



# Employment-based Teacher Training in Wales

A revised Scheme and proposed changes to the administrative arrangements

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## Consultation

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Action required: Responses by 29 January 2010

# Employment-based Teacher Training in Wales

**Audience** All bodies concerned with initial teacher training (ITT) in Wales leading to Qualified Teacher Status (QTS), including higher education institutions, the Higher Education Funding Council for Wales (HEFCW), the Universities Council for the Education of Teachers Cymru (UCET Cymru), Estyn, the General Teaching Council for Wales, local authorities, teaching unions, maintained schools, the Training and Development Agency for Schools, the Independent Schools Council, current Graduate Teacher Programme (GTP) assessors and advisers, and other interested parties.

**Overview** The Welsh Assembly Government is consulting on proposals to transfer the arrangements for administering employment-based teacher training routes leading to QTS from central control to HEFCW and the reconfigured ITT sector. The consultation will look at the proposed arrangements for transferring the administration of the current employment-based teacher training scheme to HEFCW and the ITT sector, and the timetable for introducing changes. The consultation also covers a revised employment-based teacher training Scheme, with amendments to cover the different administration arrangements and provisions that would allow the introduction of an assessment-based route into teaching in Wales if that was decided upon.

**Action required** **This is an electronic consultation.** Responses to this consultation document should be e-mailed to the [ebittsconsultation@wales.gsi.gov.uk](mailto:ebittsconsultation@wales.gsi.gov.uk) consultation mailbox to arrive by **29 January 2010** at the latest. The document is available on the internet at [www.wales.gov.uk/consultations](http://www.wales.gov.uk/consultations) and can be copied from there. Note: The Welsh Assembly Government intends to publish a summary of the responses to this document. Normally, the name and address (or part of the address) of its author are published along with the response, as this gives credibility to the consultation exercise. If you do not wish to be identified as the author of your response, please state this expressly on the response proforma.

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# **Proposals to transfer the administration of employment-based teacher training to the Higher Education Funding Council for Wales and the initial teacher training sector and to introduce a revised Scheme**

## **1. Executive Summary**

1.1 The Welsh Assembly Government is consulting on proposals to transfer the administration and funding arrangements for delivering employment-based teacher training (EBTT) leading to Qualified Teacher Status (QTS) to the Higher Education Funding Council for Wales (HEFCW) and to initial teacher training (ITT) providers.

1.2 Under the proposals, the requirements for entry to an EBTT programme would become more aligned to those required for entry to traditional Higher Education Institution (HEI) centred ITT provision. The employment status of trainees within a school setting is not subject to change under these proposals.

1.3 The consultation also covers a revised EBTT Scheme, with amendments to cover the different administration arrangements. The present EBTT Scheme makes provision for the Graduate Teacher Programme (GTP) and the Registered Teacher Programme (RTP). The RTP is currently not operated; however, provision would remain in the revised EBTT Scheme for operating a RTP in the future. The revised EBTT Scheme would also allow the introduction in the future of an assessment-based route to gaining QTS, if that was decided upon.

1.4 We envisage that the changes, if agreed, would come into effect from 1 September 2011, with employment-based training intake targets for the academic year 2011/12 being allocated through HEFCW to the reconfigured ITT sector as part of the mainstream ITT intake target process. The last academic year that the Welsh Assembly Government would operate the current EBTT Scheme would be 2010/11. Employment-based trainees who commenced their training plans prior to September 2011 would have their programme administration completed by the Welsh Assembly Government under the current process.

1.5 Views are sought from stakeholder groups to inform these proposed policy changes. Details of how to respond are on the inside cover of this document. The closing date for responses is 29 January 2010.

## **2. The current Employment-based Teacher Training Scheme**

2.1 The Employment-based Teacher Training Scheme (EBTTS) currently consists of the Graduate Teacher Programme (GTP), an employment-based training route into teaching, where graduates can be employed as unqualified teachers and receive training whilst carrying out a teaching role on a reduced timetable basis. The current EBTTS also includes provision for the Registered Teacher Programme (RTP), a programme aimed at non-graduates where the trainee has to complete a degree whilst being employed at the school and working toward meeting the

QTS Standards. The RTP is not being operated at present due to low levels of take-up and the current emphasis on graduate entry training in priority subjects.

2.2 Under the current arrangements the Welsh Assembly Government may authorise individuals to follow an approved training programme in order to gain QTS. The Assembly Government directly administers the current programmes in Wales, sets overall employment-based training place numbers and provides funding to support a limited number of places in designated secondary priority subjects per year.

2.3 Maintained schools who employ a trainee under the GTP may receive a grant (currently up to £14,600) towards the trainee's salary. In addition, the Recommending Body (RB), which supports/mentors and trains the applicant, may receive a training grant (currently up to £4,500). Numbers can vary, but for 2009/10 there are approximately 40 full-time equivalent fully funded GTP places available. At present, in addition to the funded places, the Welsh Assembly Government has provided support to meet the assessment costs attached to unfunded school places. Independent schools are eligible to participate in the present Scheme but without any financial assistance from the Assembly Government.

2.4 The GTP helps to widen access to teaching as a career for those individuals whose circumstances might prevent them from taking a traditional ITT course offered by a HEI. The GTP has historically also been a useful route to gaining QTS for those schools which have experienced difficulty in recruiting a qualified teacher because of local circumstances, such as language requirements or geographical constraints. The GTP is also the route utilised for gaining QTS for overseas trained teachers – i.e. those from outside the European Economic Area<sup>1</sup> and Switzerland – who are qualified teachers in their home country but wish to teach in Wales. At present, these teachers, if successful at application, are offered a short (minimum of three months) programme of training.

2.5 Because of evidence of current oversupply of teachers, particularly in the primary sector, and the ongoing reduction of ITT intake target numbers planned up to 2010/11 in line with the published Welsh Assembly Government ITT Change Plan, the GTP is currently focussed on secondary priority subjects. The GTP is not currently available in primary schools.

### **3. Proposed Policy Changes**

#### **Background**

3.1 Following a review of ITT provision, the Welsh Assembly Government published an ITT Change Plan in March 2006. On employment-based training routes into teaching, it was noted that these provided a valuable alternative route into the profession and played a useful role in widening participation and increasing diversity of intake. The Assembly Government decided that the basic EBTTs should continue,

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<sup>1</sup> The European Economic Area currently includes the member states of the European Union and Iceland, Liechtenstein and Norway.

but that the consistency of standards of training within employment-based training should be improved.

## **Overview**

3.2 The principal changes in the operation of the EBTT Scheme would involve:

- The full integration of EBTT numbers into mainstream ITT intake targets notified to HEFCW.
- All applications being made directly to accredited ITT providers who would be responsible for training programmes under the Scheme.
- Training would be subject to Estyn inspection arrangements alongside traditional ITT courses.

The aim is to enable planning for future teacher numbers to be considered across all routes more clearly, to provide more integrated ITT delivery and to improve consistency of standards in GTP training provision.

## **Scope of the Scheme**

3.3 The proposed replacement employment-based teacher training scheme incorporates programmes aimed at enabling persons who are, or have been, employed in a school or other educational institution (except a pupil referral unit) to become qualified teachers. The revised Scheme would provide for the following programmes:

- The Graduate Teacher Programme (GTP).
- The Registered Teacher Programme (RTP).
- The Assessment-Based Programme (ABP).

3.4 The Scheme provides the framework for these programmes to operate, if the Welsh Assembly Government decides that they should. Thus, the individual programmes would only operate in practice if intake targets for them were issued by the Welsh Assembly Government.

3.5 The GTP is the only programme operating under the current Scheme and it is intended that it would continue under the revised Scheme. Provision is made for the RTP in the current Scheme, but is not being operated at present due to low levels of take-up, and the current emphasis on graduate entry training in priority subjects. The revised Scheme continues to make provision for the RTP, so that it can be operated in the future if circumstances dictate it.

3.6 The ABP is a new programme, provision for which would be introduced by the revised Scheme. The Education (Specified Work and Registration) (Wales) Regulations 2004 allows teachers in various categories (such as instructors – who may, for example, have further education qualifications – and overseas trained teachers) to teach in maintained schools. At present there is no route for such teachers to gain QTS without having to undergo further training. The ABP would

allow eligible applicants to be assessed against the QTS Standards, supported by a portfolio of evidence in meeting the current Standards and following a period of classroom observation, without having to undergo specific training programmes.

3.7 It is not intended that the ABP would operate initially. Further consideration would need to be given to various aspects of its detailed application. It is unlikely that significant numbers would undertake the ABP as its operation and eligibility criteria will need to reflect the requirement that all the QTS Standards are fully demonstrated; and the programme's intake numbers would need to fit with overall teacher planning requirements.

### **Administration of the programmes**

3.8 As noted, at present the Welsh Assembly Government directly administers programmes under the current EBTTs in Wales. Training programmes must be approved by the Assembly Government before they can commence, and the current Scheme provides that an 'authorisation to teach' from the Assembly Government must be obtained in each case. Employment-based training place numbers are limited by the number of authorisations which are issued each year.

3.9 Under the revised Scheme, the Welsh Assembly Government would no longer administer individual training programmes. The Assembly Government would specify employment-based training place numbers in Wales as part of the overall ITT intake targets. These are set by the Welsh Assembly Government based on the forecast of demand for newly qualified teachers and are notified to HEFCW on an annual basis. HEFCW is required in exercising its functions (under the provisions of section 86(6) of the Education Act 2005) to have regard generally to any forecast of demand for newly qualified teachers notified to them by the Welsh Assembly Government.

3.10 ITT intake numbers for employment-based routes would form part of the overall total intake numbers notified to HEFCW annually for the following academic year. HEFCW would allocate the notified employment-based targets to ITT providers in Wales as part of the overall process for allocating ITT numbers to providers. This change would enable planning processes for future teacher numbers to be considered across all entry routes to teaching more clearly than before.

3.11 The new Scheme would be based around "employment-based initial teacher training providers" (EB ITT providers). These would be higher education institutions which are accredited by HEFCW as providers of ITT, or an administrative partnership of such institutions (the reconfigured ITT Centres), and which are also allocated an intake target for any programme under the Scheme by HEFCW.

3.12 As part of the intake notification process, an annual statement would be issued to HEFCW by the Welsh Assembly Government, which would set out the priority policy areas, including which priority subjects are to be supported, on which EB ITT providers should focus their designated intake target numbers and resources for that year. HEFCW would disseminate this information to EB ITT providers. Under the provisions of Regulation 8(5) of the Education (School Teachers' Qualifications) (Wales) Regulations 2004, HEFCW and the EB ITT providers would be required to have regard to this statement.

3.13 Under these arrangements, EB ITT providers would be responsible for all training plans arranged under the Scheme. Training would still take place in schools, which would continue to act as the employers of trainees and contribute to the delivery of the training in partnership with the EB ITT provider. Individual schools would also still be able to participate in supporting applications. However, they would no longer be responsible for organising the training programme, acting as a "recommending body", as they may do at present.

3.14 EB ITT providers would be able to allocate any Scheme places up to the numbers of the intake targets allocated to them by HEFCW, providing they met the requirements set out in the Scheme and in the annual statement issued to HEFCW by the Welsh Assembly Government. The current separate procedure of obtaining an 'authorisation to teach' would no longer apply.

3.15 The new Scheme would cover the provision of training, the premature ending of a training programme, the extension or reinstatement of a training programme and the assessment of trainees on the Scheme. For assessment, an EB ITT provider would use its usual assessment arrangements.

3.16 If a trainee held a first degree or equivalent qualification, successfully completed a GTP or RTP Programme (or for the purpose of the ABP met the required components) and was assessed as meeting the QTS Standards, the EB ITT provider would be required to confirm to the appropriate body<sup>2</sup> that the trainee could be notified that they were a qualified teacher, in the same way as it does for its students on traditional ITT courses. The current format of making a 'recommendation' to the General Teaching Council for Wales would no longer apply.

### **Funding for salary contributions and training**

3.17 Under the revised administrative arrangements, HEFCW would be responsible for the funding for salary contributions and for training. The Welsh Assembly Government would transfer resources from its present employment-based provision to HEFCW in order to increase the Council's budgets for this purpose.

3.18 As far as training costs are concerned, HEFCW provides funding to ITT providers for course places, based on credit values and associated units of funding for the provision concerned. The intention would be that there would be no distinction between mainstream ITT and employment-based ITT funding, with EB ITT providers receiving the appropriate number of funded credits/funding for their EB trainees. As EB ITT providers would be responsible for organising all aspects of individuals' training programmes, there would no longer be a separate Training Grant payable to schools.

3.19 A Salary Grant would continue to be made available to maintained schools in a limited number of cases as at present, but would be paid by the EB ITT providers,

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<sup>2</sup> At the time of publication, the appropriate body under the Education (School Teachers' Qualifications) (Wales) Regulations 2004 is the General Teaching Council for Wales. Welsh Ministers may also notify persons that they are qualified teachers but have agreed arrangements with the Council for it to handle all cases other than in exceptional circumstances.



utilising resources made available to them by HEFCW. The Welsh Assembly Government in its annual policy priorities statement would specify the amount of salary grant payable to schools by EB ITT providers. The annual statement could also specify the number of training places which could be offered with salary grants; and the phases and subjects which would be eligible for salary grants during that particular academic year.

### **Unfunded places/independent schools**

3.20 Under the present Scheme, the Welsh Assembly Government has provided maintained schools with authorisations to teach for GTP training plans which are additional to those which receive salary and training grants. These are known as 'unfunded' places, although the Assembly Government meets the QTS assessment costs at the end of the training. In order to provide places beyond the number which can be supported by funding through HEFCW and the EB ITT providers, it is proposed that the revised Scheme would also allow for unfunded school places. Schools who reached agreement with EB ITT providers for one of these places would need to meet salary and training costs, as at present, as well as any provider costs for assessment, including initially and at the end of the training. The annual statement would specify the number of unfunded training places which could be offered.

3.21 Independent schools are eligible to participate in the present Scheme but without any financial assistance from the Welsh Assembly Government. It is proposed that the revised Scheme would also allow for independent school places. Schools who reached agreement with EB ITT providers for one of these places would need to meet all costs involved. The annual statement would specify the number of independent school training places which could be offered. Although there would be provision for these places to be offered, EB ITT providers would be under no obligation to do so; and training places not utilised for independent school places could be used for unfunded training places.

### **Monitoring arrangements and Quality Assurance**

3.22 Under the present EBTTS, a Recommending Body (RB) must be responsible for making an application for training approval to the Welsh Assembly Government and for all aspects of the training programme. The RB must be able to design and deliver a training programme that will enable a trainee to demonstrate to an independent external assessor that they meet the standards required for QTS. RBs may be ITT providers, schools (if approved as an RB by the Welsh Assembly Government), local authorities, or other bodies able to meet the Welsh Assembly Government's requirements. The trainee's employer (usually a school, sometimes a local authority) may also act as the RB, but need not do so.

3.23 Under the revised Scheme, the EB ITT providers would be fully responsible for designing and arranging delivery via schools of individual programmes of teacher training to people wishing to become a qualified teacher via the GTP or RTP. They would be responsible for the application process and the assessment arrangements, giving a clear and consistent approach to administering the programme and to standards of trainee attainment.

3.24 ITT of teachers for schools is inspected by Estyn under the provisions of section 18C of the Education Act 1994<sup>3</sup>. Estyn have a programme of inspections of ITT providers and this would include the employment-based ITT for which the providers would be responsible under the revised Scheme.

3.25 In addition to allocating intake target numbers between the reconfigured ITT centres, HEFCW's role would involve the co-ordination and distribution of funding and the on-going monitoring and evaluation of the EBTT Scheme as part of its normal processes. HEFCW would require EB ITT providers to provide information on matters such as trainee numbers and expenditure incurred under the Scheme on the same basis as they do at present for mainstream ITT funded places or for ITT strategy funding.

**Q: Do you agree to the proposal to transfer the administration of employment-based teacher training programmes in Wales to HEFCW and the reconfigured ITT sector?**

**Q: Do you agree with the draft Employment-based Teacher Training Scheme 2010 attached as an Annex?**

**Q: Do you agree with proposals for monitoring arrangements and quality assurance, including that EBTT provision would be inspected by Estyn?**

**Q: Do you agree that intake target numbers for the EBTT should be separately identified and alongside mainstream university based ITT intake numbers?**

### **Operation of the EBTTs at a local level**

3.26 Under the revised Scheme, EB ITT providers would be wholly responsible for administering the scheme at a local level, including the delivery of the training and assessment process and the arrangements to pay those maintained schools successful in securing a funded place a contribution toward the salary costs of the trainee employed by the school.

3.27 Each EB ITT provider would be responsible for administering their own selection and appeal processes to match as far as possible with existing and processes as trainees on traditional ITT courses offered at higher education institutions, having due regard to the requirements of the Scheme and any additional guidance set out in the Welsh Assembly Government's annual statement.

3.28 We do not envisage at this stage that it would be viable for the EB ITT providers to have varying start points for the GTP or RTP in year, although this would be for HEFCW to discuss further with the ITT providers. The draft Scheme retains provision for short (minimum of three months/one term duration) programmes for experienced, qualified individuals who require further training. This provision would cover experienced overseas trained teachers with teaching qualifications obtained from outside the European Economic Area and Switzerland who are

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<sup>3</sup> Inserted by paragraph 13 of Schedule 14 to the Education Act 2005.

seeking to gain QTS, who would continue to be eligible to apply for the EBTT via the GTP. In the longer term the ABP may be a suitable route for such teachers, but the GTP option remains available while the ABP is not operational, and would continue to be needed for those overseas trained teachers who might require a small amount of training.

3.29 All maintained schools would be eligible to become participating schools under the EBTT Scheme and EB ITT providers would be responsible for brokering the necessary arrangements between potential trainees and schools.

**Q: Do you agree the proposed arrangements for administering and monitoring the Scheme locally?**

## **4. Timetable for Implementation**

4.1 The ITT Change Plan published in March 2006 suggested that the first year of operation of the EBTTs by the reconfigured ITT sector should be in place from the academic year 2010/11. ITT institutions are working collaboratively to form the reconfigured ITT Centres at present and we think that it would be sensible for providers to have additional time to undertake necessary planning and preparation work before accepting intake numbers for EBTT.

4.2 We are proposing that the new Scheme would apply to programmes where intake targets are issued for EBTT places from the 2011/12 academic year – i.e. from 1 September 2011. Preparatory work (such as considering applications, allocating places, drawing up training plans, etc) could be undertaken before that date for places where the training period would commence on or after 1 September 2011 (in respect of any aspect relating to GTP or RTP programmes) or where an assessment against the specified QTS Standards would take place on or after 1 September 2011 (in respect of any aspect relating to ABP programmes). No training or assessment under the revised Scheme could take place before 1 September 2011.

4.3 The National Assembly for Wales Employment-based Teacher Training Scheme 2006 (2006 No. 8) as amended by the National Assembly for Wales Employment-based Teacher Training Scheme (Amendment) 2006 (2006 No. 74) – the current Scheme, introduced in 2006 – would cease to have effect from 1 September 2011, apart from the transitional arrangements described in section 5 below.

## **5. Transitional Arrangements**

5.1 As indicated above, we propose to allocate EBTT intake numbers for academic year 2011/12 onwards. Transitional arrangements would apply to those individuals who were accepted onto employment-based training programmes where the training period commenced prior to 1 September 2011 as follows:

- For employment-based training programmes where the training period would commence prior to 1 September 2011 – i.e. up to and including the 2010/11 academic year – the Welsh Assembly Government would

continue to approve applications and administer the EBTT Scheme, including notifying successful applicants, allocating funding, making arrangements for assessment and programme monitoring.

- The Assembly Government would be responsible for completing any residual cases where the training period commenced prior to 1 September 2011 and which for whatever reason were not completed before the start of the 2011/12 academic year.
- The Assembly Government would be responsible for the completion of any appeals process instigated under the provisions set out in the Employment-based Teacher Training Scheme 2006 in relation to programmes where the training period commenced prior to 1 September 2011.

**Q: Do you agree that the proposed timetable for introducing the changes will allow providers sufficient lead in time?**

**Q: Do you consider that the suggested transitional arrangements proposed are suitable for trainees who start employment-based teacher training before 2011/12?**

### EDUCATION, WALES

#### 2010 NO [ ]

#### The Employment-based Teacher Training Scheme 2010 ("the Scheme")

##### Background

1. Regulation 8 of the Education (School Teachers' Qualifications) (Wales) Regulations 2004<sup>4</sup> ("the 2004 Regulations") makes provision for the Welsh Ministers to establish an employment-based teacher training scheme which enables persons who are, or have been, employed in a school or other educational institution (except a pupil referral unit) to become qualified teachers. Regulation 8(2) of the 2004 Regulations provides for a person to be assessed as meeting the specified standards without undertaking further training.
2. The Welsh Ministers have powers to provide financial assistance under sections 14-17 of the Education Act 2002 for the promotion of the recruitment or retention of teachers or non-teaching staff. The grant making powers under the Scheme are made in the exercise of those powers.
3. Separate guidance may be issued by the Welsh Assembly Government under Regulation 8(5) of the 2004 Regulations and those exercising any function under the Scheme must have regard to that guidance.

##### Summary of the Scheme

4. The Scheme sets out the requirements of the Graduate Teacher Programme ("GTP") and the Registered Teacher Programme ("RTP"), and the operation of these programmes in Wales. It sets out the scope of these Programmes and details the eligibility requirements for those individuals wishing to follow an employment-based route into teaching. It also sets out the scope and requirements of the Assessment-Based Programme ("ABP"), which could provide a direct route to gaining Qualified Teacher Status ("QTS") without the need for further training. The QTS Standards are the specified standards required for the purpose of the 2004 Regulations and which set out what trainees must know, understand and be able to do at the end of their course of initial teacher training ("ITT"), or employment-based programme in order to gain QTS.
5. The Higher Education Funding Council for Wales will not fund the GTP, RTP and ABP where the Welsh Assembly Government has not issued any intake targets for such a programme in accordance with the provisions of the Scheme. ITT providers in Wales may only operate the GTP, RTP and ABP if they are allocated intake targets by HEFCW in accordance with the provisions of the Scheme.

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<sup>4</sup> SI 2004/1729, as amended by SI 2007/2811 and SI 2008/215.

6. The Scheme will take effect for GTP or RTP programmes where the period of training commences on or after 1 September 2011, and for ABP programmes where the assessment against Standards takes place on or after 1 September 2011.

7. The Scheme supersedes the previous Scheme introduced in 2006 under The National Assembly for Wales Employment-based Teacher Training Scheme 2006 (2006 No. 6) as amended by The National Assembly for Wales Employment-based Teacher Training Scheme (Amendment) 2006 (2006 No. 74) (“the 2006 Scheme”). Transitional arrangements mean that the provisions of the 2006 Scheme will continue to apply in the cases of individuals whose training programmes commenced prior to 1 September 2011.

## **Interpretation**

8. Except where the context otherwise requires, for the purpose of this document:

“Employment” – means employment under a contract of employment or the engagement of a person to provide services otherwise than under a contract of employment and references to being employed are to be construed accordingly.

“Employment-based initial teacher training provider (EB ITT provider)” – means an institution accredited by the Higher Education Funding Council for Wales (“HEFCW”) under Regulation 7 of the 2004 Regulations as a provider of courses or programmes of initial school teacher training, or an administrative partnership of such institutions, which is allocated an intake target for any programme under the Scheme by HEFCW.

“Employment-based teacher training scheme” and “the Scheme” – mean the scheme described in this instrument and being such a scheme described in Regulation 8 of the 2004 Regulations.

“Training plan” – means a specific plan of training drawn up by an EB ITT provider which forms part of an employment-based programme of training under the Scheme.

“School” – means a school maintained by a local authority (other than a pupil referral unit) or a special school not so maintained or an independent school.

“Teaching” – means carrying out work of a kind which is specified by regulations made under section 133 of the Education Act 2002<sup>5</sup> and “to teach” is to be construed accordingly.

“United Kingdom institution” – means an institution established in the United Kingdom, other than one which is, or is affiliated to or forms part of, an

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<sup>5</sup> Currently the Education (Specified Work and Registration) (Wales) Regulations 2004 (SI 2004/1744).

institution whose principal establishment is outside the United Kingdom, and includes the Council for National Academic Awards.

“An Accredited ITT Provider” – means an institution accredited by HEFCW as a provider of courses or programmes of ITT under Regulation 7 of the 2004 Regulations.

### **Scope of the Scheme**

9. The Scheme incorporates training programmes aimed at enabling persons who are, or have been, employed in a school or other educational institution (except a pupil referral unit) to become qualified teachers. The Scheme provides for the following programmes:

- The Graduate Teacher Programme.
- The Registered Teacher Programme.
- The Assessment-Based Programme.

10. Each of the programmes listed in paragraph 9 may only be funded by HEFCW if intake targets for them are issued by the Welsh Assembly Government to HEFCW in accordance with the provisions in paragraph 21 below.

11. EB ITT providers in Wales may only operate the programmes listed in paragraph 9 if they are allocated intake targets by HEFCW in accordance with the provisions in paragraph 21 below.

### **The Graduate Teacher Programme and Registered Teacher Programme**

12. The GTP is an employment-based route to QTS. Under the programme, graduates who do not have QTS may undertake a period of training through an accredited ITT provider for the purposes of the GTP as part of the Scheme so that they can be employed to teach in a school while following an approved training programme designed to enable them to meet the QTS Standards.

13. Overseas trained teachers who have successfully completed a programme of professional training for teachers in any country outside the European Economic Area<sup>6</sup> and Switzerland (and which is recognised as such a programme of training by the competent authority in that country) and who do not have QTS may also undertake training through an EB ITT provider for the purposes of the GTP.

14. The RTP is an employment-based route to QTS for non-graduates who have successfully completed the equivalent of at least two years' full-time higher education and can complete a degree while they train and work as a teacher. Under the programme trainees may undertake training through an EB ITT provider for the purposes of the RTP as part of the Scheme so that they can teach, follow an approved training programme for QTS and complete a degree in a subject that

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<sup>6</sup> The European Economic Area currently includes the member states of the European Union and Iceland, Liechtenstein and Norway.

provides a suitable preparation for teaching. Gaining QTS depends on successful completion of the whole programme including the degree qualification.

15. Candidates for the RTP must have been accepted onto a programme of studies leading to a first degree (or equivalent qualification) of a United Kingdom institution before they commence training for the purposes of the RTP.

16. Under both the GTP or RTP, trainees who are undertaking training for the purposes of the GTP or RTP as part of the employment-based teacher training scheme are not qualified teachers, but can teach at a school (except a pupil referral unit) in accordance with the provisions of paragraph 7 of Schedule 2 to the Education (Specified Work and Registration) (Wales) Regulations 2004.

### **The Assessment-Based Programme**

17. The ABP provides a direct route to gaining QTS without the need for further training. Individuals eligible to apply for this programme must have a first degree or equivalent qualification granted by a United Kingdom institution, or a qualification of an equivalent standard granted by an educational institution elsewhere. Overseas trained teachers meeting the degree requirements and who have successfully completed a programme of professional training for teachers in any country outside the European Economic Area and Switzerland (and which is recognised as such a programme of training by the competent authority in that country) and who do not have QTS may apply for the ABP.

18. All applicants must have a minimum of 12 months' experience of working in a maintained school as an instructor or unqualified teacher, or as a teacher in an independent school or further education institution. Applicants must be in a paid teaching post, either full or part-time, at a maintained school (other than a pupil referral unit) in Wales.

19. Eligible applicants will be assessed against a portfolio of evidence to demonstrate that they meet the current QTS Standards and a period of classroom observation, leading to assessment against the QTS Standards by an EB ITT provider.

### **Administration of the GTP and RTP**

20. Intake targets are set by the Welsh Assembly Government based on the forecast of demand for newly qualified teachers and are notified to HEFCW on an annual basis. HEFCW is required in exercising its functions under the provisions of section 86(6) of the Education Act 2005 to have regard generally to any forecast of demand for newly qualified teachers notified to them by the Welsh Assembly Government.

21. The Welsh Assembly Government may set separate intake targets for the programmes listed in paragraph 9 annually for the following academic year and these targets will be notified to HEFCW for allocation to EB ITT providers in Wales. As part of this notification process an annual statement will be issued by the Welsh Assembly Government, under the provisions of Regulation 8(5) of the



2004 Regulations, which will set out the policy priority areas on which EB ITT providers should focus their designated intake target numbers and resources for that year.

22. EB ITT providers in Wales will:

- a. Market and publicise the GTP and the RTP in accordance with the Welsh Assembly Government's annual policy priorities statement.
- b. Consider applications for places under the scheme against the entry requirements (paragraphs EBR1.1 to EBR1.8 of Annex A) and determine whether a person is suitable to train as a teacher through the GTP or RTP.
- c. Devise and deliver a training plan for the GTP or RTP trainee and liaise with the school employing the trainee on all aspects of training required to enable the trainee to meet the QTS Standards.
- d. Arrange for the trainee to be assessed against the QTS Standards using their usual assessment arrangements.
- e. Have responsibility for all aspects of the administration and delivery of the scheme including arrangements for selection for places and appeal processes.

#### **Duties of EB ITT Providers in relation to the administration of the GTP**

23. Before a person is accepted onto the GTP, EB ITT providers in Wales must ensure that trainees meet all the entry requirements set out in paragraphs EBR1.1 to EBR1.8 of Annex A.

24. EB ITT providers must meet the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.7, the management of the employment-based teacher training partnership requirements at EBR3.1 to EBR3.3 and quality assurance requirements set out in paragraphs EBR4.1 to EBR4.6 of Annex A.

25. The EB ITT provider will make arrangements with schools to secure trainee placements and ensure that the school/schools are able, for the duration of the training programme, to provide what is needed to enable the trainee to meet the QTS Standards. The number of trainee placements at any one particular school in any one academic year should not exceed three.

26. The EB ITT provider must, having audited the skills and assessed the needs of the trainee, determine the particulars of the training that is to be delivered to the trainee and of the length of the proposed period of training. These are to be detailed in an individual training plan to be formally agreed with the school/schools at which the trainee is to carry out the training and with the trainee.

27. The length of the proposed period of training must be appropriate to the trainee's need for practical teaching experience and training and, in the case of a first application, where the trainee will be employed full-time, it must be not less than three months and not more than one year. The EB ITT provider must oversee the delivery of the training plan.

### **Duties of EB ITT Providers in relation to the administration of the RTP**

28. Before a person is accepted onto the RTP, EB ITT providers in Wales must ensure that trainees meet the entry requirements set out in paragraphs EBR1.1 to EBR1.8 of Annex A.

29. EB ITT providers must meet the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.7, the management of the employment-based teacher training partnership requirements at EBR3.1 to EBR3.3 and quality assurance requirements set out in paragraphs EBR4.1 to EBR4.6 of Annex A.

30. The EB ITT provider will place trainees at school/schools and ensure that school/schools are able, for the duration of the training programme, to provide what is needed to enable the trainee to meet the QTS Standards.

31. The EB ITT provider must, having audited the skills and assessed the needs of the trainee, determine the particulars of the training to be delivered to the trainee and of the length of the proposed period of training. These are to be detailed in an individual training plan to be formally agreed with the school/schools at which the trainee is to carry out the training and the trainee. The length of the proposed period of training must be appropriate to the trainee's need for practical teaching experience and training and, in the case of a first application, where the trainee will be employed full-time, it must be not less than one year and not more than two years. The EB ITT provider must oversee the delivery of the training plan.

### **Duties of EB ITT Providers in relation to the administration of the ABP**

32. Before a person is accepted onto the ABP, EB ITT providers must ensure that applicants meet the entry requirements set out in paragraphs EBR1.1 to EBR1.8 of Annex A.

33. The EB ITT provider must make an initial assessment of applicants to determine whether they can be considered under this programme. If the EB ITT provider determines that additional training or instruction would be required for the applicant to demonstrate that they meet the current QTS Standards, the applicant will not be able to proceed under the ABP and will need to undertake an employment-based training programme under the Scheme or an ITT course to gain QTS.

34. EB ITT providers must meet the assessment requirements set out in paragraphs EBR2.2, EBR2.4, EBR2.6, and the quality assurance requirements set out in paragraphs EBR4.1 to EBR4.6 of Annex A.

35. The EB ITT provider will observe applicants in school and use evidence in the form of an assessment portfolio to support judgements on whether an individual meets the QTS Standards.

## **Provision of Training**

36. The EB ITT provider must ensure that during the period of employment-based training, the trainee is provided with the training agreed in the individual training plan as referred to in paragraphs 26 and 31. If, for whatever reason, the training is not being carried out by the school/s as agreed in the individual training plan, the EB ITT provider may make arrangements for the trainee to receive the necessary training to enable them to meet the QTS Standards at an alternative school or institution. This also applies if a school or institution closes or changes its status.

## **Premature ending of Training Programme**

37. A GTP or RTP Programme will cease prior to the completion of the individual training plan referred to in paragraphs 26 and 31 or before an assessment is made under the provisions of paragraph 41 if:

- a. A trainee withdraws from either the GTP or RTP, whether due to illness, pregnancy or otherwise; or
- b. The trainee ceases to be employed at the school in which the EB ITT provider has secured them a placement or, where the EB ITT provider secured them placements in more than one school, they cease to be employed at any of the schools specified. This will not apply if this event is because of a change of category of the school or schools (as the case may be) to another type of school or schools; or
- c. If the trainee ceases to be employed by the school or body who employed them at the commencement of the individual training plan referred to in paragraphs 26 and 31 except:
  - i. Where that arises because of the change of category of a school or schools (as the case may be) at which they are employed to another type of school or schools, or
  - ii. Where the employer was a local authority and immediately on ceasing to be employed by that authority the trainee is employed by another local authority.

## **Extension or Reinstatement of Training Programme**

38. An EB ITT provider may extend or reinstate training under the GTP or RTP if:

- a. The training has not been, or is not likely to be, fully carried out as agreed in the authorisation for reasons of illness, pregnancy or other circumstances beyond the control of the trainee.
- b. The trainee concerned wishes to continue their training at the same school or schools, but the EB ITT provider is of the opinion that there is insufficient time remaining for the training programme to enable them to meet the QTS Standards.

39. In the case of any programme extended or reinstated under the provisions of paragraph 38, the EB ITT provider must ensure that it would be of sufficient length to allow the trainee to complete their training according to their agreed training plan in order to meet the QTS Standards. HEFCW must be informed immediately if a training programme is extended or reinstated so that it can determine whether any further funding is appropriate.

40. The minimum extension period which can be granted is one of 3 months.

### **Assessment of trainees on the Scheme**

41. At the end of the period of training the EB ITT provider must arrange for the trainee to be assessed against the QTS Standards. The EB ITT provider must use its usual assessment arrangements.

42. The EB ITT provider must confirm to the appropriate body <sup>7</sup> that a trainee can be notified that they are a qualified teacher providing the person has:

- a. Successfully completed a GTP or RTP (as the case may be) against the terms of a pre-agreed training plan for a period of employment-based training which is not less than three months' service under the GTP or not less than one year's service under the RTP, or for the purpose of the ABP has met the required components.
- b. Been assessed as meeting the QTS Standards.
- c. Holds a first degree or equivalent qualification granted by a United Kingdom institution, or a qualification of an equivalent standard granted by an educational institution elsewhere.

### **Appeals Process**

43. EB ITT providers shall make provision for an appeals process for persons undertaking the GTP, RTP or ABP which reflects the current practice and processes in place to consider appeals from trainees on any course or programme of initial school teacher training which they undertake as an institution accredited by HEFCW under Regulation 7 of the 2004 Regulations.

### **Grants**

44. The Welsh Assembly Government may specify in the annual statement it issues to HEFCW under the provisions of paragraph 20 the amount of any salary grant payable to schools by EB ITT providers in respect of persons who do not have QTS to undertake training for the purposes of the GTP or RTP as part of the Scheme and the number of such grants.

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<sup>7</sup> At the time of publication, the appropriate body under the Education (School Teachers' Qualifications) (Wales) Regulations 2004 is the General Teaching Council for Wales. Welsh Ministers may also notify persons that they are qualified teachers but have agreed arrangements with the Council for it to handle all cases other than in exceptional circumstances.

45. The annual statement may also specify the number of such salary grants which can be offered; the number of training places under the GTP or RTP which may be offered without any salary grants; and the phases and subjects which will be eligible for salary grants during that particular academic year.

46. An EB ITT provider may, where training under the GTP or RTP has been suspended or terminated, require the school/schools at which the trainee was employed to return part or all of any salary grant made available under the provisions in paragraphs 44 and 45 if the period of training is, for any reason, less than the period of training specified when the grant was made. HEFCW may then require the funding concerned to be returned to them by the EB ITT provider.

47. The amount to be required to be returned for any salary grant made available under the provisions in paragraph 44 will be up to a maximum of the proportion of the salary grant offered equal to the proportion of the period of training specified when the grant was made in which no training took place.

### **Monitoring and Evaluation procedures**

48. EB ITT providers delivering employment-based teacher training under any of the programmes listed in paragraph 9 must provide HEFCW with information in a form to be specified by HEFCW which sets out the status and number of trainees on the Scheme; the associated costs; and outcomes; along with any other data HEFCW might require.

### **Timing and transitional Arrangements**

49. The requirements of the Scheme apply:

- a. In respect of any aspect relating to GTP or RTP programmes, where the training period commences on or after 1 September 2011.
- b. In respect of any aspect relating to ABP programmes, where an assessment against the specified QTS Standards would take place on or after 1 September 2011.

50. Except as provided for in paragraph 51, the 2006 Scheme will cease to have effect from 1 September 2011.

51. The provisions of the 2006 Scheme and any guidance has been issued under Regulation 8(5) of the 2004 Regulations will continue to apply in the cases of persons who commenced GTP or RTP Programmes prior to 1 September 2011.

**Signed:**

**Jane Hutt, AM, Minister for Children, Education, Lifelong Learning and Skills  
One of the Welsh Ministers**

**Date:**

### Requirements for the provision of initial teacher training for employment-based teacher training programmes

#### EBR1: Entry requirements

All providers must:

**EBR1.1** satisfy themselves that all entrants to employment-based teacher training programmes have the capability to meet the required QTS Standards by the end of their programme and that they possess appropriate personal and intellectual qualities to be teachers.

**EBR1.2** ensure that all entrants have achieved a standard equivalent to a grade C in the GCSE examination in English and in mathematics.

**EBR1.3** ensure that all entrants who enter primary or Key Stages 2/3 training have achieved a standard equivalent to a grade C in the GCSE examination in a science subject.

**EBR1.4** ensure that all entrants have met the Welsh Ministers' requirements for health and physical capacity to teach.

**EBR1.5** ensure that systems are in place to seek information on whether entrants have a criminal background which might prevent them working with children or young persons, or as a teacher; and ensure that entrants have not previously been excluded from teaching or working with children.

**EBR1.6** satisfy themselves that all entrants can read effectively, and are able to communicate clearly and accurately in spoken and written English.

**EBR1.7** ensure that:

- a. In the case of the Graduate Teacher Programme and Assessment-Based Programme, entrants hold a first degree of a United Kingdom higher education institution or equivalent qualification.
- b. In the case of the Registered Teacher Programme, entrants:
  - i. Have successfully completed not less than the equivalent of two years' higher education in Wales or England, or comparable education whether in Wales or England or elsewhere <sup>8</sup>.

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<sup>8</sup> This is the equivalent of 240 Credit and Accumulation and Transfer Scheme (CATS) points. For example, an entrant may have completed an HND, a DipHE, or the first two years of a bachelors degree. The recognition of 240 CATS points is at the discretion of the RTP provider.

- ii. Have been accepted onto a programme of studies leading to a first degree of a United Kingdom higher education institution or equivalent qualification before they commence training.

**EBR1.8** ensure that, as part of the selection procedures, all candidates accepted onto an employment-based teacher training programme have taken part in an interview.

## **EBR2: Training and assessment**

All providers must:

**EBR2.1** design the content, structure and delivery of training to enable trainee teachers to demonstrate that they have met the QTS Standards and formalise this in an individual training plan to be agreed with the school at which the trainee is to carry out the training.

**EBR2.2** ensure that trainee teachers' achievement against QTS Standards is regularly and accurately assessed, and satisfy themselves that all trainee teachers have been assessed against and have met all the QTS Standards before confirming to the appropriate body<sup>9</sup> that they can be notified that they are qualified teachers.

**EBR2.3** ensure that training takes account of individual training needs. The length of the proposed period of training must be appropriate to the trainee's need for practical teaching experience and that the school/schools/ or institution at which the ITT Provider has placed the trainee is able, for the duration of the training programme, to provide what is needed to enable the trainee to meet the QTS Standards.

**EBR2.4** prepare all trainee teachers to teach across at least two consecutive Key stages<sup>10</sup>.

**EBR2.5** ensure that:

- a. In the case of a first application for the GTP, where the trainee will be employed full-time, the training programme must be not less than three months and not more than one year.
- b. In the case of a first application for the RTP, where the trainee will be employed full-time, the training programme must not be less than 1 year and not more than 2 years.

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<sup>9</sup> At the time of publication, the appropriate body under the Education (School Teachers' Qualifications) (Wales) Regulations 2004 is the General Teaching Council for Wales. Welsh Ministers may also notify persons that they are qualified teachers but has agreed arrangements with the Council for it to handle all cases other than in exceptional circumstances.

<sup>10</sup> For the purpose of this Requirement, "two key stages" includes courses covering the Foundation Phase only; courses covering Key Stage 2 only; and courses covering the 14-19 age range (Key Stage 4 and 16-19).

- c. Where it is practicable to do so, each trainee teacher on GTP or RTP should have experience in at least two schools. Time in schools may be completed on a part-time basis. Teaching in settings other than schools may also count towards these totals provided they enable trainees to work towards the achievement of the QTS Standards.

**EBR2.6** ensure that all those who are assessed as meeting the QTS Standards receive and are supported in completing a Career Entry Profile, are informed about the statutory arrangements for the induction of newly qualified teachers and have been helped to prepare for these.

**EBR2.7** ensure that trainees are familiar with the most recent national guidance on child protection, including the Children's Commissioner for Wales's 'Clwyd' report into child abuse; that training plans include awareness of how abusers might operate; and that the findings of the 'Clwyd' report form part of training plans.

### **EBR3: Management of the Employment-based Teacher Training Scheme Partnership**

All providers must:

**EBR3.1** work in partnership with schools to:

- Plan and deliver individual training programmes.
- Select and place GTP and RTP trainees.
- Assess GTP and RTP trainees against the QTS Standards.

**EBR3.2** set up agreements with schools which:

- Agree the role of everyone involved in the delivery of the individual training plan.
- Agree the arrangements with everyone involved for the delivery of the individual training programme.
- Make clear how resources are to be allocated to those involved in the delivery of the individual training plan.

**EBR3.3** ensure that the partnership with the school works effectively and that the training is co-ordinated and consistent, with continuity across the various contexts where it takes place.

### **EBR4: Quality assurance**

All providers must:

**EBR4.1** ensure that trainees have access to the books, ICT and other resources they need – relevant to the age ranges and subjects they are



training to teach – to develop trainees’ knowledge, understanding and skills to at least the QTS Standards.

**EBR4.2** ensure that rigorous internal and independent external, moderation procedures are in place to assure the reliability and accuracy of assessments.

**EBR4.3** ensure that issues concerning quality raised through internal and external moderation are investigated and addressed to improve the training.

**EBR4.4** systematically monitor and evaluate all aspects of provision to improve its quality. Systems should be in place to:

- Identify targets for improvement.
- Review provision against these targets.
- Specify the action to be taken to secure improvements.
- Ensure that the specified action is taken, and that it leads to improvement.

**EBR4.5** if they regularly provide training, benchmark their performance over time, and against similar providers, using externally and internally produced evidence to inform target-setting and planning for improvement.

### Related documents

The National Assembly for Wales Employment-based Teacher Training Scheme 2006 (2006 No. 8)

<http://wales.gov.uk/legislation/subordinate/nonsi/educationwales/2006/EBTTScheme?lang=en>

The National Assembly for Wales Employment-based Teacher Training Scheme (Amendment) 2006 (2006 No. 74)

<http://wales.gov.uk/legislation/subordinate/nonsi/educationwales/2006/EBTTScheme2006e?lang=en>

Update on the Graduate Teacher Programme Guidance on the Employment-based Teacher Training Scheme 2006 (Circular No: 035/2008)

<http://wales.gov.uk/docs/dcells/publications/090226graduateteacherprogrammeen.pdf>

Initial teacher training (ITT) provision – next steps (Welsh Assembly Government's response to the Furlong review of ITT provision in Wales)

<http://www.assemblywales.org/bus-home/bus-committees/bus-committees-second/bus-committees-second-ell-home/bus-committees-second-ell-agendas.htm?act=dis&id=21684&ds=3/2006>

Qualified Teacher Status (QTS) Standards 2009 (2009 No:25)

<http://wales.gov.uk/legislation/subordinate/nonsi/educationwales/2009/3220099/?lang=en>