

STEM Teacher Bursary

Report of the review of the 2019/20 scheme

A large, abstract graphic on the right side of the page. It consists of several overlapping teal-colored squares and rectangles. The boundaries between these shapes are defined by white dotted lines, creating a grid-like pattern that is slightly offset and irregular.

Contents

- 1. Introduction**
 - 1.1 Summary of 2018/19 Applications**
 - 1.2 Updates to STEM Bursary for 2019/20 Intake**
- 2. Eligibility Criteria for 2019/20 Intake**
- 3. Summary of 2019/20 Applications and Awards**
 - 3.1 Total applications and reasons for non-award of bursaries**
 - 3.2 Successful bursary recipients by ITE institution**
 - 3.3 Recipients by subject and ITE institution**
- 4. Profile of 2019/20 STEM Bursary Recipients**
 - 4.1 Bursary Recipients by Local Authority**
 - 4.2 Bursary Recipients by Scottish Parliamentary Constituency**
 - 4.3 Preferred Destination for Future Employment by Local Authority**
 - 4.4 ITE Subject Choice by Gender**
 - 4.5 Bursary Recipients by Ethnicity**
 - 4.6 Bursary Recipients by Disability**
 - 4.7 Bursary Recipients by Age**
- 5. Considerations in Preparation for Year 3**

1. Introduction

This report was collated by Skills Development Scotland and provides information on the applications received for the 2019 STEM Bursary, including a summary of the 2018 STEM Bursary application process and subsequent destinations of the successful 2018 bursary recipients.

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, Computer Science, Physics and Technical Education in seven ITE institutions (University of Aberdeen, University of Dundee, University of Edinburgh, University of Glasgow, University of Strathclyde, University of the Highlands & Islands and 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 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 the Scottish Government committed to funding any additional eligible applicants. In total 107 applicants successfully applied for and were in receipt of the bursary at the start of the academic year at a cost of £2,080,000.

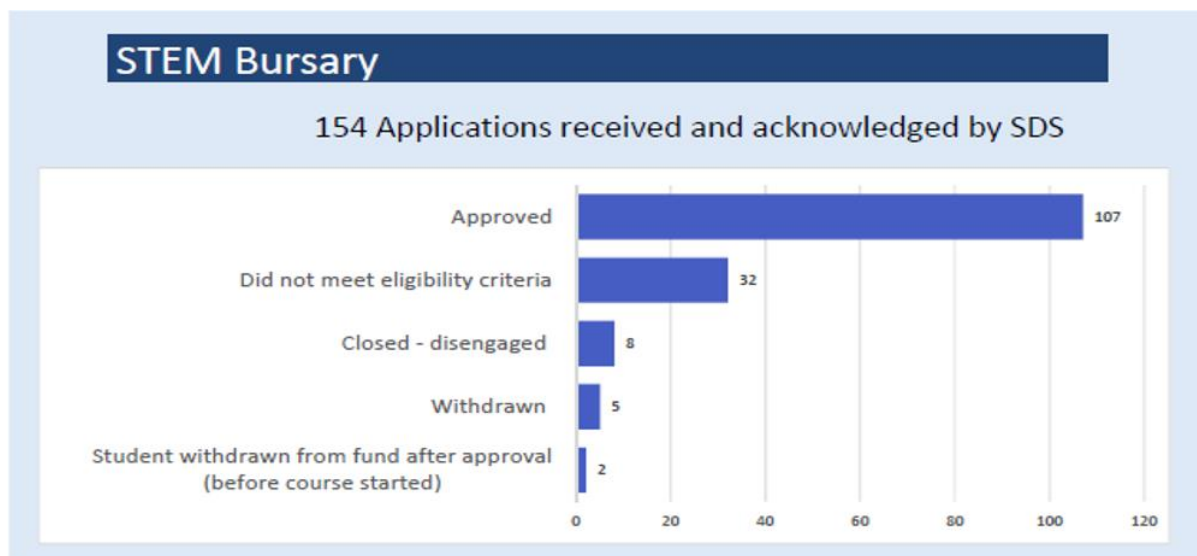
The Scheme opened for the 2019/20 PGDE intake in February with the Scottish Government allocating £2,000,000 to cover 100 bursaries initially and commitment to fund any additional eligible applicants. The range of STEM subjects was extended to include Home Economics, and two new ITE institutions joined the scheme, Queen Margaret University and Edinburgh Napier University.

A total of 111 bursary awards were made during the 2019/20 intake. This was to 105 students undertaking the PGDE and 6 the PGDE with Masters course.

An external STEM Bursary Advisory Group was 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 was to review the implementation of the bursary scheme in 2018/19 and provide advice and guidance on changes to the scheme for 2019/20.

1.1 Summary of 2018/19 Applications

This section summarises overall bursary applications and successful bursary awards for the 2018/19 intake.



Source: Skills Development Scotland

At the end of the 2018/19 academic session, the outcomes of the students' courses of study were as follows:

Successful Completion	-	87
Did not complete course	-	6
Due to complete course in 2019/20 academic year	-	14

Source: Skills Development Scotland

1.2 Updates to STEM Bursary for 2019/20 Intake

In addition to the two new ITE institutions and an additional STEM teaching subject, the following changes were made to the eligibility criteria for 2019/20:

- Applicants were not required to be employed at the point of application.
- Applicants were required to have been out of full-time education for 3 years from 01/10/2016 onwards.
- The employment criteria were updated to ensure a minimum of 150 hours worked in each of the three years employment required for eligibility.
- The employment criteria also now included PhD students who had received remuneration for their course, which included elements of teaching.

2. Eligibility Criteria for 2019/20 Intake

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

2. Applicants were expected to hold a 2:1 Honours degree (or above) or meet the minimum ITE entry requirement **with** a Masters at SCQF at Level 11 qualification to teach Maths, Computer Science, Technical Education, Physics, Chemistry or Home Economics.

- (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 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, with at least 150 hours worked in each of the three years in question. Where an applicant had been enrolled on a remunerated PhD, they would be considered to have met the employment criteria provided the PhD included elements of teaching (e.g. lab work, tutorials, marking) 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.

- must be ordinarily resident in the United Kingdom, the Channel Islands or the Isle of Man for the three years immediately before 1st August 2019.
 - If you fall short of being ordinarily resident in the UK and Islands for the three-year qualifying period, even by one day, you will not be eligible.
- You must be ordinarily resident in Scotland on 1st August 2019.
 - You will not be regarded as being ordinarily resident in Scotland if your main purpose in coming here is to receive full-time education and that you would have otherwise been living elsewhere.
- 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 2019.
 - For further information (and for modifications to this requirement for holders of refugee status or other protected humanitarian status in the UK) refer to www.saas.gov.uk.

5. Those already in receipt of any other subsidised ITE provision where salaries or allowances are already in place would 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.

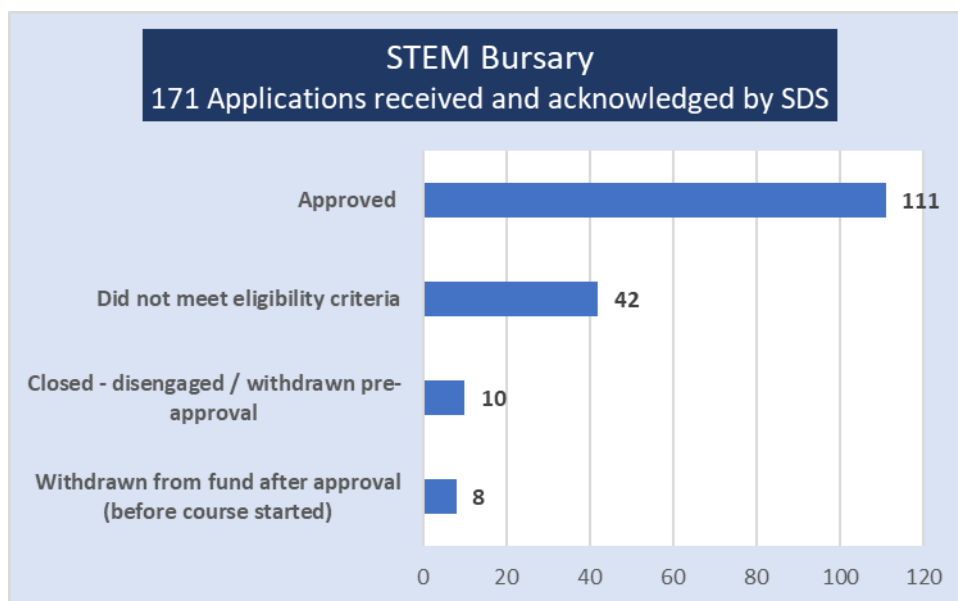
The bursary is over and above any normal student support provided by Student Awards Agency Scotland (SAAS), as long as students meet the SAAS eligibility criteria.

3. Summary of 2019/20 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, 171 applications to the Bursary Scheme were received via on-line application at www.stembursaryscotland.co.uk, with 111 of these approved as meeting the eligibility criteria and accepting the bursary award. This chart summarises the reasons for the 60 unsuccessful applications:



Source: Skills Development Scotland

3.2 Successful Bursary Recipients by ITE Institution

	University	Total offers
1	University of Aberdeen	2
2	University of Dundee	3
3	University of Edinburgh	19
4	University of Glasgow	21
5	University of Strathclyde	44
6	University of the Highlands and Islands	5
7	University of the West of Scotland	8
8	Queen Margaret University	3
9	Edinburgh Napier University	6
	Grand Summary:	111

Source: Skills Development Scotland

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	Computing	Maths	Dual Maths/ Physics	Physics	Technical Education	Home Economics
Aberdeen University			1				1
Dundee University	2			1			
Edinburgh University	7		5		3	4	
Glasgow University	5	7	5		4		
Strathclyde University	8	7	9		4	13	3
University of Highlands & Islands			2			1	2
University of West of Scotland	2		5	1			
Queen Margaret University							3
Edinburgh Napier University	3		2		1		
Total Recipients by Subject	27	14	29	2	12	18	9

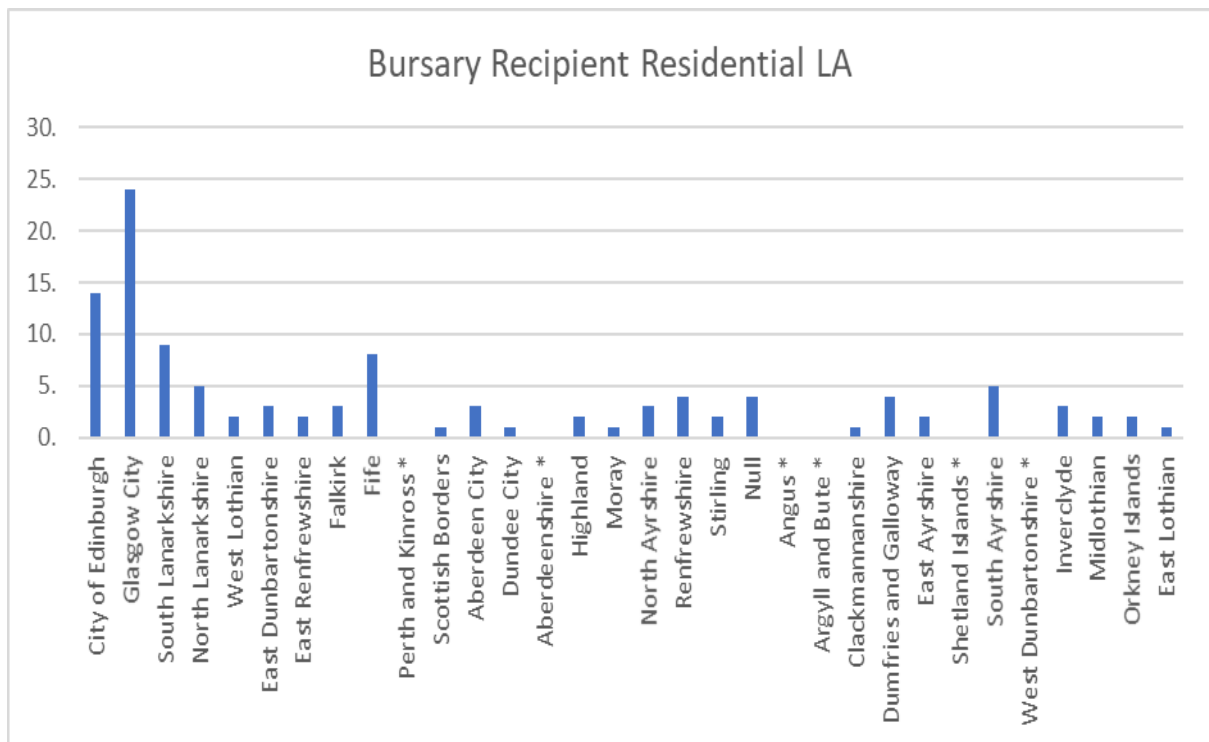
Source: Skills Development Scotland

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:



* No STEM Bursary recipients in 2019/20

Source: Skills Development Scotland

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	3
Clydesdale	1
Glasgow Kelvin	5
Linlithgow	1
Edinburgh Central	2
Uddingston and Bellshill	2
Eastwood	1
Edinburgh Northern and Leith	2
Edinburgh Southern	6
Falkirk East	2
Hamilton, Larkhall and Stonehouse	1
Midlothian South, Tweeddale and Lauderdale	2
Perthshire South and Kinross-shire	0
Renfrewshire South	3
Aberdeen South and North Kincardine	2
Coatbridge and Chryston	2
Cumbernauld and Kilsyth	2
Dundee City East	0
East Kilbride	4
Falkirk West	1
Glasgow Anniesland	5
Glasgow Southside	5
Kirkcaldy	2
Moray	1
Stirling	2
Null	4
Aberdeen Central	1
Aberdeenshire East	0
Airdrie and Shotts	0
Almond Valley	1
Angus North and Mearns	0
Ayr	2
Banffshire and Buchan Coast	0
Caithness, Sutherland and Ross	0
Clackmannanshire and Dunblane	1
Cowdenbeath	1
Cunninghame North	3
Cunninghame South	0
Dumbarton	0
Dundee City West	1
Edinburgh Eastern	2
Edinburgh Pentlands	1
Edinburgh Western	1
Ettrick, Roxburgh and Berwickshire	1
Galloway and West Dumfries	2
Glasgow Cathcart	6

Glasgow Maryhill and Springburn	1
Glasgow Pollok	2
Kilmarnock and Irvine Valley	1
Motherwell and Wishaw	1
North East Fife	1
Paisley	2
Perthshire North	1
Rutherglen	3
Shetland Islands	0
Skye, Lochaber and Badenoch	1
Strathkelvin and Bearsden*	0
Carrick, Cumnock and Doon Valley*	4
Dumfriesshire*	2
Dunfermline*	2
Greenock and Inverclyde*	2
Mid Fife and Glenrothes*	2
Midlothian North and Musselburgh*	2
Orkney Islands*	2
Glasgow Shettleston*	1
Inverness and Nairn*	1
Renfrewshire North and West*	1

*** no STEM Bursary recipients in 2018/19**

Source: Skills Development Scotland

4.3 Preferred Destination for Future Employment by Local Authority

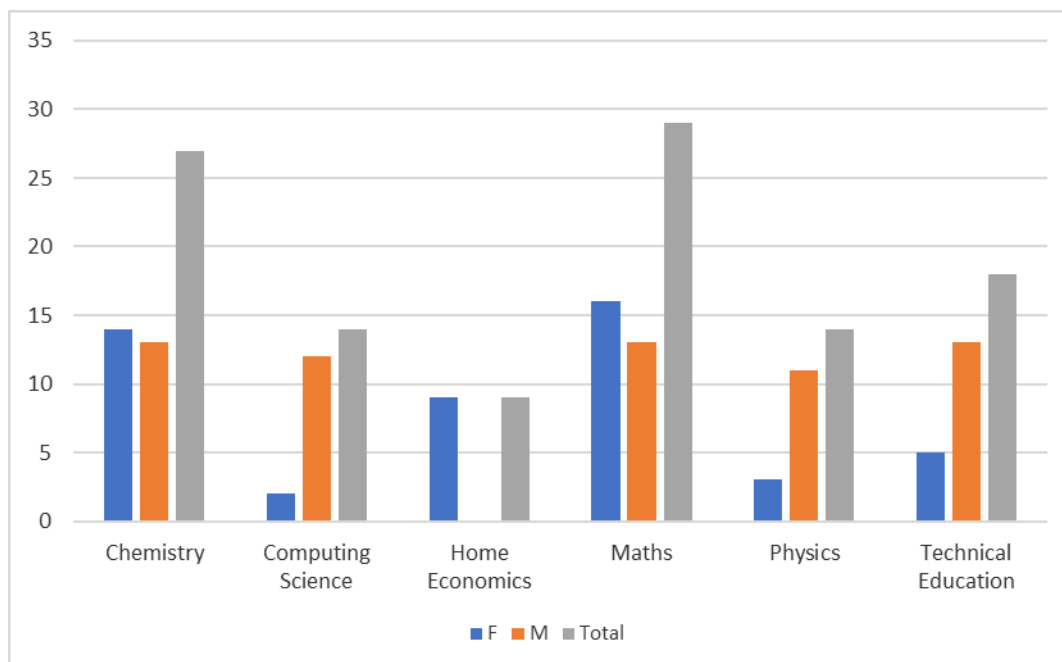
During the application process applicants were asked, on a voluntary basis, to indicate which local authority area(s) they would consider seeking employment in on successful completion of their ITE course.

Local Authority	Total Selected
Glasgow City	72
North Lanarkshire	50
City of Edinburgh	45
South Lanarkshire	44
West Lothian	36
East Renfrewshire	48
Falkirk	38
Stirling	41
East Dunbartonshire	38
Midlothian	36
Fife	30
North Ayrshire	41
West Dunbartonshire	34
East Lothian	31
Renfrewshire	43
Perth and Kinross	23
East Ayrshire	35
Inverclyde	28
Clackmannanshire	28
Scottish Borders	26
South Ayrshire	32
Dundee City	21
Aberdeen City	16
Aberdeenshire	19
Angus	18
Dumfries and Galloway	26
Argyll and Bute	18
Highland	21
Moray	19
Na h-Eileanan Siar	17
Orkney Islands	21
Shetland Islands	19

Source: Skills Development Scotland

4.4 ITE Subject Choice by Gender

The chart and table below summarise ITE subject choice by gender:



Teaching Field	F	M	Total
Chemistry	14	13	27
Computing Science	2	12	14
Home Economics	9	0	9
Maths	16	13	29
Physics	3	11	14
Technical Education	5	13	18

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

Source: Skills Development Scotland

4.5 Bursary Recipients by Ethnicity

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

Ethnicity	% of recipients
White (Scottish)	76%
White (Other)	10%
White (English)	5%
Asian (Pakistani)	*
Asian (Chinese)	*
Asian (Indian)	*
Declined to Answer	*
White (Northern Irish)	*

Source: Skills Development Scotland

4.6 Bursary recipients by Disability

The breakdown of bursary recipients by stated disability and gender:

	Disability ↓	F	M	Total
1	No	45	58	103
2	Prefer not to say	2		2
3	Yes	2	4	6
	Grand Summary:	49	62	111

Source: Skills Development Scotland

4.7 Bursary Recipients by Age

The age profile of bursary recipients:

	Age Band ↓	F	M	Total
1	20 to 24	2	1	3
2	25 to 40	33	41	74
3	41 to 50	12	12	24
4	51 to 54	2	5	7
5	55 to 64		3	3
	Grand Summary:	49	62	111

Source: Skills Development Scotland

5. Considerations in preparation for Year 3

- Whether to amend academic entry requirements.
- Whether to consider some types of unpaid employment such as full-time carer.
- Whether to include other STEM teacher education routes, aside from PGDE and PGDE with Masters.
- Whether to consider the relevance of work experience/ volunteering in schools as part of application process.
- As part of the requirement to be out of full-time education for at least three years, consideration to be given for short-term full-time courses.
- Consideration for applicants who do not meet academic entry requirements for the bursary but have been given provisional place on ITE course.
- Much larger number of individuals accepting the bursary in 2019/20 than 2018/19 and then withdrawing their successful application – implications for the setting of closing date of scheme.
- Limit set on number of repeat applications permitted.
- Consideration for PGDE with Masters recipients transferring to PGDE course.