

CTE Subject Knowledge Enhancement Requirements for School Direct: 2019/20 (for Cohort 2020/21)

Subject Knowledge Enhancement (SKE) is a special kind of training course, available to applicants who want to train to teach a subject outside of their original degree specialism or when their degree knowledge is significantly out of date. SKE forms part of the government's pragmatic approach to teacher recruitment, by allowing more flexibility in who is able to enter the teaching profession. SKE is available across a range of priority subjects: Biology, Chemistry, Physics, Mathematics, Computing, English, Geography, RE and Modern Foreign Languages¹. SKE is prescribed (as a condition of offer for a training place) in terms of course length, usually in 4-week increments: "short" 8-12 weeks, "medium" 16-20 weeks, and "long" 24-28 weeks. School Direct interviewers are responsible for determining how much SKE the applicant requires and should be guided by the following notes, and the matrix overleaf.

- SKE should be "offered because, without SKE, the Trainee is highly unlikely to meet the subject knowledge requirements of the *Teachers' Standards* by the time his or her ITT course is complete" – SKE Funding Manual, NCTL, 2016.
- "Trainees should be able to teach a knowledge-rich curriculum to a depth **beyond** what is required of pupils" – A Framework of Core Content for ITT, DFE, 2016.
- CTE Expects all Trainees to have sound subject knowledge to **at least** Key Stage 5 (preferably beyond), even if only teaching up to Key Stage 4.

The rationale for these requirements is to ensure that all Trainees have a baseline level of subject knowledge when they arrive at the outset of their PGCE course, and can therefore fully engage with CTE's teaching activities without feeling like they are falling behind. Similarly, they are not disadvantaged at school by having to learn content before they can teach it. CTE views SKE as **essential** to prospective Trainees' development, and their support needs should therefore be discussed during their interview and any SKE conditions made explicitly clear at the point of offer where applicable.

There are a range of SKE providers all over the country and courses can be taken face-to-face, online or by blended learning. Trainees qualify for a bursary of £200 per week to undertake SKE and it should be viewed as a necessary support mechanism to ensure that they are well-equipped for teaching, rather than a barrier to entry. SKE courses can be taken prior to teacher training but can also run in parallel if necessary; however, SKE is meant to be 25 hours of work per week² so CTE **strongly** recommends that all SKE requirements are completed by Christmas of the PGCE teacher training year. If a school recruits a School Direct applicant with a significant SKE requirement that overlaps with the teacher training course, then the onus is on that school to make allowances and modify the trainee's timetable accordingly to accommodate their development needs. Schools should bear this guidance in mind when recruiting applicants with significant SKE needs, particularly late in the recruitment cycle. CTE recommends that any Trainee who would be unlikely to complete their SKE by Christmas should be advised to defer, and recruiting such trainees is at the recruiting school's own risk.

Important Notes: Candidates may only undertake **one** SKE course, and it **must** be in their substantive teaching subject. For instance, a Biology applicant can **only** do a Biology SKE³. The exception is for MFL, as most language teachers are required to teach two languages. Funding is therefore available for applicants to attend up to two modern language SKE courses. MFL applicants may split their SKE across two **different modern foreign languages** (i.e. English or an ancient language may **not** be substituted for a second language).

CTE reserves the right to amend any School Direct offer that has overlooked the applicant's SKE requirements. The PGCE course leaders will therefore scrutinise offers made in SKE subjects. In order to make sure this process is as smooth as possible, and to avoid unnecessary delays, CTE will automatically approve offers including a request for 20 weeks SKE or more (8 weeks for RE, since longer courses are unavailable). Offers requesting shorter SKE (or none whatsoever) will be checked, so please try to allow an extra couple of days for this failsafe check to take place (or contact CTE in advance to expedite the process if you know that the application will be close to the "Reject By Default" date – john.thornby@warwick.ac.uk).

¹ Design and Technology is also available, but CTE is not currently offering this subject for Teacher Training in 2019/20.

² Although faster / slower courses are available, pro-rata.

³ In practice there are some "work-arounds" by some providers – i.e. a "Biology" course that includes a refresher module on the other sciences.

	SKE Duration (Weeks)					
	8	12	16	20	24	28
Biology	1. Refresher for recent, appropriate degree	1. Extended refresher for appropriate degree where knowledge is dated (~3 years) and not being maintained via professional or industrial experience and/or other CPD activities	1a. (Science) recent, related applied scientific degree		1. Unrelated scientific degree	1. A-level or equivalent only (grade B min), i.e. completely unrelated degree 2. Related or relevant degree but significantly out of date and/or with a break in service/use
Chemistry			1b. (Maths) recent, relevant mathematical degree <50% maths content, i.e. Physics or Engineering			
Physics			1c. (Comp Sci) Recent, relevant computational degree, i.e. Maths, Physics, Engineering			
Maths	1. Refresher for recent maths or appropriate degree ≥ 50% maths	1. Extended refresher for maths or appropriate degree ~3 years old	2. Full refresher for appropriate degree, where knowledge is significantly dated (5+ years) and not being maintained	1. A-level only (grade B min) with significant relevant school experience	1. Recent, relevant numerical degree, i.e. Accounting and Finance	
Comp Sci	1. Refresher for programming, some other knowledge already in place	1. Refresher for recent non-specific computing degree (such as OU or ICT)				
English	1. Refresher for recent English degree. Develop confidence in language and/or literature	1. Extended refresher for English degree ~ 3 years old	1. Extended refresher for English or other related degree ~ 10 years old 2. Degree with <50% English content		Recent, related (literature) degree, e.g. history, politics	
Geography	1. Refresher for Geography or other related degree	1. Extended refresher for Geography or related degree ~ 3 years old	1. Extended refresher for Geography or other related degree ~ 10 years old			
RE	1. Refresher for RE or other related degree 2. Relevant Humanity or other cultural-based degree, with A-level RE (grade B min)	Unavailable				
MFL	1. Refresher on "Language for the classroom" for any language, unless relevant classroom experience has taken place since graduation.	1. Relevant language degree (min 50% language content) over 5 years ago, with little or no relevant use of the language since graduation.			1. A degree in any other language, with the language the applicant wants to teach, as a subsidiary subject at degree level.	1. A degree in any other language, with an A level in the language the applicant wants to teach (grade C min). 2. Second language <i>ab initio</i>
In case of any uncertainties relating to prior language qualifications, please contact either Vikki Armeson or Georgina Newton at CTE.						
KEY: Mandatory School Direct Only Interviewer Discretion (Discuss with Applicant)		Third Class Degrees: Individuals with a third class degree and no relevant higher degree may be accepted for study by special request for maths or physics only . In such circumstances there should be a request for an extended SKE programme, to be negotiated by the Head of the appropriate Faculty from the CTE Secondary team.				