

The Employment Based Teacher Training Scheme 2020 - “the 2020 Scheme”

Background

1. Regulation 8 of the School Teachers’ Qualifications (Wales) Regulations 2012¹ (“the 2012 Regulations”) makes provision for the Welsh Ministers to establish an Employment Based Teacher Training Scheme (EBS) 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 a number of purposes set out in section 14. Those prescribed purposes include the promotion of the recruitment or retention of teachers or non-teaching staff, the provision of any form of training for teachers or non-teaching staff and the remuneration of, or provision of other benefits to, teachers or non-teaching staff. The grants paid out under the 2020 Scheme are made in the exercise of those powers.
3. The Welsh Ministers also have a duty under section 10 of the Education Act 1996 (“the 1996 Act”) to promote the education of the people of Wales and under section 11, to exercise their powers in relation to publicly funded bodies with responsibility for securing the provision of primary, secondary and further education to promote such education. The Welsh Ministers must exercise their powers with a view to improving standards, encouraging diversity and increasing choice. In carrying out those duties, section 84A of the Education Act 2005 imposes a duty on Welsh Ministers to make such arrangements as they consider expedient for securing facilities for the training of teachers to serve in maintained schools.
4. Separate guidance may be issued by the Welsh Ministers under regulation 8(5) of the 2012 Regulations and those exercising any function under the 2020 Scheme must have regard to that guidance.

Summary of the Scheme

5. The 2020 Scheme sets out the requirements and the operation of the Employment Based Teacher Training Scheme (EBS) in Wales. It sets out the scope of the EBS and details the eligibility requirements for those individuals wishing to follow an employment based route into teaching additional to those requirements as given under the Criteria for the accreditation of initial teacher education programmes in Wales².

¹ The School Teachers’ Qualifications (Wales) Regulations 2012 (S.I. 2012/724).

² <https://gov.wales/initial-teacher-education-programmes-accreditation-criteria>

6. Funding will not be made available for the EBS where the Welsh Ministers have not issued any intake targets for the programme in accordance with the provisions of the 2020 Scheme. The approved employment-based Initial Teacher Education (ITE) Provider, may only operate the EBS if they are allocated intake targets by the Welsh Ministers in accordance with the provisions of the 2020 Scheme.
7. The 2020 Scheme will take effect for the EBS programmes where the period of training commences on or after 1 April 2020.
8. The 2020 Scheme supersedes the Employment Based Teacher Training Scheme 2019 (2019 No. 03) (“the 2019 Scheme”). Transitional arrangements set out in paragraph 39 mean that the provisions of the 2019 Scheme will continue to apply in the cases of Graduate Training Programmes (GTP) and Additional Training Graduate Programme (ATGP) which commenced prior to 1 April 2020.

Interpretation

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

“accredited ITE programme” – means a programme accredited by the Education Workforce Council’s Teacher Education Accreditation Board³ established pursuant to regulation 5 of the Education Workforce Council (Accreditation of Initial Teacher Training) (Wales) Regulations 2017;

“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 ITE provider” – means a provider of an accredited employment based ITE programme, or an administrative partnership of such institutions, which is allocated an intake target for any programme under the 2020 Scheme by the Welsh Government;

“employment based teacher training scheme” – means the scheme referred to in regulation 8 of the 2012 Regulations;

“school” – means a school maintained by a local authority (other than a pupil referral unit) or a special school not so maintained;

“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 teachers⁴;

³ Referred to in the Education Workforce Council (Accreditation of Initial Teacher Training) (Wales) Regulations 2017 (S.I. 2017/165) as the accreditation of initial school teacher training committee.

⁴ <https://hwb.gov.wales/professional-development/professional-standards/>

“teaching” – means carrying out work of a kind which is specified by Regulations made under section 14 of the Education (Wales) Act 2014⁵ and “to teach” is to be construed accordingly;

"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

10. The 2020 Scheme incorporates ITE programmes aimed at enabling persons who are employed in a school to become qualified teachers.
11. The EBS 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 the employment-based ITE provider so that they can be employed to teach in a school while following an accredited ITE programme designed to enable them to meet the specified standards.
12. Persons who are undertaking training for the purposes of the EBS as part of an employment-based teacher training scheme are not qualified teachers. However, they can teach at a school in accordance with the provisions of paragraph 7 of Schedule 3 to the Education Workforce Council (Main Functions) (Wales) Regulations 2015.
13. Providers of accredited ITE programmes in Wales may only operate the EBS if they are allocated intake targets by the Welsh Government in accordance with the provisions in paragraph 14 below.

Administration of the EBS

14. The Welsh Ministers may set intake targets for the EBS for specified academic years and these targets will be allocated directly to the approved employment-based ITE provider in Wales. As part of this notification process an annual policy and priorities statement will be issued by the Welsh Ministers, under regulation 8(5) of the 2012 Regulations, which will set out the policy priority areas on which the employment-based ITE provider are required to focus their designated intake target numbers and resources for the specified academic year.⁶

⁵ The current Regulations are the Education Workforce Council (Main Functions) (Wales) Regulations 2015 (S.I. 2015/140).

⁶ Regulation 8(5) of the 2012 Regulations enables the Welsh Ministers to issue guidance and a person or body must have regard to this guidance when exercising any function in relation to a scheme established under regulation 8.

15. The annual policy and priorities statement will also set out any grant funding which may be made available under the terms of paragraphs 30-35 to support the EBS where intake targets are issued for those programmes for the specified academic years.

Duties of approved employment-based ITE providers in relation to the EBS

16. Approved employment-based ITE providers in Wales will:-

- a. market, publicise and operate the EBS in accordance with the Welsh Minister's annual policy and priorities statement;
- b. consider applications for places under the 2020 Scheme against the entry requirements (Appendix 2 of the Criteria for the accreditation of initial teacher education programmes in Wales) and determine whether persons are suitable to train as a teacher through the EBS;
- c. deliver provision for EBS student teachers that is supported by an accredited programme of ITE and liaise with schools employing the trainees on all aspects of training required to enable trainees to meet the specified standards;
- d. arrange for EBS trainees to be assessed against QTS; and
- e. have responsibility for all aspects of the administration and delivery of the 2020 Scheme within the requirements set out in the annual policy and priorities statement and the Criteria for the accreditation of initial teacher education in Wales 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.

17. Before a person is accepted onto the EBS, the employment-based ITE provider must ensure that prospective trainees meet all the entry requirements set out in the Criteria for the Accreditation of initial teacher education in Wales.

18. The approved employment-based ITE provider must be accredited by the Education Workforce Council to deliver the EBS against the criteria for the accreditation of initial teacher education in Wales.

19. The approved employment-based ITE 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 EBS programme, and any component part of it, to provide what is needed to enable trainees to complete the EBS and demonstrate that they meet the specified standards.⁷ In doing this, the employment-based ITE

⁷ The employment-based ITE provider are not required to, but can match EBS trainees to a specific school. Prospective EBS trainees can also find a school willing to employ and support them through their training.

provider must ensure that the number of EBS trainee placements at any one particular school in any one academic year does not exceed the capacity of this school with any necessary decision made between the School and the ITE provider.

General requirements of the EBS

(i) provision of placement

20. The employment-based ITE provider must ensure that during the period of a placement, trainees are provided with the training as per the accredited programme to meet specified standards.
21. The approved ITE provider delivering the accredited Employment-based ITE 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 (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 placement

22. A placement under the EBS will cease prior to the completion of an assessment against the specified standards if:-
- a. a trainee withdraws from the EBS, 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 placement 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 approved ITE provider for employment-based ITE a trainee fails to make adequate progress during the course of the placement to enable them to meet the specified standards.

(iii) extension or reinstatement of a placement

23. An employment-based ITE provider may extend or reinstate a placement under the EBS if:-

- a. the placement has not been, or is not likely to be, fully carried out as required to meet the specified standards for reasons of illness, pregnancy or other circumstances beyond the control of the trainee; or
- b. the trainee concerned wishes to continue their placement at the same school or schools, but the employment-based ITE provider is of the opinion that there is insufficient time remaining within the placement to enable them to meet the specified standards.

24. In the case of a placement extended or reinstated, the employment-based ITE provider must ensure that it would be of sufficient length to allow the trainee to complete their placement in order to meet the specified standards.

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

(iv) assessment of trainees

26. At the end of the period of training the approved ITE provider delivering accredited employment-based ITE programmes must arrange for trainees to be assessed against the specified standards. The approved employment-based ITE provider must use the same assessment arrangements that are used for persons following full or part-time ITE courses.

27. Following assessment, the employment-based ITE provider must confirm to the appropriate body⁸ that an EBS trainee can be notified that they are a qualified teacher providing the person:-

- a. has successfully completed an accredited ITE programme.
- 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

28. The employment-based ITE provider must make provision for an appeals process for persons undertaking the EBS which is consistent with the current practice and/or processes in place to consider appeals from trainees on any ITE course or programme which they provide.

EBS Grants

⁸ At the time of publication, the appropriate body under the 2012 Regulations is the Education Workforce Council (“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.

29. The Welsh Ministers may make grants available for the employment-based ITE provider to provide to maintained schools or non-maintained special schools employing persons authorised to undertake training for the purposes of the EBS to meet in whole, or in part, the costs of those persons' salaries ("salary grants").
30. The Welsh Ministers may make grants available to the employment-based ITE provider providing training for the purposes of the EBS 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 ITE provider it will be conditional on the employment-based ITE provider seeking no additional funding in connection with training for the purposes of the EBS from any participating school.
31. 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 EBS in respect of particular phases of teaching or specified subjects, or in relation to particular types of applications.
32. The Welsh Ministers may require any grant made available under the provisions in paragraphs 30 and/or 31 to be repaid in whole or in part if the placement is, for any reason, less than the period specified for the accredited programme.
33. The amount to be required to be repaid for any grant made available under the provisions in paragraph 30 and/or 31 will be any grant monies not utilised at the point the placement ceased.
34. The Welsh Ministers may pay for any costs that they consider appropriate associated with a person's application for training under the EBS and a subsequent assessment against the specified standards.
35. Before making any grants available or providing other costs in any financial year the Welsh Ministers must first specify the grants and costs and their availability in the annual policy and priorities statement that they issue to the employment-based ITE provider under the provisions of paragraph 14.

Monitoring and evaluation of the EBS

36. The employment-based ITE provider delivering employment-based teacher training under the EBS 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 EBS; the associated costs; the outcomes of the training programmes; and any other data required.

Timing and transitional arrangements

37. The 2020 Scheme applies to EBS where the training period commences on or after 1 April 2020.
38. Except as provided for in paragraph 39, the 2019 Scheme will cease to have effect from 1 April 2020.
39. The provisions of the 2019 Scheme will continue to apply in the cases of GTP and ATGP programmes where the period of training commenced between 1 September 2015 and 1 April 2020.

Signed:

A handwritten signature in black ink, appearing to read 'Kirsty Williams', is centered on the page. The signature is written in a cursive style with a large initial 'K'.

Kirsty Williams AM, Minister for Education

One of the Welsh Ministers

Date: 18th December 2019