



## **Fitness to Practise**

**Appealing against a failure to meet the  
Practising Teacher Standards in Wales**

## **My Appropriate Body has decided I have failed to meet the Practising Teacher Standards, or I need more time to meet them. How do I appeal?**

You will need to carefully read the enclosed Guidance.

You can only appeal once you have received the letter from your local authority (known as 'the Appropriate Body' for Induction purposes) which confirms you have either failed to meet the Practising Teacher Standards, or have been given more time. You then have **20 working days** to make your appeal to the EWC if you do not agree with the decision.

**The EWC strongly suggests you contact your union at this point so it can give you the guidance and support you will need.**

## **Why have I failed, or been extended?**

The Appropriate Body must let you know in writing why it has decided that you have either failed to meet the Standards, or need more time to do so.

## **Have I breached a 'standard' of performance?**

The Appropriate Body already has a view about this which it will confirm, or has confirmed with you. If you appeal, the EWC's role is to decide whether or not it agrees with the Appropriate Body's decision, and therefore whether or not it should allow your appeal.

The EWC has a Code of Professional Conduct and Practice which is a guide to the standards that learners, parents and the public can expect of registered persons, and helps education practitioners understand what others expect of them as professionals.

The Code also sets out the expectation on newly qualified school teachers to meet the Practising Teacher Standards.

## **What happens after I send in my appeal?**

The EWC will let the Appropriate Body know about your appeal.

Both you and the Appropriate Body can ask the EWC to hear your appeal in public. If the EWC hears the appeal in this way, both you and the Appropriate Body will be invited to the hearing.

The EWC will send you both a Notice of Hearing Proceedings, and ask you to respond.

## What happens at an Induction Appeals Committee hearing?

After hearing from you and the Appropriate Body, the Committee can decide to:

- allow your appeal
- turn down your appeal, or
- give you more time to meet the Practising Teacher Standards

If your appeal is turned down, your registration in Wales will be removed permanently. This means you can no longer work as a school teacher in a state or special school in Wales.

More detailed information about what to expect at a hearing can be found in the 'Information for newly qualified school teachers: giving evidence at a hearing' leaflet.

## I'm not a member of a union. What do I do?

The EWC strongly encourages you to seek professional advice and support from, for example, a union or professional association as soon as you decide you are not happy with the Appropriate Body's decision. If you are not a member of such an organisation, you should try and seek other professional advice, for example, from a solicitor or the Citizen's Advice Bureau before responding.

You should note legal funding is unlikely to be available to newly qualified school teachers who make an appeal under these procedures. You will not be able to claim your costs back from anyone else involved.

## About this leaflet

The information in this leaflet is a brief summary of the EWC's Induction appeals procedures.

In all circumstances, the *Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015* and the EWC's *Guidance and Procedures for the Hearing of Induction Appeals 2017* take precedence. The Guidance and other information about the EWC's regulatory role can be found at [www.ewc.wales](http://www.ewc.wales)

No general rules apply when deciding whether or not a school teacher's appeal should be allowed.

## Key contacts

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Registered persons (school teachers) appealing may submit forms, documents and make written representations to the EWC, in English or Welsh.