



## **Fitness to Practise**

**School teachers who fail to meet the Professional Standards for Teaching and Leadership, and are aggrieved by the decision**

## What is the Education Workforce Council?

The Education Workforce Council ('the EWC') is an independent body which regulates education practitioners in Wales in [the public interest](#) – your interest.

'Regulation' means the EWC is responsible for ensuring education practitioners are suitable to practise in Wales. Carrying out this work gives you, learners and practitioners protection and confidence in the education professions. Everyone has a right to expect the highest standards of practitioners in the education of learners, particularly children and young people.

## How does the EWC regulate?

The EWC regulates by maintaining a Register of Education Practitioners in Wales.

### **A person cannot be employed as a:**

- qualified teacher who carries out the specified work of a teacher school in a maintained school or non-maintained special school in Wales (**school teacher**);
- person who provides education in or for a further education institution in Wales (**FE teacher**);
- school learning support worker who supports a school teacher in the provision of specific services in a maintained school or non-maintained special school in Wales;
- further education support worker who provides specific services in or for a further education institution in Wales
- youth worker who provides youth development services for or on behalf of a relevant body (other than as a volunteer);
- youth support worker who provides youth development services for or on behalf of a relevant body (other than as a volunteer);
- work based learning practitioner who provides services for or on behalf of a work based learning body (other than as a volunteer);
- independent school teacher who provides (or wishes to provide) independent school teacher services in or for an independent school in Wales;
- independent special post-16 institution teacher who provides (or wishes to provide) independent special post-16 institution teacher services in or for an independent special post-16 institution in Wales;
- independent school learning support worker who supports (or wishes to support) the provision of independent school teacher services in or for an independent school in Wales;
- independent special post-16 institution learning support worker who supports (or wishes to support) the provision of independent special post-16 institution teacher services in or for an independent special post-16 institution in Wales,

**unless they are registered with the EWC.**

**Registration gives an employer and the public reassurance that a registered person has nothing relevant recorded against them which might make them unsuitable to teach learners, in particular, children and young people. It also provides assurance that a school teacher holds Qualified Teacher Status (QTS).**

Newly qualified school teachers registered in Wales must meet the Professional Standards for Teaching and Leadership. The EWC hears appeals from school teachers who have failed to meet the Standards, or need more time to do so.

### **Are there standards newly qualified school teachers are expected to meet?**

Yes. 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 sets out the expectation on newly qualified school teachers to meet the Professional Standards for Teaching and Leadership. A local authority (described as ‘the Appropriate Body’ for Induction purposes) can decide a school teacher has failed to meet these Standards appropriately, or needs more time to meet them, in their first years of teaching.

School teachers can appeal against the decision of the Appropriate Body if they do not agree with it.

### **Appeal hearing**

The EWC is responsible for hearing the Induction appeals of school teachers.

The EWC can decide to:

- allow an appeal
- turn down the appeal, or
- give the school teacher more time to meet the Professional Standards for Teaching and Leadership

If the appeal is turned down, the school teacher’s registration in Wales will be removed permanently. This means he or she can no longer work as a school teacher in a state or special school in Wales.

### **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*, as amended, and the EWC’s *Guidance and Procedures for the Hearing of Induction Appeals 2022* 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 contact

**Address**      **Fitness to Practise Team**, Education Workforce Council, 9<sup>th</sup> floor, Eastgate House, 35-43 Newport Road, Cardiff, CF24 0AB

**Telephone**      029 2046 0099

**Email**          [fitnesstopractise@ewc.wales](mailto:fitnesstopractise@ewc.wales)

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