Statutory induction of newly qualified teachers in Wales

|  |  |
| --- | --- |
| **Consultation response form**  | Your name: Organisation (if applicable):email/telephone number:Your address: |

Responses should be returned by **8 April 2022** to:

Pedagogy, Professional Standards and A Level Branch

Pedagogy, Leadership and Professional Learning Division

The Education Directorate

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

or completed electronically and sent to:

email: inductioninfo@gov.wales

**Questions**

**Question 1 –** Should the current requirement that an induction period of three terms/380 sessions must be undertaken in order to successfully complete induction be lifted to provide flexibility and enable newly qualified teachers (NQTs) who demonstrate effective practice and who meet the standards in a shorter period of time to complete induction?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agree** | [ ]  | **Disagree** | [ ]  | **Neither agree nor disagree** | [ ]  |

**Supporting comments**

|  |
| --- |
|  |

**Question 2 –** Should a nominal minimum induction period of one term (or equivalent) be introduced to allow NQTs who demonstrate effective practice and meet the professional standards to successfully complete induction? **(No NQT would be expected to complete induction in the minimum time.)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agree** | [ ]  | **Disagree** | [ ]  | **Neither agree nor disagree** | [ ]  |

**Supporting comments**

|  |
| --- |
|  |

**Question 3** –From September 2023, should all NQTs be required to serve a period of continuous employment in one school of at least one term/two consecutive half terms (or equivalent for part-time workers) at some point in their induction period?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Agree | [ ]  | Disagree | [ ]   | Neither agree nor disagree | [ ]   |

**Supporting comments**

|  |
| --- |
|  |

**Question 4 –** Shouldthe induction outcome be judged primarily on an NQT’s ability to demonstrate effective practice and exemplify the professional standards? (Under this arrangement the requirement to complete and log individual sessions of employment would no longer be necessary for short-term supply teachers.)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agree** | [ ]  | **Disagree** | [ ]  | **Neither agree nor disagree** | [ ]  |

**Supporting comments**

|  |
| --- |
|  |

**Question 5 –** Should a requirement to complete induction within a five-year window from gaining qualified teacher status (QTS) be reintroduced?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agree** | [ ]  | **Disagree** | [ ]  | **Neither agree nor disagree** | [ ]  |

**Supporting comments**

|  |
| --- |
|  |

**Question 6** – Should NQTs be able to count teaching time in pupil referral units that teach the new Curriculum for Wales towards their induction?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Agree | [ ]  | Disagree | [ ]   | Neither agree nor disagree | [ ]   |

**Supporting comments**

|  |
| --- |
|  |

**Question 7** – Should the appropriate body (AB) role be separated from the induction co-ordinator role to ensure clear separation of duties?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Agree | [ ]  | Disagree | [ ]   | Neither agree nor disagree | [ ]   |

**Supporting comments**

|  |
| --- |
|  |

**Question 8** – Should the decision regarding the outcome of induction be made by the induction mentor (IM), with external verifiers (EVs) undertaking a quality assurance role and dealing with borderline cases on behalf of the AB?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Agree | [ ]  | Disagree | [ ]   | Neither agree nor disagree | [ ]   |

**Supporting comments**

|  |
| --- |
|  |

**Question 9** – Should the role of IM be funded and carried out by trained mentors who (where possible) remain with the NQT for the duration of their induction period?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agree** | [ ]  | **Disagree** | [ ]  | **Neither agree nor disagree** | [ ]  |

**Supporting comments**

|  |
| --- |
|  |

**Question 10** – Except for the proposed requirement for all NQTs to undertake a continuous period of work in one school of at least a minimum of one term, or two consecutive half terms (or equivalent if part time), do you consider that the proposed changes to the induction arrangements consulted upon should be implemented in readiness for the start of the 2022/23 academic year? For any proposal you consider should **not** be implemented for the start of the 2022/23 academic year, please set out your reasons why.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agree** | [ ]  | **Disagree** | [ ]  | **Neither agree nor disagree** | [ ]  |

**Supporting comments**

|  |
| --- |
|  |

**Question 11** – Please outline any specific support or professional learning opportunities that should be made available during the early career phase.

**Supporting comments**

|  |
| --- |
|  |

**Question 12 –-** We would like to know your views on the effects that the proposed changes to induction would have on the Welsh language, specifically on:

* opportunities for people to use the Welsh language
* treating the Welsh language no less favourably than the English language.

**Supporting comments**

|  |
| --- |
|  |

**Question 13** – Please also explain how you believe the proposals could be changed to either reduce the negative effect or increase the positive effect on:

* opportunities for people to use the Welsh language
* treating the Welsh language no less favourably than the English language.

**Supporting comments**

|  |
| --- |
|  |

**Question 14** – We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them.

|  |  |
| --- | --- |
| Responses to consultations are likely to be made public, on the internet or in a report. If you would prefer your response to remain anonymous, please tick here: | [ ]  |