



TRAINING IN WALES

NASUWT Aide-Mémoire for Tutors

- The National Centre will be only too pleased to assist you in making the training course the best experience it can be for learners.
- When in doubt, defer to local, as well as Head Office, knowledge.
- Use nation-specific resources and policies, especially for National Action.

Governance and the Local Authority

- There are 22 local authorities (LAs) in Wales
- LAs are organised into four consortia: North Wales (*Flintshire, Conwy, Wrexham, Gwynedd, Isle of Anglesey, Denbighshire*); ERW (*Swansea, Neath Port Talbot, Carmarthenshire, Pembrokeshire, Powys, Ceredigion*); South East (*Caerphilly, Monmouthshire, Newport, Blaenau Gwent, Torfaen*) and Central South Wales (*Bridgend, Cardiff, Merthyr Tydfil, Rhondda Cynon Taff, Vale of Glamorgan*). All are responsible for school improvement services throughout their areas.
- The LA employs teachers and headteachers.
- There are no academies, multi-academy trusts (MATs) or free schools in Wales.

National Agreements

- The School Teachers' Pay and Conditions Document (STPCD/Blue Book) and Burgundy Book apply in Wales until September 2019 when it is set to be devolved.
- Education in Wales is devolved to the Assembly of Wales and there is a Cabinet Secretary.
- The NASUWT is in a national trade dispute with the Cabinet Secretary (currently Kirsty Williams AM).

Procedures and Policies

- All major policies such as 'competency' and 'disciplinary' lie with the LA. There are separate regulation guidance and model procedures for Performance Management.
- All staff are hired and employed by the LA.
- The Welsh Government has issued school guidance on '*Capability of school teaching staff*' as well as '*Disciplinary and dismissal procedures for school staff*' (002-2013).

Accountability

- Inspection in Wales is undertaken by Estyn and not Ofsted.

Miscellaneous

- All teachers in Wales are required to have Education Workforce Council (EWC) registration (the current Chief Executive is Hayden Llewellyn).
- The Acas code applies to Wales as equally as it does to England.
- The Equality Act 2010 applies in Wales. There are regulations underpinning the legislation specific to Wales - The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and The Equality Act 2010 (Specification of Relevant Welsh Authorities) Order 2011.
- Responsibility for health and safety remains with the Health and Safety Executive.
- In addition to the teaching unions found in England i.e. the NASUWT, NEU, Voice, NAHT and ASCL, there is the Welsh language teaching union, UCAC.
- There is one NASUWT Federation in Wales - RCT.
- Curriculum, exams and qualifications are devolved to Wales.

Other issues:

- Despite earlier promises, the Wales Act has devolved teachers' pay and conditions to Wales to take effect from September 2019. There is currently a public consultation on teachers' pay being conducted by an independent panel convened by the Welsh Government (March 2018), much to the dismay/concern of the NASUWT.
- The Donaldson Report proposes significant changes throughout Wales's education; pioneer schools are reviewing the curriculum and the new deal for the education workforce. The implementation of the new curriculum has been postponed until 2022. The Welsh Government accepted all of the Donaldson recommendations in the *Successful Futures* document.
- The Additional Learning Needs and Education Tribunal Bill received royal assent in January 2018 which will require a new system of individual development plans to support pupils with Additional Learning Needs/Special Educational Needs by September 2020.