

# **EDUCATION, WALES**

## **2014 No: 02**

### **The Employment-based Teacher Training Scheme 2014 ("the 2014 Scheme")**

#### **Background**

1. Regulation 8 of the School Teachers' Qualifications (Wales) Regulations 2012<sup>1</sup> ("the 2012 Regulations") makes provision for the Welsh Ministers (by virtue of sections 132,145 and 210(7) of the Education Act 2002 and paragraph 30 of Schedule 11 to the Government of Wales Act 2006) to establish an employment-based teacher training scheme to enable persons who are, or who have been, employed in a school or other educational institution (except a pupil referral unit) to become qualified teachers.
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. Under section 70 of the Government of Wales Act 2006, the Welsh Ministers may give financial assistance to any person engaged in any activity which the Welsh Ministers consider will secure, or help to secure, the attainment of any objective which they aim to attain in the exercise of any of their functions. The grant making powers under the 2014 Scheme are made in the exercise of those powers.
3. Separate guidance may be issued by the Welsh Ministers under regulation 8(5) of the 2012 Regulations and those exercising any function under the 2014 Scheme must have regard to that guidance.

#### **Summary of the Scheme**

4. The 2014 Scheme sets out the requirements of the Graduate Teacher Programme ("GTP"), the Additional Training Graduate Programme ("ATGP") and the Registered Teacher Programme ("RTP") (collectively the "programmes"), and the operation of the GTP, ATGP and RTP in Wales. It sets out the scope of the GTP, ATGP and RTP and details the eligibility requirements for those individuals wishing to follow an employment-based route into teaching.
5. Funding will not be made available for the GTP or RTP where the Welsh Ministers have not issued any intake targets for those programmes in accordance with the provisions of the 2014 Scheme. Initial teacher training ("ITT") providers in Wales may only operate the GTP or RTP if they are allocated intake targets by the Welsh Ministers in accordance with the provisions of the 2014 Scheme.
6. The 2014 Scheme will take effect for GTP or RTP programmes where the period of training commences on or after 1 September 2014 and to ATGP programmes where the training period commences on or after 1 June 2014.

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<sup>1</sup> SI 2012/724 – The School Teachers' Qualifications (Wales) Regulations 2012

7. The 2014 Scheme supersedes The Employment-based Teacher Training Scheme 2012 (2012 No. 49) ("the 2012 Scheme"). Transitional arrangements mean that the provisions of the 2012 Scheme will continue to apply in the cases of GTP or RTP programmes which commenced prior to 1 September 2014.

### **Interpretation**

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

"accredited ITT provider" – means an institution accredited by the Higher Education Funding Council for Wales as a provider of courses or programmes of ITT under regulation 7 of the 2012 Regulations;

"accredited English ITT provider" – means an institution accredited as a provider of courses or programmes of ITT in England under regulations made in relation to England and from time to time in force under section 132 of the Education Act 2002<sup>2</sup>;

"approved organisation" – means a body contracted or funded by the Welsh Government to organise and operate the ATGP;

"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 ITT provider" – means an accredited ITT provider, or an administrative partnership of such institutions, which is allocated an intake target for any programme under the 2014 Scheme by the Welsh Government;

"employment-based teacher training scheme" and "the 2014 Scheme" – means the scheme referred to in regulation 8 of the 2012 Regulations;

"individual training plan" – means a specific plan of training drawn up by an employment-based ITT provider which forms part of an employment-based programme of training under the 2014 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;

"specified standards" – means the standards applying at the time of assessment specified by the Welsh Ministers as the standards required of persons who seek to become qualified teachers<sup>3</sup>;

"teaching" – means carrying out work of a kind which is specified by regulations made under section 133 of the Education Act 2002<sup>4</sup> and "to teach" is to be construed accordingly;

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<sup>2</sup> Currently the Education (School Teachers' Qualifications) (England) Regulations 2003 (SI 2003/1662), as amended by, SI 2007/2782, 2009/3156 and 2010/1172.

<sup>3</sup> Currently the School Teacher Qualifications (Wales) Regulations 2012 (2012 No.724)

"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 institution whose principal establishment is outside the United Kingdom.

### **The Programmes**

9. The 2014 Scheme incorporates training programmes aimed at enabling persons who are employed in a school to become qualified teachers.

10. The GTP is an employment-based route for a person to become a qualified teacher under regulation 5 of the 2012 Regulations and gain Qualified Teacher Status ("QTS"). Under the programme, graduates who do not have QTS may undertake a period of training through an employment-based ITT provider for the purposes of the GTP as part of the 2014 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 specified standards.

11. The ATGP is a route for a person to become a qualified teacher under regulation 5 of the 2012 Regulations and gain QTS which combines employment-based training with a period of pre-employment additional training. Under the programme, graduates who do not have QTS may undertake a period of training for the purposes of the ATGP as part of the 2014 Scheme designed to enable them to meet the specified standards. The period of training would comprise a course of initial pre-employment training preceding a period of employment-based training in a school while following an approved training programme.

12. The ATGP may be organised and operated by an approved organisation, but the employment-based training must be delivered by accredited ITT provider. In the case of the course of initial pre-employment training only, the training may be delivered by an accredited English ITT provider in conjunction with an accredited ITT provider.

13. 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 employment-based ITT provider for the purposes of the RTP as part of the 2014 Scheme so that they can be employed to teach in a school while both following an approved training programme designed to enable them to meet the specified standards, and completing a degree in a subject that provides a suitable preparation for teaching. Gaining QTS depends on successful completion of the whole programme including the degree qualification.

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

15. Persons who are undertaking training for the purposes of the GTP, AGTP or RTP as part of an employment-based teacher training scheme are not qualified teachers. However, they can teach at a school in accordance with the

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<sup>4</sup> Currently the Education (Specified Work and Registration) (Wales) Regulations 2010 (SI 2010/2710)

provisions of paragraph 7 of Schedule 2 to the Education (Specified Work and Registration) (Wales) Regulations 2010.

16. Accredited ITT providers in Wales may only operate the GTP or RTP programmes if they are allocated intake targets by the Welsh Government in accordance with the provisions in paragraph 17 below.

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

17. The Welsh Ministers may set intake targets for the GTP or RTP for specified academic years and these targets will be allocated directly to employment-based ITT providers in Wales. As part of this notification process an annual policies and procedures statement will be issued by the Welsh Ministers, under the provisions of regulation 8(5) of the 2012 Regulations, which will set out the policy priority areas on which employment-based ITT providers are required to focus their designated intake target numbers and resources for the specified academic years.

18. The annual policies and procedures statement will also set out any grant funding which may be made available under the terms of paragraphs 41-48 to support the GTP or RTP where intake targets are issued for those programmes for the specified academic years.

#### **Duties of employment-based ITT providers in relation to the GTP**

19. Employment-based ITT providers in Wales will:-

- (a) market, publicise and operate the GTP and the RTP in accordance with the Welsh Minister's annual policy priorities statement;
- (b) consider applications for places under the 2014 Scheme against the entry requirements (paragraphs EBR1.1 to EBR1.6 of Annex A) and determine whether persons are suitable to train as a teacher through the GTP or RTP;
- (c) devise and deliver a training plan for GTP or RTP trainees and liaise with schools employing the trainees on all aspects of training required to enable trainees to meet the specified standards;
- (d) arrange for trainees to be assessed against the specified standards using the same assessment arrangements that are used for persons following ITT courses; and
- (e) have responsibility for all aspects of the administration and delivery of the 2014 Scheme within the requirements set out in the annual policy priorities statement, including arrangements for selection of trainees for places; managing the appeal processes; making the necessary arrangements to make payments to participating schools; and monitoring the progress of trainees.

20. Before a person is accepted onto the GTP, employment-based ITT providers must ensure that prospective trainees meet all the entry requirements

set out in paragraphs EBR1.1 to EBR1.6 of Annex A<sup>5</sup>. Employment-based ITT providers in Wales must also ensure that:-

- (a) systems are in place to seek information on whether prospective trainees have a criminal background which might prevent them (or make them unsuitable for) working with children or young persons, or as a teacher; and ensure that prospective trainees have not previously been excluded from teaching or working with children; and
- (b) as part of the selection procedures, all candidates accepted onto the GTP have taken part in an appropriate interview.

21. Employment-based ITT providers must meet:-

- (a) the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.9 of Annex A;
- (b) the management of the employment-based teacher training partnership requirements at paragraphs EBR3.1 to EBR3.3 of Annex A; and
- (c) the quality assurance requirements set out in paragraphs EBR4.1 to EBR4.5 of Annex A.

22. Employment-based ITT providers must make arrangements with suitable school(s) to confirm trainee placements and ensure that the school(s) are able, for the duration of the GTP programme, and any component part of it, to provide what is needed to enable trainees to demonstrate that they meet the specified standards.<sup>6</sup> In doing this, employment-based ITT providers must ensure that the number of trainee placements (including both GTP and RTP trainees) at any one particular school in any one academic year does not exceed three.

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

24. The length of the proposed period of training must be appropriate to a trainee's needs for practical teaching experience and training. In the case of a first application, where a trainee will be employed full-time, the proposed period of training must be not less than three months (or one academic term) and not more than one academic year. The employment-based ITT provider must oversee the delivery of the individual training plan.

25. The employment-based ITT provider must meet the specified minimum training time requirements for time in schools and university-led training as set out in paragraph EBR 2.6 of Annex A. For training programmes of less than one

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<sup>5</sup> The trainee entry and selection requirements are minimum standards. Individual employment based ITT providers may have additional criteria they wish to use and can do so provided the minimum standards are met.

<sup>6</sup> Employment-based ITT providers are not required to match GTP trainees to a specific school. Prospective GTP trainees should find a school willing to employ and support them through their training.

academic year in duration, the period of university-led training and time in a second and/or other school(s) will be arranged on a pro-rata basis depending on the identified needs of the trainee and that of the schools.

### **Duties of employment-based ITT providers in relation to the RTP**

26. Before a person is accepted onto the RTP, employment-based ITT providers in Wales must ensure that prospective trainees meet the entry requirements set out in paragraphs EBR1.1 to EBR1.6 of Annex A<sup>7</sup>.

Employment-based ITT providers in Wales must also ensure that:-

- (a) systems are in place to seek information on whether prospective trainees have a criminal background which might prevent them (or make them unsuitable for) working with children or young persons, or as a teacher; and ensure that prospective trainees have not previously been excluded from teaching or working with children; and
- (b) as part of the selection procedures, all candidates accepted onto the RTP have taken part in an appropriate interview.

27. Employment-based ITT providers must meet:-

- (a) the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.9 of Annex A;
- (b) the management of the employment-based teacher training partnership requirements set out in paragraphs EBR3.1 to EBR3.3 of Annex A; and
- (c) the quality assurance requirements set out in paragraphs EBR4.1 to EBR4.5 of Annex A.

28. Employment-based ITT providers must make arrangements with suitable school(s) to confirm trainee placements and ensure that the school(s) are able, for the duration of the RTP programme, and any component part of it, to provide what is needed to enable trainees to demonstrate that they meet the specified standards.<sup>8</sup>

29. Employment-based ITT providers must, having audited the skills and assessed the needs of a trainee, determine the particulars of the training to be delivered to the trainee and the length of the proposed period of training. These particulars are to be detailed in an individual training plan to be formally agreed with the schools at which the trainee is to carry out the training and the trainee.

30. The length of the proposed period of training must be appropriate to a trainee's needs for practical teaching experience and training. In the case of a first application, where the trainee will be employed full-time, the proposed period of training must be not less than one academic year and not more than two

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<sup>7</sup> The trainee entry and selection requirements are minimum standards. Individual employment-based ITT providers may have additional criteria they wish to use and can do so provided the minimum standards are met.

<sup>8</sup> Employment-based ITT providers are not required to match RTP trainees to a specific school. Prospective RTP trainees should find a school willing to employ and support them through their training.

academic years. The employment-based ITT provider must oversee the delivery of the individual training plan.

31. The employment-based ITT provider must meet the specified minimum training time requirements for time in schools as set out in paragraph EBR 2.6 of Annex A.

### **General requirements of the GTP and RTP**

#### ***(i) provision of training***

32. Employment-based ITT providers must ensure that during the period of employment-based training, trainees are provided with the training agreed in the individual training plan referred to in paragraphs 23 and 29.

33. Employment-based ITT providers must make arrangements for trainees to receive the necessary training at an alternative school, if this is necessary to enable them to meet the specified standards, in cases where:-

- (a) training is not being carried out by a school as agreed in an individual training plan (for whatever reason) and it is not possible to resolve the situation satisfactorily;
- (b) a school closes; or
- (c) a school changes its category.

#### ***(ii) premature ending of a training programme***

34. A training programme under the GTP or RTP will cease prior to the completion of the individual training plan referred to in paragraphs 23 and 29 or before an assessment is made under the provisions of paragraph 38 if:-

- (a) a trainee withdraws from the GTP or RTP, whether due to illness, pregnancy or otherwise; or
- (b) a trainee ceases to be employed by the school or local authority who employed them at the commencement of the individual training plan referred to in paragraphs 23 and 29 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 that arises because of the closure of a school or schools (as the case may be) at which they are employed, or
  - (iii) where the employer was a Welsh local authority and immediately on ceasing to be employed by that authority the trainee is employed by another Welsh local authority; or
- (c) in the reasonable opinion of an employment-based ITT provider a trainee fails to make adequate progress during the course of the training programme to enable them to meet the specified standards.

#### ***(iii) extension or reinstatement of a training programme***

35. An employment-based ITT provider may extend or reinstate a training programme 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 individual training plan for reasons of illness, pregnancy or other circumstances beyond the control of the trainee; or
- (b) the trainee concerned wishes to continue their training at the same school or schools, but the employment-based ITT provider is of the opinion that there is insufficient time remaining within the individual training plan to enable them to meet the specified standards.

36. In the case of any programme extended or reinstated under the provisions of paragraph 35, the employment-based ITT provider must ensure that it would be of sufficient length to allow the trainee to complete their training according to their agreed individual training plan in order to meet the specified standards. The minimum extension period which can be granted is one of 3 months.

37. The Welsh Ministers will not be under any obligation to provide any further funding beyond that set out in their annual policies and procedures statement in cases where a training programme is extended or reinstated.

***(iv) assessment of trainees***

38. At the end of the period of training employment-based ITT providers must arrange for trainees to be assessed against the specified standards. Employment-based ITT providers must use the same assessment arrangements that are used for persons following ITT courses.

39. Following assessment, employment-based ITT providers must confirm to the appropriate body<sup>9</sup> that a GTP or RTP trainee can be notified that they are a qualified teacher providing the person:-

- (a) has successfully completed a GTP or RTP (as the case may be) against the terms of a pre-agreed individual training plan for a period of employment-based training which is of:-
  - i. not less than three months' (or one academic term) duration under the GTP; or
  - ii. not less than one academic year's duration under the RTP;
- (b) has been assessed as meeting the specified standards; and
- (c) holds a first degree or equivalent qualification granted by a United Kingdom institution, or a qualification deemed by the Welsh Ministers to be of an equivalent standard granted by an educational institution elsewhere.

***(v) appeals process***

40. Employment-based ITT providers must make provision for an appeals process for persons undertaking the GTP or RTP which is consistent with the current practice and/or processes in place to consider appeals from trainees on any ITT course or programme which they provide.

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<sup>9</sup> At the time of publication, the appropriate body under the 2012 Regulations is the General Teaching Council for Wales ("the Council"). 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.



## **GTP and RTP Grants**

41. The Welsh Ministers may make grants available for employment-based ITT providers to provide to maintained schools or non-maintained special schools employing persons authorised to undertake training for the purposes of the GTP or the RTP to meet in whole, or in part, the costs of those persons' salaries ("salary grants").

42. The Welsh Ministers may make grants available to employment-based ITT providers providing training for the purposes of the GTP or the RTP to meet in whole, or in part, the costs of that training ("training grants"). Where a training grant is made available to an employment-based ITT provider it will be conditional on the employment-based ITT provider seeking no additional funding in connection with training for the purposes of the GTP or the RTP from any participating school.

43. The Welsh Ministers may:-

- (a) set the amount of any salary grants or training grants they make available at a level that they consider appropriate;
- (b) limit the number of salary grants or training grants to be offered in any specified academic year; and
- (c) make salary grants or training grants available only in respect of cases where training is being undertaken for the purposes of the GTP or the RTP in respect of particular phases of teaching or subjects, or in relation to particular types of applications or individual training plans.

44. The Welsh Ministers may provide employment-based ITT providers which receive funds under paragraph 41 with a grant at a level that the Welsh Ministers consider appropriate in recognition of the administrative and related costs in making payments under that paragraph.

45. The Welsh Ministers may require any grant made available under the provisions in paragraphs 41 and/or 42 to be repaid in whole or in part if the period of training is, for any reason, less than the period of training specified in an individual training plan referred to in paragraphs 23 and 29.

46. The amount to be required to be repaid for any grant made available under the provisions in paragraph 41 will be up to a maximum of the proportion of the grant made available equal to the proportion of the period of training specified in an individual training plan referred to in paragraphs 23 and 29 in which no training took place. The amount to be required to be repaid for any grant made available under the provisions in paragraph 42 will be any grant monies not utilised at the point training ceased.

47. The Welsh Ministers may pay for any costs that they consider appropriate associated with a person's application for training under the GTP or the RTP and a subsequent assessment against the specified standards.

48. Before making any grants available or providing other costs in any financial year the Welsh Minister's must first specify the grants and costs and

their availability in the annual policies and procedures statement that they issue to employment-based ITT providers under the provisions of paragraph 17.

### **Monitoring and evaluation of the GTP and RTP**

49. Employment-based ITT providers delivering employment-based teacher training under the GTP or RTP must provide the Welsh Ministers with information (in the form specified by the Welsh Government from time to time) which sets out the status and number of trainees on the GTP and RTP; the associated costs; the outcomes of the training programmes; and any other data required.

### **Administration of the ATGP**

50. The Welsh Ministers may set intake targets for the ATGP for specified academic years and these targets will be allocated directly to the approved organisation. As part of this notification process a guidance statement will be issued by the Welsh Ministers, under the provisions of regulation 8(5) of the 2012 Regulations, which will set out the policy priority areas which the approved organisation should focus its designated intake target numbers and resources for the specified academic years.

### **Duties of the approved organisation in relation to the ATGP**

51. The approved organisation will:-

- (a) market, publicise and operate the ATGP in accordance with the guidance statement issued by the Welsh Ministers under the provisions of paragraph 50;
- (b) consider applications for places under the 2014 Scheme against the entry requirements (paragraphs EBR1.1 to EBR1.6 of Annex A) and determine whether persons are suitable to train as a teacher through the ATGP;
- (c) in conjunction with an accredited ITT provider (and, as provided for in paragraph 59, an accredited English ITT provider), organise the production and delivery of a specified period of initial pre-employment training for ATGP trainees, to be completed before trainees commence a period of employment-based training in a school where they are employed to teach;
- (d) in conjunction with an accredited ITT provider, organise the production and delivery of a training plan for ATGP trainees to follow while being employed to teach in a school, and ensure that the accredited ITT provider liaises with schools employing the trainees on all aspects of training required to enable trainees to meet the specified standards;
- (e) arrange for trainees to be assessed by an accredited ITT provider against the specified standards using the same assessment arrangements that are used for persons following ITT courses; and
- (f) have responsibility for all aspects of the administration and delivery of the 2014 Scheme as set out in the guidance statement issued by the Welsh Ministers under the provisions of paragraph 50, including arrangements for selection of trainees for places; managing the appeal processes; and monitoring the progress of trainees.

52. Before a person is accepted onto the ATGP, the approved organisation must ensure that prospective trainees meet all the entry requirements set out in paragraphs EBR1.1 to EBR1.6 of Annex A<sup>10</sup>. The approved organisation must also ensure that

- (a) systems are in place to seek information on whether prospective trainees have a criminal background which might prevent them (or make them unsuitable for) working with children or young persons, or as a teacher; and ensure that prospective trainees have not previously been excluded from teaching or working with children; and
- (b) as part of the selection procedures, all candidates accepted onto the ATGP have taken part in an appropriate interview.

53. The approved organisation must ensure that the content, structure and delivery of the specified period of initial pre-employment training for ATGP trainees reflects the specified standards, and that in conjunction with a training programme to be followed while being employed to teach in a school it will enable trainee teachers to demonstrate that they have met the specified standards.

54. The approved organisation must ensure that accredited ITT providers meet:-

- (a) the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.9 of Annex A;
- (b) the management of the employment-based teacher training partnership requirements at paragraphs EBR3.1 to EBR3.3 of Annex A; and
- (c) the quality assurance requirements set out in paragraphs EBR4.1 to EBR4.5 of Annex A.

55. The approved organisation, in conjunction with an accredited ITT provider, must make arrangements with suitable school(s) to confirm trainee placements and ensure that the school(s) are able, for the duration of the ATGP programme, and any component part of it, to provide what is needed to enable trainees to demonstrate that they meet the specified standards. In doing this, the approved organisation must ensure that the number of new ATGP trainee placements at any one particular school in any one academic year does not exceed three.

56. The approved organisation must ensure that an accredited ITT provider having audited the skills and assessed the needs of a trainee, has determined the particulars of the training that is to be delivered to the trainee and the length of the proposed period of training. These particulars are to be detailed in an individual training plan to be formally agreed with the schools at which the trainee is to carry out the training and with the trainee.

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<sup>10</sup> The trainee entry and selection requirements are minimum standards. The approved organisation may have additional criteria it wishes to use and can do so provided the minimum standards are met.

57. The length of the proposed period of training must be appropriate to a trainee's needs for practical teaching experience and training. In the case of a first application, where a trainee will be employed full-time, the proposed period of training must be not less than three months (or one academic term) and not more than one academic year. The approved organisation must ensure that an accredited ITT provider oversees the delivery of the individual training plan.

58. The approved organisation must ensure that the accredited ITT provider meets the specified minimum training time requirements for time in schools and university-led training as set out in paragraph EBR 2.6 of Annex A. For training programmes of less than one academic year in duration, the period of university-led training and time in a second and/or other school(s) will be arranged on a pro-rata basis depending on the identified needs of the trainee and that of the schools.

### **General requirements of the ATGP**

#### ***(i) provision of a period of initial training***

59. The approved organisation must deliver a specified period of initial pre-employment training for ATGP trainees, to be completed before trainees are employed to teach in a school, in conjunction with an accredited ITT provider. A minimum of 50% of the period of the initial pre-employment training must be delivered in Wales. An accredited English ITT provider may be involved in the production and delivery of a course alongside an accredited ITT provider, but no more than 50% of the period of the initial pre-employment training can be delivered by an accredited English ITT provider.

#### ***(ii) provision of employment-based training***

60. The approved organisation must ensure that during the period of employment-based training, trainees are provided by an accredited ITT provider with the training agreed in the individual training plan referred to in paragraph 56.

61. The approved organisation, in discussion with the accredited ITT provider, must make arrangements for trainees to receive the necessary training at an alternative school, if this is necessary to enable them to meet the specified standards, in cases where:-

- (a) training is not being carried out by a school as agreed in an individual training plan (for whatever reason) and it is not possible to resolve the situation satisfactorily;
- (b) a school closes; or
- (c) a school changes its category.

#### ***(iii) premature ending of a training programme***

62. A training programme under the ATGP will cease prior to the completion of the individual training plan referred to in paragraph 56 or before an assessment is made under the provisions of paragraph 65 if:-

- (a) a trainee withdraws from the ATGP, whether due to illness, pregnancy or otherwise; or

- (b) a trainee ceases to be employed by the school or local authority who employed them at the commencement of the individual training plan referred to in paragraph 56 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 that arises because of the closure of a school or schools (as the case may be) at which they are employed, or
  - (iii) where the employer was a Welsh local authority and immediately on ceasing to be employed by that authority the trainee is employed by another Welsh local authority; or
- (c) in the reasonable opinion of the accredited ITT provider a trainee fails to make adequate progress during the course of the training programme to enable them to meet the specified standards.

***(iv) extension or reinstatement of a training programme***

63. The approved organisation may extend or reinstate a training programme under the ATGP if:

- (a) the training has not been, or is not likely to be, fully carried out as agreed in the individual training plan for reasons of illness, pregnancy or other circumstances beyond the control of the trainee; or
- (b) the trainee concerned wishes to continue their training at the same school or schools, but the accredited ITT provider is of the opinion that there is insufficient time remaining within the individual training plan to enable them to meet the specified standards.

64. In the case of any programme extended or reinstated under the provisions of paragraph 63, the approved organisation must ensure that the accredited ITT provider is content that it would be of sufficient length to allow the trainee to complete their training according to their agreed individual training plan in order to meet the specified standards. The minimum extension period which can be granted is one of 3 months.

***(v) assessment of ATGP trainees***

65. At the end of the period of training the approved organisation must ensure that the accredited ITT provider arranges for trainees to be assessed against the specified standards. The accredited ITT provider must use the same assessment arrangements that are used for persons following ITT courses.

66. Following assessment, the accredited ITT provider must confirm to the appropriate body<sup>11</sup> (copying this confirmation to the approved organisation) that an ATGP trainee can be notified that they are a qualified teacher providing the person:-

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<sup>11</sup> At the time of publication, the appropriate body under the 2012 Regulations is the General Teaching Council for Wales ("the Council"). 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.

- (a) has completed a specified period of initial pre-employment training for ATGP trainees before being employed to teach in a school;
- (b) has successfully completed an ATGP against the terms of a pre-agreed individual training plan for a period of employment-based training which is of not less than three months' (or one academic term) duration;
- (c) has been assessed as meeting the specified standards; and
- (d) holds a first degree or equivalent qualification granted by a United Kingdom institution, or a qualification deemed by the Welsh Ministers to be of an equivalent standard granted by an educational institution elsewhere.

***(vi) appeals process***

67. The approved organisation must ensure that the accredited ITT provider makes provision for an appeals process for persons undertaking an ATGP training plan while being employed to teach in a school which is consistent with the current practice and/or processes in place to consider appeals from trainees on any ITT course or programme which they provide.

**Monitoring and evaluation of the ATGP**

68. The approved organisation must provide the Welsh Ministers with information (in the form specified by the Welsh Ministers from time to time) which sets out the status and number of trainees on the ATGP; the associated costs; the outcomes of the training programmes; and any other data required.

**Timing and transitional arrangements**

69. The 2014 Scheme applies to GTP or RTP programmes where the training period commences on or after 1 September 2014 and to ATGP programmes where the training period commences on or after 1 June 2014.

70. Except as provided for in paragraph 71, the 2012 Scheme will cease to have effect from 1 September 2014.

71. The provisions of the 2012 Scheme will continue to apply in the cases of GTP or RTP programmes where the period of training commenced prior to 1 September 2014.

Signed: 

**Huw Lewis AM, Minister for Education and Skills**

**One of the Welsh Ministers**

Date: 19/11/13

## **Annex A**

### **Requirements for the provision of initial teacher training for employment-based teacher training programmes operated under the 2014 Scheme**

#### **EBR1: Entry requirements**<sup>12</sup>

All entrants to employment-based teacher training programmes must:-

**EBR1.1** have the capability to meet the specified standards by the end of their programme and possess appropriate personal and intellectual qualities to be teachers;

**EBR1.2** have achieved a standard equivalent to a grade B in the GCSE examination in English and in mathematics;

**EBR1.3** if intending to undertake primary or Key Stages 2/3 training programmes, have achieved a standard equivalent to a grade C in the GCSE examination in a science subject;

**EBR1.4** satisfy themselves that all entrants can read English effectively, and are able to communicate clearly and accurately in spoken and written English;

**EBR1.5** satisfy themselves that all entrants are assessed as having functional personal skills in literacy and numeracy applicable in a professional teaching context;

**EBR1.6** in the case of the GTP and ATGP, hold a first degree of a United Kingdom institution or equivalent qualification; and in the case of the RTP

- (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>13</sup>; and
- (ii) have been accepted onto a programme of studies leading to a first degree at a United Kingdom institution or equivalent qualification before they commence training under the RTP.

#### **EBR2: Training and assessment**

All accredited ITT providers must:-

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<sup>12</sup> The trainee entry and selection requirements are minimum standards. Individual employment-based ITT providers or the approved organisation may have additional criteria they wish to use and can do so provided the minimum standards are met.

<sup>13</sup> This is the equivalent of 240 Credit and Accumulation and Transfer Scheme (CATS) points. For example, an entrant may have completed a HND, a DipHE, or the first two years of a bachelors degree. The recognition of 240 points is at the discretion of the employment-based ITT provider.

**EBR2.1** design the content, structure and delivery of training to enable trainee teachers to demonstrate that they have met the specified standards and formalise this in an individual training plan to be agreed with the schools at which trainees are to carry out the training;

**EBR2.2** ensure that trainees' personal skills in literacy and numeracy are regularly and accurately assessed throughout their training; and at the point that trainees are assessed as having met the Qualified Teacher Status Standards that the standard specified under EBR1.5 are still met;

**EBR2.3** ensure that trainees' achievement against the specified standards is regularly and accurately assessed, and satisfy themselves that all trainees have been assessed against and have met all the specified standards before confirming to the appropriate body<sup>14</sup> that they can be notified that they are qualified teachers;

**EBR2.4** ensure that training takes account of individual training needs, in particular that:-

- (a) the length of the proposed period of training is appropriate to trainees' needs for practical teaching experience; and
- (b) the schools at which trainees are employed or undertake training are able, for the duration of the training programme, to provide what is needed to enable the trainee to meet the specified standards;

**EBR2.5** prepare all trainee teachers to teach across at least two consecutive Key stages;

**EBR2.6** ensure that:-

- (a) in the case of a first application for the GTP or ATGP, where the trainee will be employed full-time, the training programme is not less than three months or one academic term and not more than one academic year<sup>15</sup>;
- (b) in the case of a first application for the RTP, where the trainee will be employed full-time, the training programme is not less than one academic year and not more than two academic years<sup>17</sup>;
- (c) each trainee on the GTP, ATGP or RTP has experience in a second or other supporting school(s) in addition to the time at the school where they are employed;

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<sup>14</sup> At the time of publication, the appropriate body under the 2012 Regulations is the General Teaching Council for Wales ("the Council"). 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>15</sup> In cases where a trainee is employed part-time, these periods should be extended on a pro-rata basis. For example, if a trainee is employed part-time at a rate equal to half that of full-time employment, a GTP training programme should be not less than six months or two academic terms and not more than two academic years.



- (d) a minimum of 50 days' training time per academic year<sup>16</sup>, separate from the teaching timetable, is undertaken in a school setting, including placement in school(s) other than the one where trainees are employed. Teaching practice in settings other than schools where trainees are employed may also count towards this total provided they enable trainees to work towards meeting the specified standards; and
- (e) each trainee on the GTP should receive the equivalent of a minimum 10 days university-led training organised by employment-based ITT providers.

**EBR2.7** ensure that all those on employment-based teacher training programmes receive training in the teaching of literacy and numeracy appropriate to the phase and subject being studied and that this forms an integral part of the programme;

**EBR2.8** ensure that all those who are assessed as meeting the specified standards receive and are supported in completing a Career Entry Profile; are informed about the statutory arrangements<sup>17</sup> for the induction of newly qualified teachers and have been helped to prepare for these.

**EBR2.9** ensure that trainees are familiar with the most recent national guidance on child protection and safeguarding.

### **EBR3: Management of partnerships with schools**

All accredited ITT providers must:-

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

- plan and deliver individual training programmes
- select and place trainees
- assess trainees against the specified 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.

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<sup>16</sup> In cases where a trainee is employed part-time, this period should be reduced on a pro-rata basis. For example, if a trainee is employed part-time at a rate equal to half that of full-time employment, a training programme should include not less than 25 days' training time per academic year, separate from the teaching timetable, undertaken in a school setting.

<sup>17</sup> The statutory induction arrangements for newly qualified teachers are set out in the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2005 (SI 2005/1818, as amended by the Education (Induction Arrangements for School Teachers) (Wales) (Amendment) Regulations 2012. (SI 2012/1675).

**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 accredited ITT providers must:-

**EBR4.1** ensure that trainees have access to the books, information communication technology 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 specified 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.