

Meeting	Agenda Item	Reference No
11/12/09	30	HEFCW/09/125

1 Issue

- 1.1 The paper informs the Council of a consultation being undertaken by the Welsh Assembly Government on its Employment Based Teacher Training Scheme with the intention of transferring responsibility for the Graduate Teacher Programme to HEFCW and higher education initial teacher training (ITT) providers.

2 Corporate Planning Implications / Rationale for paper

- 2.1 HEFCW has statutory responsibilities for ITT under the Education Act 2005 and regulations made by the Welsh Assembly Government. This includes the accreditation of higher education institutions (HEIs) in Wales as ITT providers.
- 2.2 The Welsh Assembly Government signalled in 2006, as part of its ITT change plan, its intention to transfer responsibility for the Graduate Teacher Programme to HEFCW and the HEIs in due course. The purpose of this paper is to make the Council aware that the Welsh Assembly Government is undertaking a formal consultation with a view to HEFCW taking responsibility from the 2011/12 academic year.

3 Recommendation(s)

- 3.1 The Council is invited to note the contents of the paper.

4 Timing for decisions

- 4.1 The paper is for information only. A further paper will be brought to the Council on arrangements for the operation of the Graduate Teacher Programme in due course.

5 Council members' interests

- 5.1 The Chief Executive's partner is a member of staff in the School of Education at Swansea Metropolitan University.

6 Further information

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7 Background

The Graduate Teacher Programme

- 7.1 The Employment-based Teacher Training Scheme (EBTTS) currently consists of the Graduate Teacher Programme (GTP), an employment-based training route into teaching. Graduates are employed in schools as unqualified teachers and receive training to gain Qualified Teacher Status (QTS) whilst carrying out a teaching role on a reduced timetable basis. The current EBTTS also includes provision for the Registered Teacher Programme (RTP). The RTP is aimed at non-graduates where the trainee has to complete a degree whilst being employed at the school and working towards meeting the QTS Standards. The RTP is not being operated at present due to low levels of take-up and the current emphasis on graduate entry training in priority subjects.
- 7.2 The GTP is administered by the Welsh Assembly Government. Under the Scheme a prospective trainee has to find a school willing to employ them as an unqualified teacher and support them through their training. Prospective trainees may already be employed in a school in a non-qualified capacity but have the potential to become qualified. This often provides an opportunity for a school to meet a need in a subject where they may have difficulty recruiting qualified teachers otherwise.
- 7.3 A “recommending body” will then make an application to the Welsh Assembly Government for training approval and be responsible for devising and ensuring delivery of the approved training programme. The training programme is generally up to a year, but may be shorter depending on the previous experience and qualifications of the trainee. The Scheme can also be used to enable overseas trained teachers to gain QTS. HE ITT providers may already act as recommending bodies, as may local authorities. Some schools are also recommending bodies. Where the recommending body is an accredited ITT provider (ie, an HEI) then it uses its usual arrangements for assessing the trainee. Otherwise the Welsh Assembly Government arranges for external assessment.
- 7.4 The GTP is currently focused on secondary priority subjects, but could in future be extended to cover primary schools if appropriate.
- 7.5 Under the GTP, the Welsh Assembly Government provides for a certain number of fully-funded places. This includes a contribution (currently up to £14,600) towards the salary of the trainee paid to the school and a training grant to the recommending body (currently up to £4,500). The Assembly Government may also agree to a certain number of unfunded places. Numbers on the programme may vary from year to year. However, for example, in 2009/10 there are approximately 40 full-time equivalent fully-funded places, as well as some unfunded places.

8 Proposed transfer of responsibility to HEFCW and the ITT sector

- 8.1 Following the Furlong Review of ITT in 2006, the Welsh Assembly Government published its ITT Change Plan. The Assembly Government recognised the valuable alternative route into teaching provided by employment-based schemes but wished to see an improvement in the

consistency of standards of training. It therefore signalled its intention to transfer responsibility for operation of the EBTT scheme to HEFCW and the ITT sector. The details of the transfer have been discussed with HEFCW officers.

8.2 The proposed changes would involve:

- the integration of EBTT numbers into the mainstream ITT intake targets notified to HEFCW.
- all applications would be made directly to the ITT providers who would be responsible for training programmes under the Scheme.
- training would be subject to Estyn inspections alongside the providers' other ITT courses.

8.3 The benefits of the changes are seen as:

- enabling planning for future teacher numbers to be considered across all routes more clearly
- providing more integrated ITT delivery
- improved consistency of standards in GTP training.

8.4 In order to make these changes, the Welsh Assembly Government will need to approve a new EBTT scheme under the Education (School Teachers' Qualifications) (Wales) Regulations 2004 . While only the GTP operates at the moment, the revised scheme would include provision for the RTP and for the possible introduction in the future of an assessment-only route which could be more suitable for experienced staff, for example, further education lecturers, or for overseas trained teachers. The decision on whether these other programmes will operate rests with the Assembly Government, not HEFCW.

8.5 As indicated above, the Welsh Assembly Government will issue intake targets to HEFCW for the GTP, specifying phase, secondary or primary, and any subject priorities. As well as funded places, the Assembly Government may include non-funded places within the targets which providers may take up. It will then be for HEFCW to determine the distribution of the targets to the ITT providers. The Welsh Assembly Government will also make an appropriate transfer of funding to cover the salary contribution and the training grant. We would aim to mainstream the GTP into our normal processes as far as possible.

8.6 The Assembly Government issued its consultation on the proposed changes on 16 November 2009, with a closing date of 29 January 2010 (<http://wales.gov.uk/consultations/education/employmentbasedteachertraining/?lang=en>). While we would not see it as needed for HEFCW to reply formally to the consultation (we have preliminary meetings with Assembly Government officers and the consultation document has been developed in discussion with HEFCW officers), we will be interested to see the response from the ITT sector in particular.

9 Next steps

9.1 The Assembly Government wishes to allocate intake targets to HEFCW from the 2011/12 academic year. Subject to the outcome of the consultation, the Assembly Government will need to approve the revised EBTT Scheme to come into operation from 1 September 2011. HEFCW will need to have

further detailed discussions with the Assembly Government and the ITT providers on the arrangements for the operation of the Scheme. We will bring proposals to the Council in due course, following consideration by the Council's Student Experience, Teaching and Quality Committee.

The Council is invited to note the contents of the paper.

10 Financial implications

- 10.1 The Welsh Assembly Government will transfer a sum to HEFCW's grant to provide recurrent funding for the Scheme. Although the precise sum is to be determined, if there were a funded intake of 40 full-time equivalent places, taking the salary grant and training grant together, we would expect a transfer of around £750,000 to £800,000.

11 Communications implications

- 11.1 The Welsh Assembly Government is undertaking a public consultation and will address any publicity or communications issues as required. If our views, were sought, we would indicate that we were content with the proposed changes, but that it would not be appropriate for us to comment further during the consultation.

12 Diversity and Equal Opportunities implications

- 12.1 The Graduate Teacher Programme contributes to diverse entry routes into teaching. The incorporation of the programme into the portfolios of ITT providers will enable them to ensure that the quality and consistency of training for these trainees is comparable with that of their other ITT programmes. It will enhance the opportunities they are able to offer to prospective trainees and will enable them to draw from a wider range of backgrounds and experience. There will be scope, if it considers it a priority, for the Welsh Assembly Government to indicate that it would wish to see more Welsh medium trainees within the Scheme.

13 Risk Assessment

- 13.1 The risks identified are as follows:

RISK	ACTION TO ADDRESS RISK
Unforeseen complexities and/or insufficient time to introduce the Scheme.	Early internal and external discussions on the detailed operation of the Scheme.
Failure of the sector to meet intake targets for the Scheme	Officers will consider, in discussion with the sector, how to best distribute intake targets to achieve recruitment to target.