while also offering support to arrange placements to put theory into practice.

There are currently two courses being offered by universities in Scotland:

1. Returning to Teaching Course – University of Edinburgh

This course has been validated by GTC Scotland. The course is designed for professionals who have a teaching qualification but have had a career break or are new to the Scottish education system.

The course runs for 10 weeks and is delivered mostly online, with two in-person sessions at the university at the beginning and end of the course. Those who can't attend these two sessions will still be able to access the content online.

2. Returning to Teaching Course – University of Strathclyde

This course is aimed at those who already have a teaching qualification but have been away from the profession for a period of time or are new to the Scottish education system. It is relevant to both Primary and Secondary teachers and consists of 10, three-hour twilight sessions.

Further information about availability of the courses, course dates and fees can be found on the universities' websites:

www.ed.ac.uk

www.strath.ac.uk

Can I complete my probationary period after taking time out?

Some teachers take time out after completing their teacher education programme before returning to complete their probationary period. For those teachers who don't have an agreed deferment from the Teacher Induction Scheme, the Flexible Route is available.

More information about the Flexible Route appears on our probationer website – www.in2teaching.org.uk

How do I register with GTC Scotland?

You will need to register with GTC Scotland before going back into the classroom as a teacher.

How you register will depend on whether you have previously been fully or provisionally registered with GTC Scotland and have 'lapsed off' the register, or whether you are registering for the first time.

I was previously fully registered

You should request an application pack via the GTC Scotland website – www.gtcs.org.uk/registration/return-to-register.aspx

This pack contains an Application for Registration to ensure that our records are correct and up to date. You will be asked to join the Protection of Vulnerable Groups (PVG) Scheme. If you are already a member of the scheme you will have to go through an update process – this is known as an Existing PVG Scheme Member Application (EPVG).

If you have spent three months or more (in a single period) in a non-UK country in the last 10 years, we will also require an overseas police check. Once the registration process is complete, you will receive confirmation of your registration with us and your registration number will be reactivated.

GTC Scotland policy in regard to the registration process for those who have been out of teaching for a lengthy period of time after previously being fully registered may be reviewed. If this applies to you, it is advisable to check the GTC Scotland website for up-to-date information.

I was previously provisionally registered

You should request an application pack via the GTC Scotland website – www.gtcs.org.uk/registration/return-to-register.aspx

If you were last on the register five or more years ago and have not taught during that period, it may be necessary for you to seek a reference from an appropriate manager recommending that you be restored to the register. In the absence of this you will be required to complete a Return to Teaching Course.

If your time limit for obtaining Full Registration has expired, your application may be considered by a Fitness to Teach Panel at a Subsequent Registration Application Hearing. These are usually held in private and you will be required to demonstrate to the Panel that you are currently fit to teach, with particular reference to your professional competence and what steps you have taken to keep your professional knowledge and skills up to date. If a Subsequent Registration Application Hearing is required, you will be informed in writing.

If you have been working as a teacher during the lapsed period, you should arrange to have reports completed by your Headteacher. If your application is successful, these references may be used towards meeting your probationary service requirements.

If you have successfully completed a Return to Teaching Course you should provide evidence of this.

I was previously removed/refused via Fitness to Teach procedures or my professional registration was cancelled by a panel

You will find information relevant to you on the GTC Scotland website – www.gtcs.org.uk/registration/return-to-register.aspx

Scotland welcomes teachers who qualified elsewhere in the UK, the EU or in the rest of the world.

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. In order to do this, you will need to meet the same requirements for registration as teachers who 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 qualified outside Scotland, who are experienced in assessing qualifications from all over the world.

GTC Scotland takes the safeguarding of children and young people very seriously and all registrants are required to be members of the PVG Scheme. If you are already a member of the PVG Scheme you will require an EPVG. We will obtain your PVG or EPVG as part of the registration process.

The current (2019) cost of registration with GTCS for teachers qualified outside Scotland is:

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
Total:	£189 (£148 EPVG)

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@gtc.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.gtc.org.uk

Useful contacts

Education Scotland

T. 0131 244 4330

E. enquiries@educationscotland.gsi.gov.uk

www.education.gov.scot

Scottish Council on Independent Schools (SCIS)

T. 0131 556 2316

E. info@scis.org.uk

www.scis.org.uk

Scottish Qualifications Authority (SQA)

T. 0345 279 1000

E. customer@sqa.org.uk

www.sqa.org.uk

Moray House School of Education, University of Edinburgh

T. 0131 651 6138

E. education.school@ed.ac.uk

www.ed.ac.uk/education

School of Education, University of Strathclyde

T. 0141 444 8100

E. hass-courses-edu@strath.ac.uk

www.strath.ac.uk/humanities/schoolofeducation



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Silver Award
The General Teaching Council for Scotland