

Kirsty Williams AM
Cabinet Secretary for Education
Welsh Government
Ty Hywel
Cardiff Bay
Cardiff
CF99 1NA

24 August 2017

170824/WILLIAMS K/CK/TF

Dear Kirsty

The 27th School Teachers' Review Body Report and the 2017 School Teachers' Pay and Conditions Document England and Wales

On receipt, from the Westminster Department for Education (DfE), of the final version of the 2017 School Teachers' Pay and Conditions Document (STPCD) for England and Wales, the NASUWT noted, with concern, the removal of the Practising Teachers' Standards (Wales) from the STPCD and their replacement with a new section referencing the new professional standards for teaching and leadership (Wales).

I have written to the Westminster Secretary of State for Education to express the NASUWT's concern that the DfE has made this significant change in respect of provisions applying to teachers in Wales, without including the proposed change in the draft 2017 STPCD issued for consultation to statutory consultees. I have asked her to address this situation as a matter of urgency.

You are aware, of course, the new professional standards for teaching and leadership in Wales only became the relevant teachers' standards for the majority of teachers in Wales on 1 September 2018. The new professional standards for teaching and learning are applicable only to newly qualified teachers (NQTs) who began their induction on, or after, 1 September 2017. The wording in the amended section of the 2017 STPCD states that '*all post-induction teachers will move to the new standards by 1 September 2018*'. This is fundamentally incorrect, as the implementation schedule for the new standards means that 'all post-induction teachers' will move to the new standards **on** 1 September 2018.

The STRB did not recommend the removal of the Practising Teachers' Standards (Wales) from the 2017 STPCD, or the inclusion of the professional standards for teaching and leadership. It was not part of its remit and it is not a consequential change of STRB recommendations.

This change, made without consultation, has the potential to cause concern and confusion in the new academic year. It would have been inappropriate for the DfE to have made such a significant change without input from the Welsh Government and I would be grateful, therefore, if you would provide information on the reason for this change to the STPCD at this late stage, including any submission or representations made by the Welsh Government to the Westminster Government on this matter.

As the Westminster DfE has responsibility for the 2017 STPCD, the NASUWT has requested that there should be urgent consultation on the change with statutory consultees and that clarification should be issued correcting the misleading information that the new professional standards apply to teachers other than NQTs before 1 September 2018. I have acknowledged to the Westminster Secretary of State that this would need to be in consultation with the Welsh Government.

The NASUWT believes that, in order to avoid confusion in schools, it will be important for the Welsh Government to issue clarification that the new professional standards for teaching and leadership (Wales) only apply on a mandatory basis to NQTs during the 2017/18 School Year and not to other teachers. The Welsh Government will also need to make clear the commitment given during the consultation that any decision to move onto the new standards by other teachers before they become mandatory from 1 September 2018, will be for teachers to take on an individual basis and that schools cannot seek to impose the standards before 1 September 2018.

Thank you in anticipation of your co-operation.

Best wishes.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Chris', with a horizontal line underneath the name.

Chris Keates (Ms)
General Secretary