

**MINUTES OF THE EIGHTH MEETING OF THE
EDUCATION WORKFORCE COUNCIL**

DATE: 26 April 2017

LOCATION: EWC Offices, Eastgate House, Cardiff

Present:

Members:

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| Angela Jardine (Chairperson) | Mark Isherwood |
| Isobel Davies | Hugh Pattrick |
| Roberto De Benedictis | Jane Setchfield |
| Berni Tyler | Robert Townsend |
| James Harris | |

Apologies:

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| John Griffiths | Jo Gauden |
| Kevin Pascoe | Helen O'Sullivan |
| Paul Croke | |

Officers:

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| Hayden Llewellyn | Chief Executive |
| Karen Evans | Policy, Planning and Communications Manager |
| Michelle Roles | Policy and Planning Officer |
| Amy Pope | Office Manager [minutes] |
| Beverley Price | Council Secretary [minutes] |

1. Welcome and preliminaries

- 1.1 Angela Jardine, (*Chairperson*), welcomed members to the eighth meeting of the Education Workforce Council (EWC) The additional meeting had been called for members to further discuss the draft EWC response to the Welsh Government consultation on new professional standards for teaching and leadership in schools.
- 1.2 Apologies had been received from John Griffiths, Kevin Pascoe, Paul Croke, Jo Gauden and Helen O'Sullivan.
- 1.3 The Chairperson welcomed Beverley Price as the newly appointed Council Secretary.
- 1.4 Members were reminded that the Cabinet Secretary will be attending the next Council meeting on 6 July.

2. Declarations of interest

- 2.1 There were no declarations of interest.

3. Draft minutes of the Council meeting of 15 March 2017

- 3.1 The Chairperson took Council through the draft minutes of 15 March 2017 page by page. Members were content to approve the minutes as a correct record of that meeting.

Matters arising:

- 3.2 Hayden Llewellyn (*Chief Executive*) confirmed that the National Workforce Survey had been released on 5 April 2017 and had received a lot of press interest to date. A newsletter with a link to the survey had been sent to all registrants on 25 April 2017.
- 3.3 One member queried Welsh Government's intention for the results of the survey and the role of the EWC in this. The Chief Executive reported that Welsh Government were in the process of arranging a meeting with Trade Unions to discuss the survey results. The EWC's role had been to collate and present the results on behalf of Welsh Government.
- 3.4 The Chairperson further noted that the survey had been sent to the Children, Young People and Education Committee upon its release.

4. Draft EWC response to Welsh Government consultation on new professional standards for teaching and leadership in schools

- 4.1 The Chair introduced the draft consultation response and suggested that members should consider the response question by question.

Question 1:

- 4.2 Referring to page 5 of the consultation as an example, one member commented that the language used in the in the document was not always relevant or fit for purpose.
- 4.3 Members concurred that the response should reference the EWC's overall support for the vision of the document but comment on the length and language used. Members suggested offering examples from visions in other documents in support of this.
- 4.4 Members recommended that the consultation differentiate between teachers and leaders more clearly.

Question 2:

- 4.5 The EWC draft response included reference to accessibility. The Chairperson noted that the format of the Professional Standards document was not compatible with access via the internet or mobile apps.
- 4.6 In relation to its principles and purposes, members raised concerns about the volume of this section. They also noted that the consultation was the first time many teachers had seen all of the standards rather than a specific section of them. The broad nature of the document could lead to schools interpreting the standards differently.

Question 3:

- 4.7 Members noted that the first sentence of the EWC's response to this question could be misconstrued as agreement with the whole question. Members requested that this sentence be amended.

- 4.8 With reference to the introduction to the document, members noted that the objective of outlining skills, knowledge and behaviour was not reflected throughout the document. Regular and repeated terminology was suggested to maintain consistency throughout the standards.
- 4.9 Referencing page 12, the Chairperson noted issues for the Council's Fitness to Practise work due to the lack of specificity.
- 4.10 Following these discussions, members and officers agreed that the overall response to the question should be altered to 'disagree'.

Question 4:

- 4.11 Members agreed with the EWC's position of 'disagree'.
- 4.12 The Chairperson recommended the response should include reference to the need for clearer and more concise objectives.

Question 5:

- 4.13 The Chief Executive stated that a number of suites of standards in other jurisdictions included a set on career development. Officers were encouraged with the incorporation of career long development with the new standards. Members endorsed this comment.
- 4.14 Members said that the language and presentation did not aid understanding and therefore made "taking responsibility" for one's professional development harder.

Question 6:

- 4.15 In response to the question on leadership expectations, one member noted a lack of reference to safeguarding, budget management and financial control. It was agreed that the Council's response include one or two apparent omissions such as safeguarding.

Question 7:

- 4.16 Members agreed with the proposal and response. The Chairperson suggested including a recommendation for accessibility for sensory impaired teachers.

Question 8:

- 4.17 In relation to the size of the document, members noted that its ambiguity could lead to misinterpretation. Members suggested an alignment with other sector's standards, namely further education and school learning support workers to allow pathways for career progression through and between the sectors.
- 4.18 The Chief Executive noted that this recommendation could be incorporated into the EWC response but reminded members that the further education standards were still in development and as yet not in the public domain.

Question 9:

- 4.19 Members agreed with the EWC's 'disagree' response. One member suggested a reference to devolved pay and conditions in two respects. Firstly, this was not planned when development work on the standards began. Secondly, it would be inappropriate for Welsh Government to be responsible for pay and conditions and also set standards.

Question 10:

- 4.20 In response to the effects that the proposed new professional standards would have on the Welsh Language, the Chairperson noted an opportunity to link to the 2050 target for 1 million Welsh speakers.

Question 11:

- 4.21 Council discussed options to make the document more accessible and interactive so it could be used as a working document throughout both English language and Welsh language schools.

Question 12:

- 4.22 Members reiterated concerns that the document was not fit for purpose and wanted to ensure that the EWC response drew attention to the principles set out in the introduction of the consultation.
- 4.23 One member, who had sent apologies, had sent comments to be discussed. Council agreed that all of the comments had been addressed throughout its discussions.

5. Any other business

- 5.1 The Chief Executive updated members on the Welsh Government further education standards. The draft consultation had been circulated to members for comments and Mark Isherwood, the EWC representative on the working group, would present these collated comments to the group at its next meeting.
- 5.2 The Chief Executive thanked members for their comments and the meeting was closed.