

## Amendments to the Education (Induction Arrangements for School Teachers) (Wales) 2015 due to Covid-19

### SECTION 1. WHAT ACTION IS THE WELSH GOVERNMENT CONSIDERING AND WHY?

The Welsh Government is proposing to:

- i) change the length of the induction period for newly qualified teachers (NQTs) to a minimum of 1 term or 110 sessions, and
- ii) allow sessions of professional learning undertaken by NQTs to count towards the induction period.

Currently there is a statutory requirement for NQTs undertaking induction in a maintained school in Wales to complete three school terms or equivalent. NQTs who are not employed on a full-time basis must complete 380 school sessions. NQTs must also demonstrate that they meet professional standards in order to successfully complete induction.

Since 23 March 2020, the way that schools and teachers' (including NQTs) operate has changed due to the re-purposing of schools as a result of COVID-19.

Our proposed changes will ensure that NQTs who meet the professional standards but have not completed three terms/380 sessions, are not prevented from successfully completing induction due to the impact of COVID-19. They also formalise existing custom and practice in relation to counting sessions of professional learning towards induction. The changes will apply to NQTs currently undertaking induction as well as NQTs commencing induction in September 2020.

#### *Integration:*

This approach is consistent with WG's commitment in **Prosperity for All: Support young people to make the most of their potential, to 'focus relentlessly on driving up every pupil's attainment, transforming the standards teachers must achieve.'**

#### **Collaboration:**

The Education Workforce Council (EWC) and the induction leads within the Regional Education Consortia have key roles to play in statutory induction and have a shared interest in this proposal. They have been involved in developing the proposal and planning its delivery from the outset. We have also kept the workforce unions updated with developments.

#### **Costs and Savings:**

Costs associated with induction will be funded in the usual way via the Education Workforce Council's 2019-2020 grant offer letter.

There are no additional costs related to this proposal. Some savings will be made from not having to support NQTs who would be required (under the current Regulations) to continue induction in September because they have not met the requirement to complete three terms / 380 sessions. A full analysis has been included in the RIA for the Regulations.

## **A. CHILDREN'S RIGHTS IMPACT ASSESSMENT**

### **1. Describe and explain the impact of the proposal on children and young people.**

**The proposal will not have a negative effect on children and young people.**

### **2. Explain how the proposal is likely to impact on children's rights.**

**The following UNCRC articles are most relevant to the proposal:**

- ◆ Article 3 1. In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child shall be a primary consideration.
- ◆ Article 28 1. States Parties recognize the right of the child to education, and with a view to achieving this right progressively and on the basis of equal opportunity.
- ◆ Article 29 1. States Parties agree that the education of the child shall be directed to: (a)The development of the child's personality, talents and mental and physical abilities to their fullest potential;

The needs and rights of learners is one of the values and dispositions that underpin the professional standards which NQTs are required to meet to successfully complete induction. The proposals will ensure that NQTs will be fully supported to meet the professional standards to ensure a quality education for all learners.

Revised guidance will be published for NQTs and other key stakeholders prior to the 2020 Regulations coming into force to ensure that all those involved in induction will be able to clearly understand the changes made.