

A GUIDE TO

The Further Education Teachers' Continuing Professional Development and Registration (England) Regulations 2007

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Introduction

1. This guide should be read in conjunction with the Further Education Teachers' Continuing Professional Development and Registration (England) Regulations 2007. (see www.opsi.gov.uk/si/si2007/20072116.htm). Its purpose is to provide further information and to support implementation of the Regulations in the sector.
2. Further detailed information on Continuing Professional Development (CPD) and professional registration is available from the Institute for Learning (IfL) at www.ifl.ac.uk.

Background

3. Weaknesses in FE workforce development were noted by Sir Andrew Foster in his 2005 independent review of FE, *Realising the Potential - A review of the future role of further education colleges*, and research undertaken by the IfL and the University and College Union (UCU) (*Professionalism Survey* see www.ifl.ac.uk) showed that there were significant variances in the amounts and type of CPD activity undertaken in FE colleges. The FE White Paper (*Further Education: Raising Skills, Improving Life Chances - March 2006*) set out the case for supporting teachers to continue to develop and improve their practice, in order to improve the quality of teaching for learners. This underpins the aim of having a qualified and professional workforce that is committed to continuing professional development.
4. In the FE White Paper the Government announced its intention to introduce new regulations as part of the policy to professionalise the FE workforce. These include a requirement for teachers to be professionally registered and the setting of a minimum CPD requirement; with an aim of ensuring teachers maintain up-to-date subject knowledge, teaching skills and pedagogy. These Regulations are part of the wider FE education workforce reforms which collectively support the National Improvement Strategy for FE, the ambitions set out in Lord Leitch's 2006 review of skills (*Prosperity for all in the global economy - world class skills*) and recommendations in the 14-19 Education and Skills White Paper 2005.
5. The FE White Paper also stressed the priority of responsiveness to employers and the imperative of upskilling the nation as a whole, in order to address the global economic challenges and social cohesion, as well as individuals realising their potential. Industrial and subject updating is essential to ensure that teachers possess the latest information about sector and business practices and needs. This in turn will ensure that learners are taught up-to-date skills that are required by industry.

The Regulations

6. The Regulations come into force on 1 September 2007 and apply to all further education institutions (FEIs), including general and specialist colleges and sixth form colleges (ie, those designated as further education institutions under the Further and Higher Education Act 1992). They apply to all those who teach in an FEI, including principals and managers who teach part-time.

7. They do not apply to those teachers who solely deliver higher education provision in an FEI.

8. They require:

- full-time FE teachers to undertake **at least** 30 hours of CPD per year, for the purposes of updating their knowledge of the subjects they teach and further developing their teaching skills;
- part-time teachers to undertake pro-rata amounts of CPD, with a minimum of 6 hours per year and for those working for more than one FEI to apportion this CPD requirement accordingly;
- FE teachers to maintain a record of the CPD undertaken, make that record available to their employers and (unless they are teaching in a sixth form college and have opted to register with the General Teaching Council for England (GTC(E)) - see para 10 below) provide a record of the CPD undertaken to the IfL every year; and
- FE teachers (except those working in a sixth form college, or working in both a school and an FEI prior to 1 September 2007 - see para 11 below) to be professionally registered with the IfL, which is the professional membership body for the FE sector.

Sixth Form College Teachers

9. Teachers working solely in sixth form colleges are required to undertake at least 30 hours of CPD per year, or the pro-rata amounts for part-time teachers detailed above. This should be used to further develop teaching skills and maintain up-to-date knowledge about their subject and pedagogy. They are required to maintain a record of the CPD undertaken and make that record available to their employers.

10. These teachers can however register either with the IfL or the GTC(E). If they opt not to join the IfL, there will be no requirement for them to provide the IfL with their CPD record, but they may wish to do so to support their professional development. For monitoring purposes, GTC(E) members must provide their GTC(E) registration number to the IfL.

Joint School and FEI Teachers

11. Teachers who were teaching in both a school and an FEI (excluding sixth form college teachers) before 1 September 2007, who continue to teach in both sectors and maintain their GTC(E) membership, are exempted from the requirement

to register with the IfL. For monitoring purposes, GTC(E) members must provide their GTC(E) registration number to the IfL.

12. They are required to undertake at least 30 hours of CPD per year, or the pro-rata amounts for part-time teachers detailed above, and they must maintain a record of CPD undertaken and make that record available to their employers and the IfL.

FURTHER INFORMATION

13. CPD activities are those undertaken by teachers to update knowledge of their specialist subject, industry and to further develop their teaching skills, including the effective application of e-learning techniques, application of diversity and equal opportunity principles in teaching, and use of learner feedback to improve performance. In addition, CPD will equip teachers to deliver national and local priorities including 14-19 diplomas and responding to the challenges set out in the Lord Leitch's review of skills.

Institute for Learning

14. The IfL is the professional body for teachers in the learning and skills sector. In partnership with both individual teachers and organisations in the FE sector, it has developed a CPD model specifically focussing on the needs of FE teachers.

15. For information about the professional registration process, fees and the IfL's Model of CPD for Teaching Practitioners visit the IfL website www.ifl.ac.uk or contact them on 0870 757 7894 or enquiries@ifl.ac.uk.

CPD Funding and Registration Costs

16. LSC funding includes an element that is expected to be used for the training and development of staff. Any additional costs incurred in those colleges where the range and scale of CPD activities will need to be extended are expected to be covered by this funding.

17. From September 2007, the Department for Innovation, Universities and Skills will fund the standard membership costs of FE teachers registering with the IfL.

Related Regulations

18. The CPD and Registration Regulations are one of three separate but related sets of Regulations designed to deliver the Government's commitment to professionalising the FE workforce. The other two sets of Regulations, both of which are scheduled to come into force at the same time as the CPD and Registration Regulations on 1 September 2007, are:

- **The Further Education Teachers' Qualifications (England) Regulations 2007:** These include revised teaching qualifications for new teachers and the introduction of professional statuses for all teachers (see www.opsi.gov.uk/si/si2007/20072264.htm). For further information about these Regulations visit the Lifelong Learning UK (LLUK) website www.lluk.org/ittreforms or contact their Information and Advice Service on 020 7936 5798 or advice@lluk.org.

- **The Further Education (Principals' Qualifications) (England) Regulations 2007:** These require all newly appointed principals of further education institutions to hold or be working towards the Principals' Qualification (see www.opsi.gov.uk/si/si2007/20071864.htm) . The Principals' Qualification will be awarded by the Centre for Excellence in Leadership (CEL) on successful completion of the Principals' Qualifying Programme (PQP). For further information about these Regulations contact the LLUK (as above); or for further information about the PQP visit the CEL website www.centreforexcellence.org.uk or contact them on 0870 060 3278.