

**Number:** WG37245



Llywodraeth Cymru  
Welsh Government

Welsh Government  
Consultation Document

## Additional National Professional Learning INSET days 2019- 22

Amendment of regulations to allow additional National INSET days for  
Professional Learning for 2019-22 to support the introduction of the  
new curriculum

Date of issue: 5 March 2019  
Action required: Responses by 1 May 2019

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.  
This document is also available in Welsh.

# Additional National Professional Learning INSET days 2019-22

## Overview

The introduction of additional INSET days to provide Professional Learning to support the delivery of the new curriculum for 2019-22

## How to respond

Responses to this consultation should be e-mailed/posted to the address below to arrive by **1 May 2019** at the latest.

## Further information and related documents

**Large print, Braille and alternative language versions of this document are available on request.**

<https://curriculumforwales.gov.wales/>

<https://beta.gov.wales/national-approach-professional-learning-napl>

The consultation documents can be accessed from the Welsh Government's website at [gov.wales/consultations](http://gov.wales/consultations)

## Contact details

For further information:

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## General Data Protection Regulation (GDPR)

The Welsh Government will be data controller for any personal data you provide as part of your response to the consultation. Welsh Ministers have statutory powers they will rely on to process this personal data which will enable them to make informed decisions about how they exercise their public functions. Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about or planning future consultations. Where the Welsh Government undertakes further analysis of consultation responses then this work may be commissioned to be carried out by an accredited third party (e.g. a research organisation or a consultancy company). Any such work will only be undertaken under contract. Welsh Government's standard terms and conditions for such contracts set out strict requirements for the processing and safekeeping of personal data.

In order to show that the consultation was carried out properly, 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. If you do not want your name or address published, please tell us this in writing when you send your response. We will then redact them before publishing.

You should also be aware of our responsibilities under Freedom of Information legislation

If your details are published as part of the consultation response then these published reports will be retained indefinitely. Any of your data held otherwise by Welsh Government will be kept for no more than three years.

## Your rights

Under the data protection legislation, you have the right:

- to be informed of the personal data held about you and to access it
- to require us to rectify inaccuracies in that data
- to (in certain circumstances) object to or restrict processing
- for (in certain circumstances) your data to be 'erased'
- to (in certain circumstances) data portability
- to lodge a complaint with the Information Commissioner's Office (ICO) who is our independent regulator for data protection.

For further details about the information the Welsh Government holds and its use, or if you want to exercise your rights under the GDPR, please see contact details below:

Data Protection Officer:  
Welsh Government  
Cathays Park  
Cardiff  
CF10 3NQ

e-mail: [Data.ProtectionOfficer@gov.wales](mailto:Data.ProtectionOfficer@gov.wales)

The contact details for the Information Commissioner's Office are:

Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 01625 545 745 or  
0303 123 1113

Website: <https://ico.org.uk/>

# **Additional National Professional Learning INSET Days consultation**

## **What are the main issues?**

This consultation asks for thoughts on the introduction of additional INSET days specifically focussed on Professional Learning to support teachers to deliver the new curriculum.

## **Where are we now?**

Currently teachers undertake five INSET (In Service Training) days each academic year, which are already being used for a variety of Professional Learning activities and statutory Professional Learning provision.

## **Why we are proposing a change?**

We want to specifically support teaching professionals to prepare for the delivery of the new curriculum. We believe a focus on Professional Learning will be critical if we are to ensure readiness and engagement of all practitioners with the new [curriculum](#).

The [National Approach to Professional Learning](#) (NAPL) and the associated £24million investment will help to create time within schools for professionals to develop and up-skill themselves and to work collaboratively within and across schools.

The NAPL is a key driver of the objectives within “Education in Wales - Our National Mission”. We are committed to developing a national approach to career-long Professional Learning, (that includes teachers/practitioners, learning support and supply staff), that builds capacity from Initial Teacher Education (ITE) and is embedded in evidence-based research and effective collaboration. The world’s highest-performing education systems have vibrant, engaged educators and support staff who are committed to continuous learning. We want to support teachers in Wales to be lifelong professional learners who reflect on and enhance their own practice to motivate and inspire the children and young people in their care.

However even with the introduction of the NAPL and the provision of this additional funding, there is a need to reinforce a system wide universal engagement with preparation and awareness of the implications of the new curriculum – and we recognise the need to provide time for all practitioners to be able to do this.

## **What we are proposing?**

We are therefore proposing to give practitioners this extra time in the form of National Professional Learning INSET days. We think these should be available for the next 3 academic years (2019/20, 2020/21 and 2021/22) as schools engage with the new curriculum prior to its formal roll out in schools (academic year 2022/23). This will augment the pre-existing INSET time of five days allocated to schools per academic year.

To do this we will need to increase INSET days by amending the Education (School Day and School Year) (Wales) Regulations 2003. This change would require maintained schools to use one day (i.e. two school sessions) for the purpose of INSET, specifically

aimed at Professional Learning for the new curriculum. This would mean that schools would hold six INSET days per year, with the school being closed to pupils on the additional INSET day.

We are currently proposing that this additional INSET day will be a National Professional Learning day, happening on the same day in every maintained school in Wales, although we are interested in thoughts as to the practicalities of this. If we were to set a common date, the date of this Professional Learning INSET day will be set annually by the Welsh Ministers by issuing a letter to schools. We will consult informally with the regions and Local Authorities before setting the date or period for the INSET day. The Welsh Government will provide the majority of the content for use during the INSET day, but delivery will be on a local basis using interactive digital content.

We recognise that this additional INSET day may be difficult for some parents but believe that this national approach is necessary as it will allow **all** teachers to receive up to date information at the same time, will encourage participation in preparing for the new curriculum and facilitate a national conversation around Professional Learning for practitioners.

We expect the Professional Learning on these days to be offered to support staff, in alignment with the principles in the NAPL.

## **What outcomes do we expect?**

Additional INSET days over this period will ensure that all teachers in Wales are exposed to a National Professional Learning package specifically targeted at providing them with the necessary learning to prepare them to engage with the fundamental shift that the new curriculum in Wales represents. This will lead to better outcomes for children and young people, as their teachers will be better prepared for the changes to the curriculum.

## **Consultation Questions**

### **Question 1**

The National Approach to Professional Learning (NAPL) and the associated £24million investment is intended to help to create time in schools for professionals to develop and up-skill themselves and to work collaboratively within and across schools. However even with this new approach and the provision of additional funding, we believe there may be a need to reinforce a system wide universal engagement with preparation and awareness of the implications of the new curriculum.

It is therefore proposed that an additional National Professional Learning INSET day is created that will augment the pre-existing INSET time allocated to schools.

- **Do you think an additional INSET day is necessary to prepare for the new curriculum?**

### **Question 2**

One extra INSET day per year, for the above three years, is proposed. This day will be specifically focussed on Professional Learning to support the introduction of the new curriculum. It is suggested that this will provide the balance of extra support and time with the amount of time pupils have in school.

- **Do you think one additional INSET day per year for three years will be sufficient additional resource to help preparations for the new curriculum?**

### **Question 3**

We think that these three years represent the key period for engagement and preparation prior to delivery of the new curriculum being realised in schools with the publication of the draft curriculum in 2019, the final curriculum in 2020 with roll out statutory from 2022.

- **How many years should the additional INSET days be available for?**

### **Question 4**

We are interested in your views on how INSET days are currently used. We are interested in evidence and examples of the current use of INSET and how INSET may be used in the period before the advent of the new curriculum to more widely support realisation of the new curriculum moving forward.

- **What do you think about how INSET days are currently used?**

### **Question 5**

We propose that how the extra day is to be used should be mandatory so that we can ensure that all teachers in Wales are exposed to a National Professional Learning package specifically targeted at providing them with the necessary learning to prepare them to engage with the fundamental shift that the new curriculum in Wales represents.

- **Do you think we should provide mandatory content for these additional days?**

### **Question 6**

We don't want any teacher or school to feel like they are being left behind, and we want to create a national conversation around Professional Learning. We are interested in your thoughts as to whether a set date for the additional INSET would work practically.

- **Do you think having a specified date for the National Professional Learning INSET day would be beneficial, or do you think a period should be specified (i.e. within a particular term or half term)?**

There are also a number of questions on Welsh Language and a space to include wider comments on the consultation form.

