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Consultation Document

Amendments to the induction regulations in Wales

Date of issue: **3 April 2012**

Action required: Responses by **29 May 2012**

Amendments to the induction regulations in Wales

- Overview** This consultation document sets out the proposals for the new induction regulations for newly qualified teachers in Wales. Subject to the outcome of the consultation, it is proposed that new Regulations will come into force on 1 September 2012.
- How to respond** Response forms should be e-mailed to inductioninfo@wales.gsi.gov.uk (please enter 'Induction consultation' in the subject matter box) or posted to the Induction Team at the address below by **29 May 2012**.
- Further information and related documents** Large print, Braille and alternative language versions of this document are available on request.
The consultation and response form are available on the Welsh Government's website at www.wales.gov.uk/consultations
- Contact details** For further information please contact:
The Induction Team
Learning Improvement and Professional Development Division
Welsh Government
Cathays Park
Cardiff
CF10 3NQ
Tel: 029 2080 1389
e-mail: inductioninfo@wales.gsi.gov.uk

Data protection

How the views and information you give us will be used

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about. It may also be seen by other Welsh Government staff to help them plan future consultations.

The Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often.

The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.

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Introduction

The Minister for Education and Skills set out his intention to review statutory induction in Wales in February 2011. The purpose of this review is to develop a robust, high quality and nationally consistent approach to induction for all newly qualified teachers (NQTs) across Wales, and to provide greater flexibility in order to allow supply teachers to complete their induction period in Wales.

This review of the statutory induction arrangements is in line with the wider work currently being undertaken as part of the development of the practice review and development model. This model aims to ensure that practitioners' professional standards, performance management and professional development fit together into one coherent model in order to raise standards of teaching and improve learner outcomes.

The practice review and development model is being rolled out across Wales in a series of stages. To date, this has included the:

- introduction of revised professional standards in September 2011
- introduction of the School Teacher Appraisal (Wales) Regulations 2011 on 1 January 2012
- roll out of the new National Professional Qualification for Headship (NPQH) in December 2011.

The practice review and development model will continue to roll out during 2012 and will include:

- the introduction of the Masters in Educational Practice in September 2012
- a range of leadership development opportunities to support aspiring leaders and serving headteachers
- the creation of an online bank of high quality resources to support all practitioners with their professional development.

What are the current arrangements for statutory induction?

Induction has been a statutory requirement for all newly qualified teachers in Wales since April 2003. It was introduced to provide newly qualified teachers with a bridge from initial teacher training (ITT) to effective professional practice. The current arrangements for induction are provided for in the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2005 (S.I. 2005/1818 (W.146)) ('the Regulations') and in the statutory guidance issued under the Regulations.

The induction period usually takes place over three full terms (i.e. one school year), though there has been some flexibility for teachers who work part-time or have breaks in their employment.

Induction in Wales comprises the following aspects:

- a programme of professional development, monitoring and support based around the core priorities in the areas that we know are key to improving standards of teaching and for improving learner outcomes. These are:
 - literacy
 - numeracy
 - reducing the impact of poverty on attainment
 - additional learning needs
 - behaviour management
 - reflective practice
- the support of a school-based induction tutor throughout the induction period
- a ten per cent reduction in the newly qualified teacher's timetable (this requirement is set out in the *School Teachers Pay and Conditions Document*)
- assessment at the end of the induction period against the practising teacher standards.

In order for a period of employment in Wales to count towards statutory induction, a newly qualified teacher must have qualified teacher status, must be registered with the General Teaching Council for Wales and must be employed as a teacher in a maintained school or non-maintained special school. Further education institutions (FEIs) and independent schools can also offer statutory induction if they choose to, provided that they can comply with all aspects of the Regulations.

Why do the Regulations need to be changed?

In order to raise standards in our schools, we need to produce highly skilled teachers who have a thorough knowledge of a range of strategies to improve outcomes; who understand the theories and concepts that underpin these strategies; and who, as a consequence, are able to deliver more effective teaching and learning in the classroom.

The expectation that initial teacher training providers can produce fully-fledged teachers with all the skills and knowledge needed to become immediately effective is unrealistic. While initial teacher training providers can offer a good grounding in the skills and knowledge needed to be an effective teacher, teaching skills need to be developed and honed through practical application at the earliest opportunity.

The Welsh Government's review of professional standards, performance management and professional development¹ revealed that the interpretation and implementation of the arrangements for induction varied widely across Wales. It also showed that although many schools and local authorities ensured a high quality experience for their newly qualified teachers, there were others where the needs of teachers new to the profession were not identified or were not sufficiently addressed.

A major concern of the practitioners to whom we spoke throughout the review was the lack of structured development for newly qualified teachers. It was felt strongly that newly qualified teachers' first year in post would be best spent broadening and deepening the skills and knowledge gained through initial teacher training as part of a structured programme of learning.

The changes to the current arrangements will also make induction more accessible to non-permanent and part-time newly qualified teachers and make assessment against the practising teacher standards more systematic, methodical and nationally consistent.

¹ www.wales.gov.uk/topics/educationandskills/publications/guidance/letter/?lang=en

What are the proposed changes to the induction regulations?

- Periods of employment that count towards induction.
- Supervision and assessment against the practising teacher standards.
- Teachers who qualify outside the European Economic Area (EEA)/Switzerland.
- The draft induction guidance.

Periods of employment that count towards induction

Current arrangements

The current induction regulations specify that the length of an induction period is three school terms. The periods of employment that can count towards induction are one school term; two half terms which, disregarding school holidays, are consecutive; or a period of employment that the appropriate body determines (in the current induction guidance this is set as a period of approximately ten weeks).

Under the current arrangements, it very difficult for many newly qualified teachers who are not employed on a full-time, permanent contract to complete their induction period.

Proposals

From 1 September 2012 we propose to change the periods of employment that count towards an induction period. We propose that the three term rule will continue to apply to the whole induction period, but for newly qualified teachers who are not employed for a full school year, i.e. from September to July, then the periods of employment which count towards an induction period will be measured in school sessions² rather than school terms. A period of one school session or more would be able to count towards induction. All newly qualified teachers would be required to complete a minimum of three hundred and eighty school sessions (equivalent to three school terms) before assessment against the practising teacher standards at the end of the induction period.

In this revised model, all periods of employment must count towards induction regardless of whether a newly qualified teacher is employed full-time, part-time or as a short-term supply teacher.

² A school session is defined as one morning or one afternoon of employment.

There will be no limit on when induction has to be completed as all employment will have to count towards induction from 1 September 2012 onwards.

For newly qualified teachers already undertaking induction in Wales, the existing provisions would continue to apply for any periods of employment before 1 September 2012.

Supply teachers

In the case of supply teachers, they would be responsible for gathering their own portfolio of evidence against the practising teacher standards which would only be eligible for submission to the appropriate body for assessment once a minimum of three hundred and eighty school sessions had been completed.

Supply teachers will not be able to decide which periods of employment will count towards their induction. It is proposed that from 1 September 2012, a supply teacher must be serving induction if they are to teach in a maintained school. As a result, all periods of employment of one school session or more will count towards induction.

This system would require extensive monitoring and we propose that the General Teaching Council for Wales would undertake this role (though this will be set out in guidance not in regulations).

As a consequence we propose to remove the 'five-year rule' which limits supply teaching for teachers who have not served induction to five years from the date on which a person becomes a qualified teacher.

Consultation questions

1. Do you agree that all periods of employment as a teacher after 1 September 2012 of at least one school session or more should be counted towards completion of the induction period?
2. Do you agree that there should be no limit on when an induction period must be completed?
3. Do you agree that the five-year limit on short-term supply teaching should be removed from the Regulations?

Supervision and assessment against the practising teacher standards

Current arrangements

Currently, the responsibility for supervision and training of newly qualified teachers lies with headteachers and the appropriate body. At the end of the induction period, the headteacher makes a recommendation to the

appropriate body as to whether a newly qualified teacher has passed their induction, failed their induction or should have their induction period extended. The review of professional standards, performance management and professional development which was undertaken by the Department for Education and Skills (DfES) found that there was great variety in the quality of the recommendations provided by headteachers to the appropriate body and that, across Wales, there was great variety in the decisions made by appropriate bodies.

Proposals

We propose to make the appropriate body responsible for the overall supervision and training of all newly qualified teachers serving an induction period. The appropriate body will be required to arrange appropriate training and support for the newly qualified teacher, and provide relevant training to support newly qualified teachers in meeting the practising teacher standards at the end of the induction period. In some cases, where newly qualified teachers choose to, this support and training would be provided by the Masters in Educational Practice which is currently being developed by the Welsh Government.

The support and training provided to newly qualified teachers should be delivered by individuals who have been identified for this role because of their familiarity with the practising teacher standards (external mentors). The induction guidance will address this role in more detail, but it is anticipated that appropriate bodies will work together as consortia to organise this support and training.

Headteachers will be required to provide day-to-day support for newly qualified teachers and to work with the appropriate body on the development of an induction programme for each teacher. At the end of the induction period (or at any point during the induction period if required) the headteacher will be required to provide evidence to the appropriate body on the newly qualified teacher's progress against the practising teacher standards which will contribute to the appropriate body's final decision.

The appropriate body will remain responsible for deciding whether a newly qualified teacher has successfully completed their induction period or not, or whether the induction period should be extended. It is proposed that the role of the headteacher in making a recommendation to the appropriate body is removed from the Regulations. However, the revised guidance will recommend that evidence provided by the external mentor and the school should be considered by the appropriate body when making the final decision.

Consultation questions

4. Do you agree that the appropriate body should have overall responsibility for the support and training provided to newly qualified teachers during their induction period?

5. Do you agree that schools should be required to provide newly qualified teachers with day-to-day support and work in collaboration with the appropriate body on the development of the newly qualified teacher's induction programme?
6. Do you agree that the requirement for the headteacher to make a recommendation to the appropriate body at the end of the induction period should be removed from the Regulations?
7. Do you agree that headteachers should provide evidence at the end of the induction period (or at any point during the induction period if requested) to the appropriate body regarding a newly qualified teacher's progression against the practising teacher standards?
8. Do you agree that the appropriate body should make the final decision at the end of the induction period based on evidence, which includes that provided by the school and the external mentor?

Teachers who qualify outside the European Economic Area (EEA)/Switzerland

Current arrangements

Under the current arrangements teachers qualifying outside the EEA/Switzerland and who complete the employment-based teacher training scheme in Wales are eligible for assessment against the practising teacher standards at the same time as their assessment against the qualified teacher status standards.

Proposals

We are proposing to amend the Regulations so that the current arrangements will continue to apply for the majority of teachers who have qualified outside the EEA/Switzerland. However, those teachers who have completed a period of professional teacher training and who have completed a period of professional experience comparable to an induction period in the country in which they have qualified should be exempt from the requirement to complete a period of induction in Wales and exempt from assessment against the practising teacher standards.

Consultation questions

9. Do you agree that teachers who qualified outside the EEA/Switzerland and who have successfully completed a period of professional experience comparable to a period of induction in the country in which they qualified should be exempt from the requirement to complete induction in Wales and assessment against the practising teacher standards?

The draft induction guidance

Included in this consultation is the statutory guidance that will support the revised induction regulations. This guidance aims to expand on the Regulations and provide the detail of how induction in Wales should be managed and delivered.

At present this is draft guidance, so if you have any comments or amendments that you would like to be considered, please include these in your consultation response.