

# Teacher Induction Scheme

## 2008/09



## Introduction

All newly qualified teachers in Scotland are required to complete a period of probationary teaching service before being awarded full registration as a teacher with the General Teaching Council for Scotland (GTCS). Scottish trained, newly qualified teachers are eligible for a guaranteed one-year teaching post with a Scottish local authority. This widely-acclaimed scheme is known as the Teacher Induction Scheme.

### So, what is the Teacher Induction Scheme?

- The offer of a one-year teaching post guaranteed to every eligible\* student graduating from a Scottish university with a Teaching Qualification.
- A maximum class commitment time – equal to 70% of that of a full-time teacher – is guaranteed, with considerable time set aside for professional development.
- Access to the services of an experienced teacher who will provide support and act as a mentor.

At the end of the Teacher Induction Scheme, you will be granted full registration as a

teacher with the GTCS, assuming you have met the requirements of the Standard for Full Registration (SFR). The SFR and the Scheme together serve to ensure that you are given the very best start to your career in this challenging and rewarding profession.

### Rewards

A teacher's salary compares well with other professionals starting off in their career. The current salary is £19,878. (Pay negotiations are pending for April 2008.) Salary is paid in equal instalments over the course of the school year. You will be employed by the local authority to which you are allocated, with



your contract of employment lasting the school year.

Should you be allocated to a post which qualifies for Distant Islands Allowance, the local authority will ensure that the allowance is paid to you. At present the allowance is £1,659 pa.

Similarly, an allowance of £1,038 or £1,941 will be paid if you qualify for Remote Schools Allowance.

You will be eligible for the Preference Waiver Payment, if you are willing to work anywhere in Scotland (see Preference Waiver Payment Pilot).

\* Eligibility is normally restricted to those students graduating from a Scottish Higher Education Institution with a Teaching Qualification, whose training has been publicly funded. This includes students from other parts of the UK and the EU, provided they have been assessed as eligible for Home Fees. This is regardless of how these fees are funded, i.e. through SAAS, Local Education Authorities, self-funded, Northern Ireland Education and Library Boards, etc. Students who pay overseas or full fees are not in publicly-funded places and are therefore not eligible to join the Scheme. If you pay £1,735 or less, you will be classed as paying Home Fees, and you will be eligible for the Scheme. If you pay more than £1,735 then you will be classed as paying Overseas/Full Fees, and you will not be eligible for the Scheme.

## Allocation system

All students expecting to complete their programme of Initial Teacher Education should apply for the Scheme in December by completing the GTCS online application form and paperwork contained in the GTCS Application for Registration pack. The online application form will be available via the GTCS website ([www.gtcs.org.uk](http://www.gtcs.org.uk)) at the start of December, and the Application for Registration pack will be distributed via course programme leaders at the start of December. You will be asked to list, in order of preference, the five local authorities in which you would be willing to work. You may find it useful to check the following website for maps, which may assist you in making your five choices: [www.maps.google.co.uk](http://www.maps.google.co.uk)

**You must be realistic in your choices of authority, as you could be allocated to any one of the five preferences given.**

A computer system will match and allocate students to local authorities using each local authority's vacancy list and student's preference list. You will be chosen at random and matched against your five preferences, beginning with your first preference. Where an appropriate vacancy is unavailable, you will be matched against your second preference, and so on until an appropriate match is found. This may not happen until the system reaches your fifth preference. The allocations of students to local

authorities and schools must take full account of the needs of the service as well as the preferences of students. In the rare event of you being allocated to an authority outwith your five preferences, you will automatically qualify for the Preference Waiver Payment.

If you will be seeking approval to work in denominational schools you will be asked to declare this interest when applying to the GTCS for registration. You will be required to apply for approval from the Catholic Church and to forward confirmation of approval onto the local authority to which you have been allocated. Details of how to apply for approval are available from: [www.sces.uk.com](http://www.sces.uk.com). Authorities will try to allocate you to a denominational school, but this may not always be possible.

You will also be asked to indicate if you speak Gaelic fluently, and wish to teach in the medium of Gaelic. If you have trained in the medium of Gaelic you will be allocated to a Gaelic medium post as far as is possible.

If you have a disability which would need to be taken into account when being placed, you are invited to declare this when applying for registration. The GTCS will then write to you to invite you to provide more details regarding your disability. This is to ensure that appropriate support mechanisms can be put into place.



### Preference Waiver Payment Pilot

The Preference Waiver Payment is payable to those students who are prepared to accept a post anywhere in Scotland for their probationary year. You will be invited to tick the appropriate box when applying if you wish to take this option. The payment is currently £6,000, which will be payable in three instalments; £3,000 in August 2008, £1,500 in January 2009, and £1,500 in April 2009. Payments are made by the local authority to whom you have been allocated, and are gross amounts, non-pensionable, and subject to deductions in respect of income tax and National Insurance contributions.

You should be aware that if you take this option, and then do not take up the place you are allocated, you will not receive the Preference Waiver Payment, and you will give up your place on the Teacher Induction Scheme.



## Frequently asked questions

### Do I have to join the Scheme?

No, but the benefits of the Scheme are considerable, and you are strongly advised not to miss out on the advantages that it offers. You can achieve the Standard for Full Registration without joining the Scheme, and this is called the Alternative Route. However, you would need to secure employment yourself and it is likely that your probationary period would consist substantially of periods of short-term employment in a supply capacity. The GTCS may also require you to complete a probationary period of longer than one year. More information can be found on the GTCS website [www.gtcs.org.uk/probationweb](http://www.gtcs.org.uk/probationweb)

The policy of local authorities only to employ fully-registered teachers in permanent appointments means that you would have to seek a temporary post. You are free to do this on the basis of your provisional registration.

### Can I work in an Independent school?

You can do your induction year outwith the teacher induction scheme in one of the Independent schools in Scotland. To do so you should apply for posts which are advertised. Applicants may be interviewed by the school and will be asked to provide a report from their university. Arrangements for the induction year are made with the school, in conjunction with the GTCS and the Scottish Council for Independent Schools (SCIS). On completion of your probation, you will be eligible to apply for full registration with the GTCS, provided that you meet the Standard for Full Registration.

Most teachers in the independent sector are fully registered with the GTCS. More information can be found at [www.SCIS.org.uk](http://www.SCIS.org.uk)

### Once I have completed the GTCS registration form can I change my five preferences?

Should your circumstances change and you wish to change your preferences, you can re-visit your online application and make the necessary changes by 14 January 2008. Alternatively you can e-mail the GTCS direct ([induction@gtcs.org.uk](mailto:induction@gtcs.org.uk)) by 31 March 2008 to advise of your amended preferences and every effort will be made to take your changed preferences into account.

### Can I delay joining the Scheme?

You must have successfully completed your initial teacher education course before you are eligible to join the Scheme. If you fail to qualify by 7 July, you would have to apply again to join in the subsequent school session, assuming you have satisfactorily passed your course. If you have satisfactorily completed your course, but there are extenuating circumstances that prohibit you from joining the Scheme at the beginning of the school session, you may be able to delay joining the Scheme until the subsequent year. The precise circumstances that might allow an individual to delay joining the Scheme would be considered on an individual basis. Any such requests should be made in writing to the GTCS Teacher Registration Department. Your Provisional Registration would enable you to work on a supply basis as a teacher in a non-permanent capacity in the meantime.



### What if I can't work in the local authority I've been allocated to due to a change in my circumstances?

If it emerges that you are unable to take up the placement you are allocated, you may ask to be placed elsewhere, but there is no certainty that this would be possible. You should firstly contact the local authority to which you have been allocated, and they will advise you of whether they are willing to release you. There is no guarantee that they will be willing to release you, although your reasons will be fully considered by the authority. If the authority is not prepared to release you (and bear in mind that they would be a teacher short if they did), the Scottish Government Schools Directorate (SGSD) would be unable to attempt to reallocate you.

If the local authority is willing to release you, you must firstly officially confirm to the local authority that you wish to turn down your initial allocation, so that SGSD can then attempt to reallocate you. However it should be noted that there is no guarantee that SGSD will be able to find an alternative allocation, and in that case you would no longer be part of the Teacher Induction Scheme, and the Alternative Route to meet the Standard for Full Registration would have to be taken.





**What if I don't wish to work in the school I've been allocated?**

Local authorities' prime responsibility is to deliver education to children throughout their area, and they will first and foremost ensure that the needs of the pupils are met. They will endeavour to take your wishes into account in allocating you to a school, but there can be no guarantee of an allocation to a particular school.

**What if I cannot complete my period of probation on the Induction Scheme?**

Depending on the circumstances, which would not include issues arising from incompetence or indiscipline on your part, but would usually be due to health issues, you would be given credit for that part of the posting which you have completed. Subsequently, it may be possible for you to rejoin the Scheme later in the school session, or rejoin the Scheme the following year or in a subsequent intake. However, consideration of these options will depend on the precise nature and timing of your withdrawal, and there can be no guarantee that a place will be available. Any such request should be made in writing to the GTCS Probation Department.

Initially you should speak with your employer, the local authority,

regarding the best way forward in these circumstances.

**What if I do not attain the Standard for Full Registration at the end of my training post?**

The expectation is that a probationer will achieve the SFR by the end of the Induction year. However, there are a variety of circumstances that may mean this is not possible. Provisional registration is granted just prior to starting on the Teacher Induction Scheme. A probationer on the Scheme will be removed from the register if full registration is not achieved within 3 years of being granted provisional registration. These circumstances and associated requirements fall into four basic areas:

- You do not complete the year, or miss out a significant part of it, due to personal circumstances usually associated with health issues. In such circumstances the missed time would need to be completed within the 3-year limit and is usually done so in the period directly after the Induction year.
- You withdraw from the Scheme during the year in order to complete your probationary service via the Alternative Route. You will need to complete the necessary probationary service within the 3-year limit.

- You reach the end of the probationary year and are required to carry out an extension (usually a 12-week period) because you have been judged to have not yet achieved the SFR, but it is likely that you will do so having completed the extension. In such circumstances you would usually carry out the extension shortly after the end of the Induction year, as soon as a post is found for you. In exceptional circumstances, for example where ill health does not permit it, the extension may not be completed so soon after the Induction year but will have to be completed within the 3-year limit.
- You reach the end of the probationary year and the Headteacher judges that it is unlikely that you will achieve the SFR even following an extension, and as such should have your provisional registration removed. Members of the GTCS Professional Standards Panel will consider such cases.

Further information about the induction scheme can be accessed from the following website

[www.infoscotland.com/teaching](http://www.infoscotland.com/teaching)

**Timetable**

Date	Action
November	Online application facility available at <a href="http://www.gtcs.org.uk">www.gtcs.org.uk</a>
During November and December	Student information sessions held at universities
Start of December	Application forms available on the GTCS website
May 2008	GTCS notifies students of local authority posting

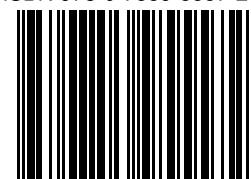
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RR Donnelley B53378 10/07  
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ISBN 978-0-7559-5557-2



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