

# Agenda – Children, Young People and Education Committee

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Meeting Venue:

Hybrid – Committee room 4 Tŷ Hywel  
and video conference via Zoom

Meeting date: 8 October 2025

Meeting time: 09.30

For further information contact:

Naomi Stocks

Committee Clerk

0300 200 6565

[SeneddChildren@senedd.wales](mailto:SeneddChildren@senedd.wales)

## Hybrid

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### Public meeting

09.30

#### 1 Introductions, apologies, substitutions and declarations of interest

09.30

#### 2 Papers to note

09.30

##### 2.1 Services for care experienced children: exploring radical reform

(Pages 1 – 3)

Attached Documents:

Letter to the Chair of the Children, Young People and Education Committee  
from the Children’s Legal Centre Wales

##### 2.2 Information from Stakeholders

(Pages 4 – 6)

Attached Documents:

Briefing note from Colleges Wales



## **2.3 International agreements in relation to judicial co-operation**

(Page 7)

Attached Documents:

Letter to the Chair of the Legislation, Justice and Constitution Committee  
from the Cabinet Secretary for Education

## **2.4 Information from Stakeholders**

(Pages 8 – 9)

Attached Documents:

Letter to the Chair of the Children, Young People and Education Committee  
from the Minister for Mental Health and Wellbeing

## **2.5 Information from Stakeholders**

(Pages 10 – 12)

Attached Documents:

Letter to the Chair of the Children, Young People and Education Committee  
from the Cabinet Secretary for Health and Social Care

## **2.6 Welsh Government Draft Budget 2026–27**

(Pages 13 – 14)

Attached Documents:

Letter to Medr from the Chair of the Children, Young People and Education  
Committee

## **2.7 Teacher recruitment and retention**

(Pages 15 – 16)

Attached Documents:

Letter to the Cabinet Secretary for Education from the Chair of the Children,  
Young People and Education Committee

**At the Committee's meeting on 17 September, the Committee resolved to meet in private under Standing Order 17.42 (ix) for this meeting.**

### **Private meeting**

09.30 – 12.15

### **3 Routes into post-16 education and training – considerations of the draft report**

09.30 – 10.30

(Pages 17 – 180)

Attached Documents:

Draft report

### **Break**

10.30 – 10.45

### **4 Teacher recruitment and retention – consideration of the key issues**

10.45 – 12.05

(Pages 181 – 197)

Attached Documents:

Key Issues

### **5 Implementation of education reforms – feedback from school visit**

12.05 – 12.15

**Date: September 10<sup>th</sup> 2025**

**Letter sent by Email to:**

[Seneddequality@senedd.wales](mailto:Seneddequality@senedd.wales)

[SeneddChildren@Senedd.Wales](mailto:SeneddChildren@Senedd.Wales)

**Subject: Deprivation of Liberty Orders for children and “*If Not Now, Then When? Radical Reform for Care-Experienced Children and Young People*” Inquiry recommendations**

**Dear Buffy Williams MS, Chair of the Children, Young People and Education Committee**

**CC: Jenny Rathbone MS, Chair of the Equality and Social Justice Committee**

I hope this message finds you well, and that you were able to take some time for rest over the summer recess.

As we approach the end of the Sixth Senedd, I am writing to ask whether the Committee would consider requesting an update from the Welsh Government on its progress in implementing the recommendations set out in your powerful 2023 inquiry, “*If Not Now, Then When? Radical Reform for Care-Experienced Children and Young People.*”

As part of the Inquiry, Children’s Legal Centre Wales submitted evidence on the use of Deprivation of Liberty Orders involving children ([link to evidence](#)).

As you are aware, some children with complex needs require placement in secure accommodation, if there is a risk to their safety (and/or others) (Section 119, Social Services and Well-Being (Wales) Act 2014). However, where suitable placements are unavailable or unsuitable for meeting complex needs, the High Court may use its inherent jurisdiction to authorise deprivation of liberty, often resulting in children

being placed in unregulated or unregistered accommodation, sometimes far from home.

We were particularly encouraged by Recommendation 20 of your final report, which stated:

**Recommendation 20**

The Welsh Government should carry out an immediate analysis of the use of Deprivation of Liberty Orders across Wales for the past 24 months, broken down by local authority responsible for the child, age of the child, and the length of the order. This analysis should be published no later than December 2023. The Welsh Government and the Association of Directors of Social Services should jointly publish, no later than December 2023, an action plan setting out how they will reduce the use of Deprivation of Liberty Orders in Wales. The action plan must include clear timescales and funding allocations.

In response, the Welsh Government stated:

**Response: Accept in part**

The Welsh Government will carry out an analysis of the use of Deprivation of Liberty Orders across Wales for the past 24 months, broken down by local authority, age of the child, and length of the order. The results of this analysis will feed into the Welsh Government's Transformation Programme for Children's Services.

While we welcomed this commitment, we noted at the time that the response lacked urgency and did not set out a clear action plan to address the immediate needs of the highly vulnerable children affected by Deprivation of Liberty Orders in Wales.

This concern was echoed during the Committee's inquiry by The Honourable Mr Justice Francis, Family Division Liaison Judge for Wales, who remarked:

*"And I think, for me, doing the job that I've been doing in Wales in recent years, this is the single biggest crisis point. It is absolutely desperate. You don't put somebody under a deprivation of liberty order unless you are absolutely at the extreme end of trouble, and I think it's a terrible problem."*

As of 2025, we have not seen any evidence that the Welsh Government has completed or published the analysis it committed to undertaking.

We would therefore be grateful if the Committee could clarify whether it has received this analysis. If not, we respectfully ask whether the Committee would consider formally requesting:

1. The results of the analysis, as per the Welsh Government's commitment; and
2. An update on how this work is progressing within the Transformation Programme for Children's Services, particularly with regard to the rights and wellbeing of this vulnerable cohort.

As you know, children subject to Deprivation of Liberty Orders are often among the most vulnerable in our society, with complex and overlapping needs arising from early trauma, neglect, poverty, and other adverse experiences.

We have copied in the Chair of the Equality and Social Justice Committee, recognising that the use of Deprivation of Liberty Orders may disproportionately affect certain groups of children and intersect with issues of equality and social justice.

Finally, as we near the end of the Senedd term, we believe it would be timely for the Committee to seek a broader update from the Welsh Government on its progress in implementing the Inquiry's other recommendations — both those fully and partially accepted.

We would be grateful for any update you can provide and thank you for your continued commitment to the rights and welfare of care-experienced children and young people in Wales.

**Kind regards**

**Dr Rhian Croke**

Children's Legal Centre Wales

Contact Details: [rhian.croke@swansea.ac.uk](mailto:rhian.croke@swansea.ac.uk)

## Adult Learners' Week 2025 - Briefing for Senedd Members

Adult Learners' Week is 15-21 September 2025. This briefing underlines the importance of adult learning in Wales, and calls for the next Welsh Government to ensure that adult learning can continue to help communities thrive in Wales.

### Introduction

Adult learning and upskilling are a key part of the rebuilding the Welsh economy, as well as preparing for the changing nature of work, for example, the need for more green skills and the rise in artificial intelligence (AI).

Lifelong learning provides a sense of wellbeing and purpose, helping to address social issues such as loneliness and isolation. These benefits in turn provide communities with the tools to thrive. Skills help people into work and to improve at work, which allows us all to keep up with a changing world and our rapidly transforming workplaces.

However, participation in lifelong learning has fallen over the last decade in Wales with large inequalities in access to learning by age, socioeconomic group, and prior educational attainment.

The reason for this big drop was a large reduction in funding in 2013, not a drop in need or demand. Funding for adult community learning was reduced by 37.5%, while budgets for part-time further education was cut by 33%.

(Source: Learning and Work Institute. [Barriers to learning | Adult Participation in Learning Survey 2023](#))

Chart 2f: Learners in adult learning, 2012/13 to 2021/22 [note 1]



Adult Community Learning is essential for those individuals who have been under-served, and furthest away from education and employment.

As funding pressures intensify, we must avoid a narrowing of the curriculum offer. The closure or reduction of provision will have negative consequences on health and other services.

Fees and funding to cover living costs are also major concerns for learners. It is often the lack of maintenance funding, and the need to continue working, that act as barriers to pursuing further and higher education.

## Senedd election calls on Adult Learning

The Senedd election 2026 is an opportunity to refocus on adult learning, and the opportunities for part-time and adult education to be expanded towards addressing the shortage of basic skills, alongside investment in new opportunities for shorter, flexible courses to support reskilling, upskilling and employability.

To ensure that adult learning can continue to help communities thrive in Wales, the next Welsh Government, working with Medr, should:

- 1) **Commit to deliver a new entitlement to lifelong learning** for every adult in Wales. This should be a long-term policy goal that starts with reversing cuts to adult education, introducing new funding lines to allow colleges to provide rapid and flexible reskilling and upskilling and that ultimately allows individuals to access a personalised, flexible learning fund that they can access throughout their lives.
- 2) **Invest in rolling out Recognition of Prior Learning** to support adults with the fewest qualifications to gain recognition for the skills they have. This will help fast-track learners to achieving recognised qualifications and provide them with the opportunity to gain higher-skilled, higher-wage jobs. Scotland has made significant investment and commitment to RPL<sup>1</sup>, and it is recognised as a useful tool not just by the education sector, but also by a range of stakeholders, such as the Ministry of Defence, NHS Scotland, and wider employers.
- 3) **Recognise the opportunities and challenges from the development of AI** by working with colleges to ensure every adult who wants it the access to learning they need to understand the basics of using AI. Colleges should be funded and supported by both the next Welsh Government and by Medr to be the frontline provider of foundational AI learning, to be a part of the pathway into AI careers and to support employers to upskill their workforces.

**Join the ColegauCymru manifesto launch on 8 October 2025 at 10.30am.**

Click [HERE](#) for the link to teams.

Meeting ID: 375 235 745 169 0

Passcode: Lc3uj9Q4

### Case Study: Overcoming barriers to Adult Learning

With unwavering determination and the support of Adult Learning Wales' (ALW) dedicated Flexible Essential Skills team and the ALW quality team, North Wales-based learner Sinead Tia Barry-Blackham has not only navigated but triumphed over significant personal barriers on her learning journey. Her story is a testament to perseverance and the power of tailored support.



<sup>1</sup> <https://www.colleges.wales/en/blog/post/learning-from-scotland-on-recognising-prior-learning>

Sinead suffers from extreme Social Anxiety, which presented considerable hurdles with her studies. In her Essential Skills Wales Level 2 Communication controlled tasks she had to wear sunglasses during the discussion and presentation elements due to a severe twitch in her eye, which occurred when she was anxious.

Before each exam, Sinead would talk to Catrin Roberts, a Quality Assurance Administrator and an exam invigilator with ALW. Catrin invigilated Sinead on a 1:1 basis in a safe space as she couldn't be in a room with the other learners due to her anxieties. Over the course of Sinead's exams, the pair would talk about the difficulties Sinead has faced in life and personal problems that are still ongoing in her life.

The growth in Sinead's confidence has increased her employment opportunities. Sinead now has a part-time job at her local TK Maxx, where she works in a customer service position, which requires interaction with customers. Catrin said: *"This is something I could never imagine when I met Sinead back in February, where she couldn't even make eye contact with me. Her gaining confidence and dealing with her anxieties has been an incredible achievement."*

It is time for Wales to acknowledge the transformative power of adult learning – its role in tackling poverty and inequality, and contributing to overall well-being and a sense of purpose. Wales has an opportunity now to create a robust system that offers greater opportunities for lifelong learning, ultimately contributing to a more inclusive and skilled society in Wales – for today's and future generations.

### **How you can support Adult Learners' Week - 15-21 September 2025**

Record and share a short video on your social media platforms, highlighting the importance of adult learning. By equipping individuals with essential skills, fostering confidence, and providing crucial support networks, adult learning programmes are not only empowering individuals and families but also contributing to a more skilled workforce, a stronger local economy, and a more equitable and sustainable future for all communities in Wales.

Share what's going on at your local college - use the hashtags #NeverStopLearning and #AdultLearnersWeek, and remember to tag ColegauCymru on [LinkedIn](#) and [BlueSky](#).

If you would like to arrange a college visit in your constituency or region, or would like further information, please contact ColegauCymru Policy Officer, Amy Williams:  
[Amy.Williams@ColegauCymru.ac.uk](mailto:Amy.Williams@ColegauCymru.ac.uk)

# Agenda Item 2.3

Lynne Neagle AS/MS  
Ysgrifennydd y Cabinet dros Addysg  
Cabinet Secretary for Education



Llywodraeth Cymru  
Welsh Government

Mike Hedges MS, Chair  
Legislation, Justice and Constitution Committee  
Senedd Cymru

16 September 2025

## **Memorandum of Understanding Welsh Ministers and HM Prison and Probation Service**

In accordance with the inter-institutional relations agreement, I am writing to notify you that a [Memorandum of Understanding \(MoU\) between Welsh Ministers and HM Prison and Probation Service](#) was published on 11 September 2025. This MOU overtakes the previous one which lapsed on 31 March 2025.

The MOU describes the working relationship between the Welsh Government and HM Prison and Probation Service. It sets out the general principles which underpin the Parties' shared commitment to reducing re-offending in Wales and the continued acknowledgement that learning and skills provision which leads to sustained employment is one of the most effective means of reducing re-offending. The MOU covers offender learning and skills within custody and sets out how offender learning is to be taken forward in Wales.

I have also copied this letter to the Children, Young People and Education Committee, the Equality and Social Justice Committee, and the Culture, Communications, Welsh Language, Sport, and International Relations Committee.

Yours sincerely

A handwritten signature in black ink that reads "Lynne Neagle".

**Lynne Neagle AS/MS**  
Ysgrifennydd y Cabinet dros Addysg  
Cabinet Secretary for Education

# Agenda Item 2.4

Y Gweinidog Iechyd Meddwl a Llesiant  
Minister for Mental Health and Wellbeing



Llywodraeth Cymru  
Welsh Government

Our ref: SM/CYPE/1809/25

Buffy Williams  
Chair  
Children, Young People and Education Committee  
Senedd Cymru

[senedd.children@senedd.wales](mailto:senedd.children@senedd.wales)

18 September 2025

Dear Buffy

Thank you for the committee's letter about the Perinatal Clinical Implementation Network and clinical lead role.

There has been significant progress over the last few years in relation to the development and improvement of perinatal mental health services, including the establishment of community perinatal mental health teams in each health board and the development of an integrated care pathway. This work has been progressed through strengthened clinical leadership and the work of the network members, whose support has been invaluable.

We published our new, 10-year [Mental Health and Wellbeing Strategy](#) in April. The Strategic Programme for Mental Health, which is part of NHS Wales Performance and Improvement, has subsequently reviewed its governance and implementation structures to support the delivery of its priorities within the strategy. This includes a revised governance structure which will strengthen clinical leadership across the programme.

The Strategic Programme for Mental Health has four clinical lead posts which cover all areas of mental health, and whose work programme is aligned with the strategy. These are:

- Clinical psychologist (adult and older adult mental health, perinatal, eating disorders)
- Registered mental health nurse (acute and crisis care)
- Consultant psychiatrist (child and adolescent mental health services)
- Clinical psychologist (psychological therapies).

These new arrangements will include a legacy report to capture the work of the network, and a review to ensure any open actions and risk management continue to be progressed. The programme has confirmed it will support this work, and the transition to a robust community of practice.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:  
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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

Improvement work led by the Strategic Programme for Mental Health will support all mental health services, including perinatal mental health services. This will include the transformation to open-access mental health support.

This year, as part of its implementation of open-access services, there will be pilot sites to test changes and the Strategic Programme for Mental Health is looking to have at least one of these within a health board that will incorporate specialist perinatal teams. Over time, the open access approach will improve the service offer for the whole population.

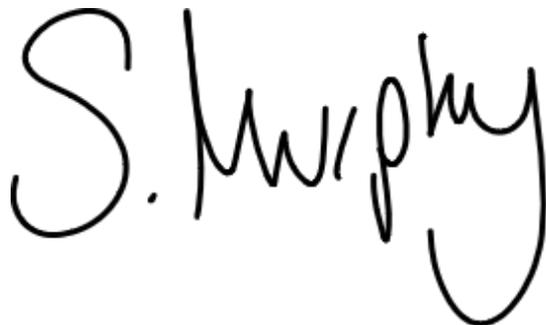
Other aspects of the work considered by the network will now be in the core remit of the relevant teams. For instance, the [CCQI](#) Type One standards for perinatal mental health services will continue to be monitored quarterly. Any issues identified will be addressed with health boards through the performance and assurance systems in place. Moving this arrangement into the standard Integrated Quality, Planning and Delivery (IQPD) process will ensure health board executive teams have continued oversight and will be held directly to account for their performance and any required improvement plans, which will strengthen accountability arrangements.

Learning and development needs will also be fed into our broader Strategic Mental Health Workforce Plan, with any outstanding national transformation or safety work for perinatal mental health services being incorporated into the work of the national steering groups, which sit within the Strategic Programme for Mental Health .

A Joint Ministerial Assurance Board is being established to support governance of the Mental Health and Wellbeing Strategy. This will ensure there is challenge and scrutiny about its implementation. The first annual updates about progress is expected in May 2026.

In relation to the new mother and baby unit in Chester, it is anticipated the build will be completed in October 2025, with staff commencing at that point. We are expecting this will mean mothers will be supported within the unit from the new year. In relation to Tonna, its longer-term future will be part of the prioritised capital estates strategy. As this is a longer piece of work we are currently investing in the unit, which will include essential works to the roof and heating system.

Yours sincerely,

A handwritten signature in black ink that reads "S. Murphy". The signature is written in a cursive, flowing style with a large initial 'S' and a long, sweeping tail on the 'y'.

**Sarah Murphy AS/MS**  
Minister for Mental Health and Wellbeing

# Agenda Item 2.5

Ysgrifennydd y Cabinet dros Iechyd a Gofal Cymdeithasol  
Cabinet Secretary for Health and Social Care



Llywodraeth Cymru  
Welsh Government

Buffy Williams MS  
Chair  
Children, Young People and Education Committee

[seneddhealth@senedd.wales](mailto:seneddhealth@senedd.wales)

18 September 2025

Dear Buffy

Thank you for your letter of 17 July and for sharing the detailed correspondence from Cerebra about paediatric continence care.

The issues highlighted in Cerebra's 2025 report, *Inaccessible, Unacceptable and Unaccountable*, about perceived restrictions on continence product provision, the psychological and social impact on children, and the financial burden on families across England, Scotland and Wales are troubling and underscore the need for a compassionate, rights-based approach to continence care.

Following the publication of this report, we have adopted a UK-wide approach to reviewing continence product provision guidance and the issues raised in the report. We have proactively engaged with Bladder and Bowel UK (BBUK) to examine the UK-wide guidance and engage with a cross sector of stakeholders in Wales, regarding the Welsh-specific guidance, to ensure alignment with best practice and legal obligations.

We have also received comments from parents who have been informed by individual services that they are unable to access additional or alternative products, due to interpretations of the guidance despite both the BBUK disclaimer and the Welsh Government guidance clearly stating that product provision should be based on individual clinical assessment. We are working to ensure this principle is consistently understood and applied across services.

The Welsh Government's current guidance, WHC/2022/004, is based on the 2021 consensus document developed by BBUK. This guidance was informed by an expert advisory group comprising clinicians, NHS professionals, and third-sector representatives—many of whom also contributed to the 2017 guidance (WHC/2017/044). The 2017 circular explicitly recognised the need for dignity, individualised assessment, and flexibility in pad provision, and it cautioned against arbitrary limits.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

While the 2022 circular aimed to build on this foundation, we acknowledge that its interpretation of the Equality Act 2010 and Human Rights Act 1998 has raised legitimate concerns. In particular, the suggestion that providing night-time products to disabled children could be discriminatory, and the blanket restriction on products for children under five, are being reviewed in light of legal and ethical obligations. Hence the review of BBUK guidance. In parallel, Welsh Government officials have sought feedback from a wide range of NHS professionals, including paediatric continence nurses, community health teams, and health board leads. Their insights are invaluable in shaping practical, implementable guidance which meets the needs of children and families.

We are also working closely with colleagues in the Welsh Government's Disability Rights, Education and Children's Policy teams to ensure our approach aligns with broader commitments to equality, inclusion and children's rights.

The current Welsh guidance references a maximum of four pads per day. This figure was derived from the same advisory group that informed the 2017 guidance, based on clinical norms and service delivery considerations. However, it is important to emphasise that the guidance is exactly that – guidance. It explicitly allows for professional judgement and flexibility based on individual assessment. The intention is not to impose a rigid ceiling, but to provide a benchmark that can be exceeded where clinically justified. We are working with health boards to reinforce the importance of individualised care and professional discretion.

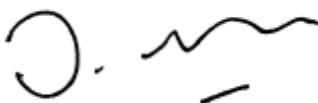
We are committed to the following actions:

- Evaluating the forthcoming BBUK (2025) guidance and considering its endorsement, subject to legal and clinical review.
- Reviewing WHC/2022/004 to ensure compliance with BBUK guidance (2025) equalities and human rights legislation.
- Continuing engagement with stakeholders, including families, clinicians, and third-sector organisations.

As part of the UK and Welsh review, BBUK has explained the rationale behind some of the statements Cerebra found concerning, to their legal representative, who has in turn offered helpful suggestions, which we are adopting. We are also working to streamline the guidance to make it more user-friendly and ensure clinicians can access the key information more easily.

We are grateful for the committee's attention to this important issue and for the powerful testimonies shared by families. We remain committed to ensuring all children in Wales receive the dignified, individualised continence care they deserve.

Yours sincerely,



**Jeremy Miles AS/MS**

Ysgrifennydd y Cabinet dros Iechyd a Gofal Cymdeithasol  
Cabinet Secretary for Health and Social Care

James Owen

Chief Executive, Medr

22 September 2025

### **Scrutiny of Medr's principles of funding for 2026-27**

Dear James,

First of all, I would like to congratulate you on behalf of the Children, Young People and Education Committee for your appointment to the position of Chief Executive. I wish you the very best of success in your new role.

As you will know, we will soon be carrying out scrutiny of the Welsh Government Draft Budget 2026-27. We are expecting the Welsh Government to publish its Outline Draft Budget on 14 October 2025 and its Detailed Draft Budget on 3 November 2025. We have therefore requested that the relevant Cabinet Secretaries and Ministers give oral evidence during our meetings on 19 and 27 November.

Before the establishment of Medr, we scrutinised the relevant Welsh Government Minister about how the Welsh Government's Draft Budget would support post-16 education and training. Given that a significant proportion of Welsh Government's total education and associated expenditure is now delegated to Medr (a total of £0.96 billion for 2025-26<sup>1</sup>), we are keen to scrutinise Medr's proposed principles of funding to enable us to fulfil our Draft Budget scrutiny responsibilities.

We therefore invite you to attend Committee on 19 November at 11.15am – 12.15pm to give oral evidence about your proposed 2026-27 principles of funding and high-level spending decisions.

Please note that we expect to publish the report on our inquiry 'routes into post-16 education and training' in mid-November. We have yet to finalise the report. However, many of the issues that we are considering fall within Medr's remit. While we do not expect you to have issued a formal response

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<sup>1</sup> Letter from the Welsh Government to the Chair of the Commission for Tertiary Education and Research ("Medr"), 20 March 2025

to the report before 19 November, our lines of questioning are likely to be informed by the evidence, conclusions and recommendations set out in that report.

Thank you in advance for your ongoing support. If you have any concerns about the timetable proposed above, please do not hesitate to contact the Committee Clerk at any time.

Yours sincerely,



Buffy Williams MS

Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.



Lynne Neagle MS  
Cabinet Secretary for Education

29 September 2025

### **Follow-up to teacher recruitment and retention evidence session**

Dear Lynne,

Thank you to you and your officials for giving evidence on the teacher recruitment and retention. It was a really informative session, and will be very helpful to our deliberations.

As we mentioned during the session, there were some questions which we did not have chance to cover, and we felt could be answered as effectively in writing. There was also an agreement to investigate what data, if any, is available in relation to class sizes in secondary schools. I would therefore be grateful if you could respond to the following questions:

1. The Committee has heard that there are issues for how ITE providers can plan provision given the time taken between UCAS offering a place at ITE and a student's acceptance. The Committee has also heard that, in order to apply for a postgraduate course, students have to access the undergraduate part of the UCAS website. Are you aware of these issues, have you had any discussions with UCAS about them, and to what extent are you able to influence them?
2. The Committee has heard concerns about routes into school leadership and the NPQH in relation to the cap on numbers and whether it is broad enough. Are you aware of these concerns and how can they be addressed?
3. Estyn's evidence said that there are no national approaches to identify future leaders and provide pathways to leadership for those early in their career. To what extent does this impact on the recruitment and retention of school leaders and in what ways do you see the Welsh Government have a role in improving this? During the evidence session you referenced the work Dysgu will be doing to review the existing leadership programmes with a view to developing provision that meets the needs of potential future leaders. Do

you know what the timeline is for this initial work, and will it inform the development of the Strategic Education Workforce Plan?

4. The Committee has heard that there may be an under-representation of teachers with disabilities within the workforce. To what extent do you agree with this and have you considered any incentives or other ways to support more disabled people to become teachers?
5. The Education Workforce Council told the Committee that the teaching workforce in Wales is supplemented by those who have gained their PGCE in England. Given they would not have been exposed to the new curriculum in Wales, do you have any concerns about how this will impact its successful implementation?
6. During the session, you briefly referred to teaching assistants sometimes covering lessons. To what extent do you understand the scale of the evidence that they and HLTAs are being asked to teach classes? How can we better understand this and address associated concerns?

We are aiming to publish our report shortly after Christmas which we hope will be helpful in terms of the development of the Strategic Education Workforce Plan. As a result, it would be helpful if we could have your response by 3 November. If you envisage any challenges with this date, please contact Naomi Stocks, Clerk.

Yours sincerely,



Buffy Williams MS

Chair  
Children, Young People and Education Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg.  
We welcome correspondence in Welsh or English.

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