

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.

SECTION 7. CONCLUSION

7.1 How have people most likely to be affected by the proposal been involved in developing it?

No formal public consultation was undertaken due to the urgency required to introduce this change of policy in direct response to the COVID-19 situation. However, **the EWC and the induction leads/Appropriate Bodies within the Regional Education Consortia or local authorities, who have key roles to play in statutory induction, have been involved in developing the proposal from the outset. The workforce unions have also been kept updated of proposals.**

Stakeholders have welcomed the changes as a pragmatic solution in exceptional circumstances.

7.2 What are the most significant impacts, positive and negative?

The proposal will have a positive impact on those NQTs who are on a trajectory to pass their statutory induction during this academic year. The proposal will enable NQTs who have not accrued three terms / 380 sessions to successfully complete induction provided they demonstrate that they meet the professional standards. This will allow these NQTs to seek teaching positions and continue their career.

7.3 In light of the impacts identified, how will the proposal:

- **maximise contribution to our well-being objectives and the seven well-being goals; and/or,**
- **avoid, reduce or mitigate any negative impacts?**

The proposal will have a significant positive impact on the health and mental wellbeing of NQTs as it will allow NQTs who are on a trajectory to pass their statutory induction this academic year, and who have demonstrated they have met the professional standards but have not yet completed three terms/380 sessions, to progress their career as anticipated and not have to continue their induction in to the next academic year.

The proposal will avoid NQTs who meet the standards from having to continue their induction in September (alongside a new cohort of NQTs) solely for the purpose of meeting the 'time-served' requirement of existing Regulations.

7.4 How will the impact of the proposal be monitored and evaluated as it progresses and when it concludes?

The changes will have effect until August 2021.

We will continue to work closely with consortium induction leads and their Appropriate Bodies as those with overall responsibility to ensure that induction meets the statutory requirements. Government officials attend the regional moderation process where ABs ensure that the use of assessment evidence to make the final decision on the NQT's induction outcome is consistent and rigorous.

The operation of these regulations will be reviewed following the conclusion of one school term of the 2020/21 academic year to consider whether they are still appropriate and we will continue to review them termly thereafter. Workforce unions will be kept apprised of proposals to make any further changes.