STEM Teacher Bursary

Report of the review of 2018/19 Scheme

21/11/18

Contents

1. Introduction

The STEM Bursary Scheme opened in April 2018 for career changers wishing to undertake a one year Postgraduate Diploma in Education (PGDE) Initial Teacher Education (ITE) course in Scotland in 2018/19, leading to the award of registered teacher status in the hardest to fill STEM subjects.

Developed in response to the STEM Education and Training Strategy (Oct. 2017), the bursary initially covered four STEM subjects: Mathematics, Physics, Computing Science and Technological Education in seven ITE Institutions (University of Aberdeen, University of Dundee, University of Edinburgh, University of Glasgow, University of Strathclyde, University of the Highlands and Islands and the University of the West of Scotland).

Subsequently, the range of eligible ITE courses and subjects was extended to include PGDE with Masters at University of Strathclyde and Chemistry as an additional STEM subject. Eligible students on the PGDE course receive a £20,000 bursary and students undertaking the shorter PGDE with Masters at the University of Strathclyde receive a £14,000 bursary.

£2,000,000 to cover 100 bursaries was allocated to the scheme initially with Scottish Government committing to fund any additional eligible applicants. In total 107 applicants successfully applied for and were in receipt of the bursary at the start of the 2018/19 academic year at a total cost of £2,080,000.

An external STEM Bursary Advisory Group has now been established with representation from Scottish Government, Skills Development Scotland, Scottish Council of Deans of Education, ITE Universities, Local Authorities and Cosla. The role of the group will be to review the implementation of the bursary scheme in 2018/19 and provide advice and guidance on changes to the scheme for 2019/20.

2.   Eligibility Criteria for 2018/19

1. Applicants must have held an offer of a place on a PGDE ITE teacher education course in Maths, Computer Science, Technical Education, Physics or Chemistry from one of the seven ITE Institutions taking part in the scheme.

2. Applicants were expected to hold a relevant degree at 2.1 or above with the required academic content to teach Maths, Computing Science, Technical Education, Physics or Chemistry.

   - (Normal entry requirements for PGDE ITE courses also apply, including a requirement to have Higher English (or equivalent) and National 5/Credit level Maths (or equivalent). However, flexibility on entry requirement may be applied by the General Teaching Council for Scotland, and support can be provided for the provision of English/Maths qualifications if necessary).

3. Applicants were expected to be in current employment and to have been in employment for at least 36 months in the last five years (including career breaks), at the point of application for the bursary. The definition of 'employment' taken from www.gov.uk/employment-status. Any applicants who held refugee status or other humanitarian protection status in the UK were exempt from this requirement.

4. Applicants were required to satisfy the following SAAS residence requirements:

   - You must be ordinarily resident in the United Kingdom, the Channel Islands or the Isle of Man for the three years immediately before 1st August 2018.
   - You must be ordinarily resident in Scotland on 1st August 2018.
   - If you are not a UK or other EU national, you must have 'settled status' in the UK (as set out in the Immigration Act 1971) on 1st August 2018.

5. Those already in receipt of any other subsidised ITE provision where salaries or allowances are already in place were not be eligible. Examples of such programmes include (but are not limited to) the Salaried Distance Learning & Learn to Teach programmes, the Supported Induction Route at University of Dundee and PGDE Internships at University of Aberdeen.
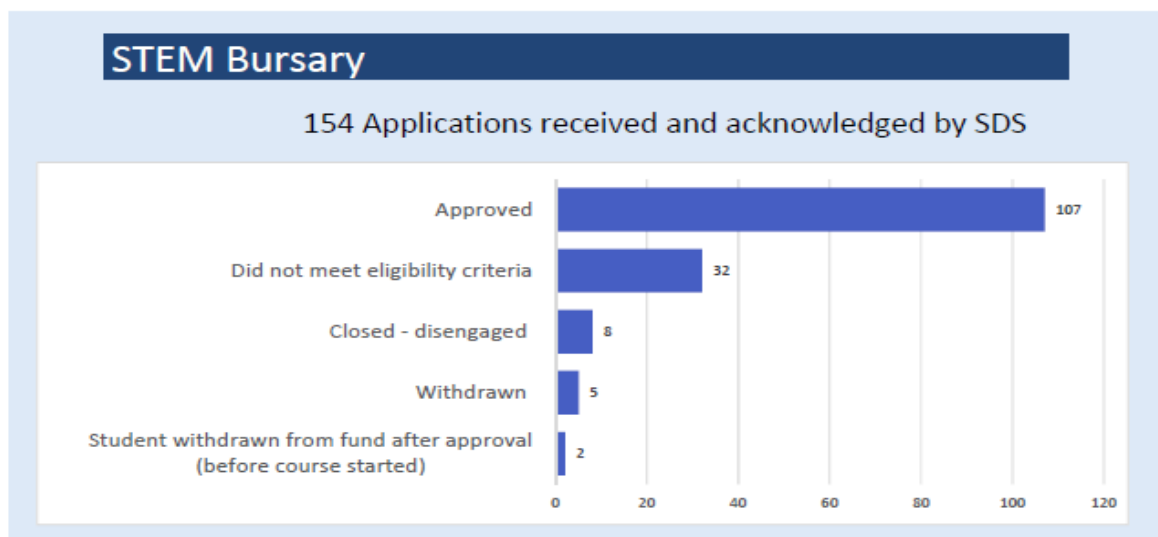
   The bursary is over and above any normal student support provided by Student Awards Agency Scotland (SAAS), as long as students meet the SAAS eligibility criteria.

3. Summary of 2018/19 Applications and Awards

This section summarises overall bursary applications and successful bursary awards as well as breakdown of bursary recipients by ITE institution and subject.

3.1 Total applications and reasons for non-award of bursaries

In total, 154 applications to the Bursary Scheme were received via on-line application at www.stembursaryscotland.co.uk with 107 of these approved as meeting the eligibility criteria. This chart summarises the reasons for the 47 unsuccessful applications.

STEM Bursary

154 Applications received and acknowledged by SDS

Category	Value
Approved	107
Did not meet eligibility criteria	32
Closed - disengaged	8
Withdrawn	5
Student withdrawn from fund after approval (before course started)	2

3.2 Successful Bursary Recipients by ITE Institution

Paired Offers By University-Post Approval

	University	Total offers
1	University of Aberdeen	1
2	University of Dundee	7
3	University of Edinburgh	22
4	University of Glasgow	19
5	University of Strathclyde	46
6	University of the Highlands and Islands	9
7	University of the West of Scotland	3
	Grand Summary:	**107**

3.3   Recipients by ITE Subject and Institution

The distribution of bursary recipients and ITE subject and university is shown below.

University	ITE Subject						
	Chemistry	Chemistry / Biology (dual)	Computing Science	Maths	Dual Maths / Physics	Physics	Technical Education
Aberdeen				1			
Dundee	1			5		1	
Edinburgh	4			6		5	7
Glasgow	2		6	6		5	
Strathclyde	10		3	17	1	5	10
Highlands and Islands		1	2	2		1	3
West of Scotland	2			1			
Total recipients by subject	**19**	**1**	**11**	**38**	**1**	**17**	**20**

4. Profile of Bursary Recipients

This section looks at bursary recipients by their residence at time of application, preferred destination(s) for future employment, gender, ethnicity, disability and age.

4.1 Bursary Recipients by Local Authority

The distribution of bursary recipients by the local authority area in which they resided at the time of application.
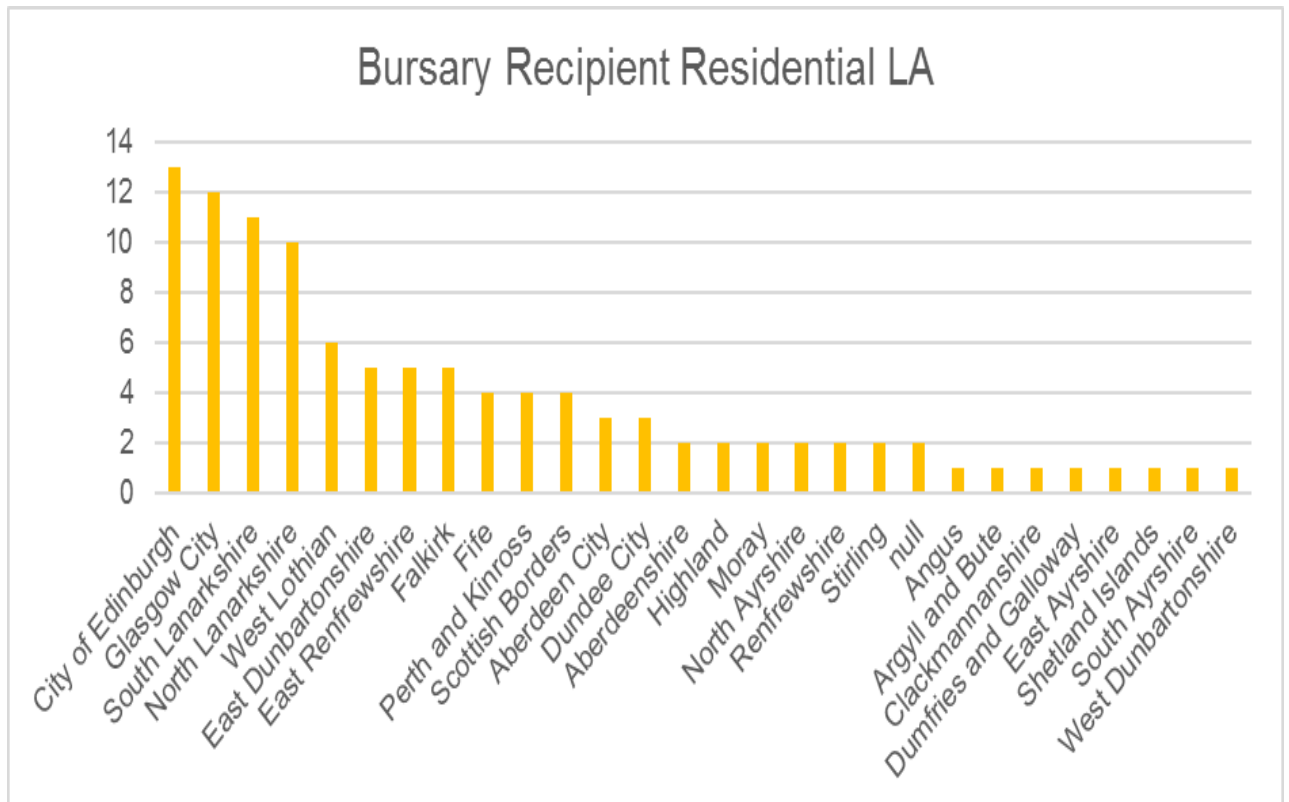
4.2 Bursary Recipients by Scottish Parliamentary Constituency

The number of bursary recipients by the Scottish parliamentary constituency in which they were resident at the time of their application.

| Scottish Parliamentary Constituency	Bursary Recipients
Clydebank and Milngavie	5
Clydesdale	5
Glasgow Kelvin	5
Linlithgow	5
Edinburgh Central	4
Uddingston and Bellshill	4
Eastwood	3
Edinburgh Northern and Leith	3
Edinburgh Southern	3
Falkirk East	3
Hamilton, Larkhall and Stonehouse	3
Midlothian South, Tweeddale and Lauderdale	3
Perthshire South and Kinross-shire	3
Renfrewshire South	3
Aberdeen South and North Kincardine	2
Coatbridge and Chryston	2
Cumbernauld and Kilsyth	2
Dundee City East	2
East Kilbride	2
Falkirk West	2
Glasgow Anniesland	2
Glasgow Southside	2
Kirkcaldy	2
Moray	2
Stirling	2
Null	2
Aberdeen Central	1
Aberdeenshire East	1
Airdrie and Shotts	1
Almond Valley	1
Angus North and Mearns	1
Ayr	1
Banffshire and Buchan Coast	1
Caithness, Sutherland and Ross	1
Clackmannanshire and Dunblane	1
Cowdenbeath	1
Cunninghame North	1
Cunninghame South	1
Dumbarton	1
Dundee City West	1
Edinburgh Eastern	1
Edinburgh Pentlands	1
Edinburgh Western	1
Ettrick, Roxburgh and Berwickshire	1
Galloway and West Dumfries	1
Glasgow Cathcart	1
Glasgow Maryhill and Springburn	1
Glasgow Pollok	1
Kilmarnock and Irvine Valley	1
Motherwell and Wishaw	1
North East Fife	1
Paisley	1
Perthshire North	1
Rutherglen	1
Shetland Islands	1
Skye, Lochaber and Badenoch	1
Strathkelvin and Bearsden	1

4.3   Preferred Destination for Future Employment by Local Authority

During the application process applicants were asked, on a voluntary basis, to indicate which local authority area(s) they would consider seeking employment in on successful completion of their ITE course.

Local Authority	Total Selected
Glasgow City	64
North Lanarkshire	49
City of Edinburgh	45
South Lanarkshire	39
West Lothian	39
East Renfrewshire	38
Falkirk	36
Stirling	36
East Dunbartonshire	33
Midlothian	32
Fife	31
North Ayrshire	28
West Dunbartonshire	28
East Lothian	26
Renfrewshire	26
Perth and Kinross	24
East Ayrshire	23
Inverclyde	23
Clackmannanshire	19
Scottish Borders	19
South Ayrshire	19
Dundee City	18
Aberdeen City	15
Aberdeenshire	15
Angus	15
Dumfries and Galloway	15
Argyll and Bute	14
Highland	14
Moray	13
Na h-Eileanan Siar	10
Orkney Islands	10
Shetland Islands	10

4.4   ITE Subject Choice by Gender

The Chart and table below summarise ITE subject choice by gender.
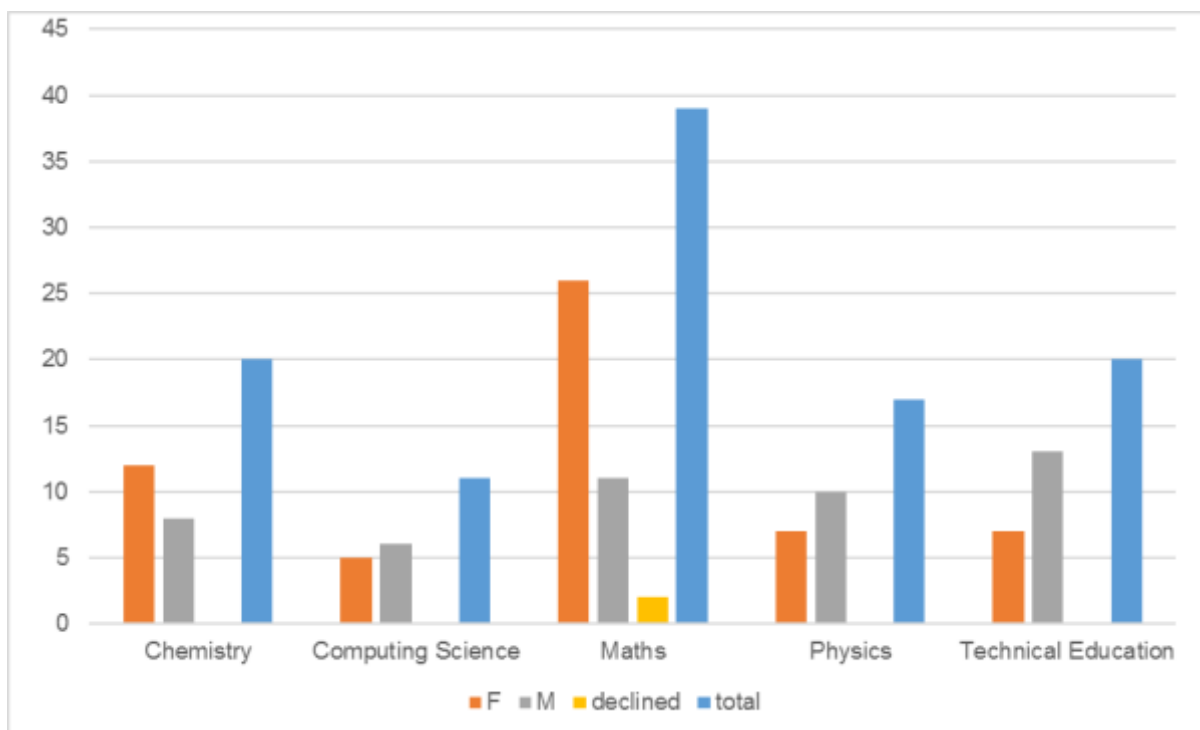
Subject	Female	Male	Declined to answer	Total
Chemistry	12	8		20
Computing Science	5	6		11
Maths	26	11	2	39
Physics	7	10		17
Technical Education	7	13		20

Note the two bursary recipients undertaking dual teaching qualifications have been included within their main or first subject choice on which basis the bursary was awarded.

4.5   Bursary Recipients by Ethnicity

This shows the breakdown of bursary receipients by their stated ethnicity. Any ethnic category with fewer than 5 responses is shown as * to avoid possible identification of individuals.

Stated ethnicity	Proportion of recipients
White (Scottish)	76%
White (Other)	7%
White (English)	5%
White (Irish)	*
White (Northern Irish)	*
Asian (Chinese)	*
Asian (Other)	*
Black (African)	*
Declined to Answer	*
-No Value-	*

4.6   Bursary Recipients by Disability

The breakdown of bursary receipients by stated disability and gender.

Applicants By Disability-PA

	Disability ↓	F	M	N	Total
1	-No Value-	1			1
2	No	55	43		98
3	Prefer not to say		1	2	3
4	Yes	1	4		5
	Grand Summary:	57	48	2	107

F = Female   M= Male   N= Prefer not to say

4.7   Bursary Recipients by Age

The age profile of bursary recipients.

Applicants By Age Band-PA

	Age Band ↓	F	M	N	Total
1	20 to 24	14	3		17
2	25 to 40	31	29	2	62
3	41 to 50	10	9		19
4	51 to 54	2	2		4
5	55 to 64		5		5
	Grand Summary:	**57**	**48**	**2**	**107**

5. Considerations in Preparation for Year Two

- Opening the bursary scheme earlier to coincide with ITE applicants first being notified about the outcome of their ITE applications

- Building on the success of year one by further developing shared communication and marketing across all partners to raise awareness of the scheme and ensure consistent messaging at all points in the process

- Reviewing eligibility criteria giving attention to:
  - Whether to maintain 2:1 honours degree as minimum qualification
  - Status of MSc for course entry
  - Status of PhD as counting towards employment history
  - Requirement to be in current employment at the time of application
  - The definition of employment in terms of minimum expectations
  - Introducing a minimum time period after leaving full-time education