

Ymateb gan: NASUWT Atodiad E

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Response from: NASUWT Appendix E

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**NASUWT**

The Teachers' Union

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Rt Hon Justine Greening MP  
Secretary of State  
Department for Education  
Sanctuary Buildings  
Great Smith Street  
London  
SW1P 3BT

Dear Justine

### **The 27th School Teachers' Review Body Report and the 2017 School Teachers' Pay and Conditions Document**

I wrote to you in August 2016 to express concerns about the process adopted by the DfE for incorporating the School Teachers' Review Body's (STRB) recommendations into the School Teachers' Pay and Conditions Document (STPCD) and for managing the consultation on changes to the STPCD.

One of the NASUWT's key concerns raised at that time was the decision taken by the DfE to remove from the 2016 STPCD the Wales Education Workforce Council (EWC) fee allowance, despite the STRB's recommendation that this should be retained in the 2016 STPCD. The DfE's removal of the EWC fee allowance occurred after correspondence was received from the Welsh Government on the issue and it was not the subject of consultation with statutory consultees.

It is with regret, therefore, that I have to write to you again this year to express further concerns about a significant change made by the DfE to the 2017 STPCD in respect of provisions applying to teachers in Wales, without consultation with statutory consultees. This concern relates to the removal of the Practising Teacher Standards (Wales) from Annex 1 of the STPCD and the addition of a section on the new professional standards for teaching and leadership (Wales).

This change was not included in the July 2017 draft STPCD which was issued to statutory consultees. Furthermore, the DfE did not even provide an alert to the this significant change when the final version of the STPCD was issued on 10 August 2017.

You should be aware that the new professional standards for teaching and leadership in Wales are not applicable to the majority of teachers in Wales during 2017/18 and do not become the relevant teachers' standards for them until 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 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.

I am sure that you will appreciate, therefore, why there was a need for consultation on the STPCD before its final publication and the implications of a failure to do so. The consultation process is a vital aspect of ensuring that not only the STRB's recommendations are accurately translated into changes to the STPCD but also to ensure that any significant other changes to the STPCD being proposed by the DfE are subject to consultation. The way in which this matter has been addressed calls into question the integrity of the process of consultation on the STPCD.

The STRB did not recommend the removal of the Practising Teacher Standards (Wales) from the 2017 STPCD, or the inclusion of the professional standards for teaching and leadership. The DfE did not highlight to consultees at any stage that this change was being proposed. I therefore request as a matter of urgency answers to the following questions.

- Why the change was made and at whose request?
- On what date did the DfE decide that a change should be made to the section on professional standards?
- Why was this significant change not notified to statutory consultees either before or at the time of the issuing of the final version of the STPCD?

I also request that a formal, full and urgent consultation is now carried out on the change and that statutory consultees are issued with details of the reasons for the change being made, including any submissions or representations made by the Welsh Government to the DfE relevant to this issue.

The inaccuracy in the STPCD which I have highlighted above needs to be addressed immediately. The NASUWT requests that DfE, which has the responsibility for the STPCD, issues 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 any other teachers, to make clear that schools should not seek to impose on them the new professional standards for teaching and learning. The NASUWT acknowledges that this clarification may need to be issued via the Welsh Government.

Pending your response, the NASUWT will be seeking legal counsel's opinion on the manner in which the consultation of the statutory provisions of the STPCD has been managed this year.

I would appreciate your urgent attention to the issue I have raised which, if unaddressed, will undoubtedly cause considerable difficulties during the new academic year.

Yours sincerely,



Chris Keates (Ms)  
**General Secretary**