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Consultation Document

Revised Employment-based Teacher Training Scheme



Date of issue: **11 November 2011**

Action required: Responses by **31 January 2012**

Revised Employment-based Teacher Training Scheme

- Overview** The Welsh Government is consulting on proposals to introduce a revised Employment-based Teacher Training Scheme. This would be a replacement for the Employment-based Teacher Training Scheme 2011 and would introduce provisions allowing an additional training programme to run if required.
- How to respond** Responses to this consultation document should be made via the interactive online consultation response form available on our website which lists specific questions on the proposed changes and e-mailed to the EBTTSconsultation@wales.gsi.gov.uk consultation mailbox to arrive by **31 January 2012** at the latest.
- Further information and related documents** Large print, Braille and alternate language versions of this document are available on request.
The document and response form are available on the internet at www.wales.gov.uk/consultations
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Data protection

How the views and information you give us will be used.

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about. It may also be seen by other Welsh Government staff to help them plan future consultations.

The Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.

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1. What are the main issues?

1.1 The Welsh Government is consulting on proposals to introduce a revised Employment-based Teacher Training Scheme. This would be a replacement for the Employment-based Teacher Training Scheme 2011 (2011 No.32) (“the 2011 Scheme”) and would introduce provisions allowing an additional training programme to run if required.

1.2 The 2011 Scheme makes statutory provision for employment-based routes for persons to become qualified teachers and gain Qualified Teacher Status (“QTS”) to enable them to teach in maintained schools. It sets out the requirements of specific employment-based teacher training programmes – the Graduate Teacher Programme (“GTP”) and the Registered Teacher Programme (“RTP”) – and how they would operate in Wales.

1.3 Inclusion of a programme in an Employment-based Teacher Training Scheme does not necessarily mean that it will operate at all times. The RTP is not operating at present, for example. A statutory Employment-based Teacher Training Scheme is an enabling mechanism which sets out the details of particular programmes, which then may be operated as required.

1.4 The proposed revised Employment-based Teacher Training Scheme would introduce an additional employment-based teacher training programme. No material changes are proposed to the GTP and RTP as set out in the 2011 Scheme.

2. Where are we now?

2.1 The majority of initial teacher training (ITT) in Wales is undertaken through undergraduate or postgraduate courses offered at higher education institutions. In addition to this traditional route, QTS can also be gained by undertaking employment-based training under the 2011 Scheme. The 2011 Scheme provides for two employment-based teacher training programmes, the GTP and the RTP.

2.2 The GTP is an employment-based route to QTS for graduates with appropriate qualifications. Under this programme, training is organised through an accredited ITT provider. Trainees are employed to teach in a school on a reduced timetable while following an approved training programme designed to enable them to meet the QTS Standards.

2.3 For the 2011/12 academic year, a total of 30 primary and 30 secondary places were allocated to the GTP. The secondary allocation included 12 places for designated secondary priority subjects (mathematics, physics, chemistry and Welsh). The remaining 18 secondary places were for applicants in specialist category cases: teachers with further education teaching qualifications working in the maintained sector; vocational subjects under the 14-19 local curriculum; subjects not available through QTS-bearing ITT courses in Wales; and qualified overseas trained teachers from outside the European Economic Area¹ and Switzerland.

¹ The European Economic Area currently comprises the member states of the European Union together with Iceland, Norway and Liechtenstein.

2.4 The RTP is a programme which would provide a route to QTS for non-graduates who have successfully completed the equivalent of at least two years' full-time higher education and could complete a degree while they trained and worked as a teacher. As well as being employed to teach in a school on a reduced timetable while following an approved training programme, trainees would also need to complete a degree in a subject that provides a suitable preparation for teaching. However, as noted above, the RTP is not currently operated.

2.5 A copy of the 2011 Scheme may be found at <http://wales.gov.uk/legislation/subordinate/nonsi/educationwales/2011/5360417/?lang=en>

2.6 The 2011 Scheme was made using powers in Regulation 8 of the Education (School Teachers' Qualifications) (Wales) Regulations 2004². Regulation 8 makes provision for the Welsh Ministers (by virtue of paragraph 30 of Schedule 11 to the Government of Wales Act 2006) to establish an employment-based teacher training scheme to enable persons who are, or have been, employed in a school or other educational institution (except a pupil referral unit) to become qualified teachers.

2.7 The 2011 Scheme includes provision for funding to support the GTP and RTP. The relevant powers for the Welsh Ministers to provide financial assistance in respect of teacher training are sections 14-17 of the Education Act 2002 and section 70 of the Government of Wales Act 2006.

3. Why are we proposing change?

3.1 The GTP and RTP as set out in the 2011 Scheme are programmes designed on the premise that the teacher training element would take place while the trainee was employed to teach in a school on a reduced timetable. A minimum of 50 days' training time per academic year³, separate from the teaching timetable, must be undertaken in a school setting, including placement in school(s) other than the one where trainees are employed. The combined training/employment period was set at a maximum of one academic year for the GTP (and two academic years for the RTP, the additional year covering the completion of a degree).

3.2 A change was introduced to the GTP in the 2011 Scheme compared with its predecessor scheme of 2006, so that provision is now run entirely through ITT providers rather than as previously, in some cases, by individual schools. To support the advantages of this approach in terms of raised standards and common approaches, each trainee on the GTP must now receive the equivalent of a minimum 10 days university-led training organised by the ITT providers.

3.3 The Welsh Government would like to make use of employment-based training as a targeted way to introduce a pupil/school improvement programme to support young people who face educational disadvantage. This would require high quality

² SI 2004/1729, as amended by SI 2007/2811, 2008/215 and 2010/1142.

³ In cases where a trainee is employed full time. This period is reduced on a pro-rata basis if a trainee is employed part-time.

entrants, supported with specific training by ITT providers. The 2011 Scheme recognised the need for specific university-led training as part of the GTP as an element to support improved standards. However, within the limitations of the maximum one academic year training/employment period of the GTP and the minimum of 50 days' training time, we think that it would be impracticable to go beyond the current minimum 10 days of university-led training.

3.4 We are therefore proposing to replace the 2011 Scheme with a revised Employment-based Teacher Training Scheme which would introduce provisions allowing an additional training programme to run if required. This programme would incorporate provision for a course of initial training preceding the period of being employed to teach in a school while following an approved training programme.

4. What specific changes are we proposing?

4.1 A draft Employment-based Teacher Training Scheme 2012 ("the 2012 Scheme") is attached at annex 1, which would replace the 2011 Scheme. The GTP and RTP continue as in the 2011 Scheme; no changes have been made to them, save for some minor re-ordering of content to ensure a clear demarcation between those programmes and the new programme.

4.2 The 2012 Scheme would introduce an additional employment-based teacher training programme alongside the GTP and RTP, provisionally entitled the Additional Training Graduate Programme ("ATGP"). This programme would have a core element which would be similar to the GTP, but would also feature the following additional elements and differences:-

- a. the ATGP would combine employment-based training with an additional period of initial pre-employment training;
- b. the ATGP would operate separately to the GTP and RTP. The arrangements in the 2011 Scheme whereby the Welsh Government sets intake targets for the GTP or RTP, allocating them directly to accredited ITT providers in Wales, and issues an annual policies and procedures statement setting out the policy priority areas GTP or RTP intake target numbers and resources, would not be expanded to include the ATGP;
- c. the ATGP would be run as a stand-alone programme, and might be organised and operated by an 'approved organisation' (a body contracted or funded by the Welsh Government to organise and operate the ATGP). The approved organisation would be responsible for matters such as publicising and administering the ATGP, considering applications for places, etc. However, the 2012 Scheme would require the production and delivery of training and the assessment of trainees against the QTS Standards to be done by an accredited ITT provider;
- d. the 2012 Scheme would allow the course of initial pre-employment training under the ATGP to be delivered by an accredited English ITT provider in conjunction with an accredited ITT provider in Wales. The ATGP is envisaged as a small-scale tightly focussed programme, and this option would enable an ITT provider accredited in Wales to link up with an accredited English ITT provider if this were considered to be a desirable

way to deliver an effective and efficient course of initial training. However, the 2012 Scheme would require that:-

- i. a minimum of half of the period of the initial training must be delivered in Wales;
 - ii. no more than half of the period of the initial training can be delivered by an accredited English ITT provider;
 - iii. the approved organisation must ensure that the content, structure and delivery of the course of initial training for ATGP trainees reflects the QTS Standards in Wales; and
 - iv. the whole of the period of employment-based training must be delivered through an ITT provider accredited in Wales;
- e. the general requirements for the provision of employment-based teacher training programmes in relation to entry, training and assessment, management of the employment-based teacher training partnership and quality assurance would apply to the ATGP in the same way as they do to the GTP, with some minor modification.

4.3 We are proposing that the 2012 Scheme would apply to GTP or RTP programmes where the training period commences on or after 1 September 2013, and to ATGP programmes where the training period commences on or after 1 June 2013. Transitional arrangements would apply so that the 2011 Scheme would continue to apply in the cases of GTP or RTP programmes where the period of training commenced prior to 1 September 2013.

Annex 1: Draft Employment-based Teacher Training Scheme 2012

EDUCATION, WALES

2012 No:

The Employment-based Teacher Training Scheme 2012 (“the 2012 Scheme”)

Background

1. Regulation 8 of the Education (School Teachers’ Qualifications) (Wales) Regulations 2004⁴ (“the 2004 Regulations”) makes provision for the Welsh Ministers (by virtue of paragraph 30 of Schedule 11 to the Government of Wales Act 2006) to establish an employment-based teacher training scheme to enable persons who are, or have been, employed in a school to become qualified teachers.

2. The Welsh Ministers have powers to provide financial assistance under sections 14-17 of the Education Act 2002 for the promotion of the recruitment or retention of teachers or non-teaching staff. Under section 70 of the Government of Wales Act 2006, the Welsh Ministers may give financial assistance to any person engaged in any activity which the Welsh Ministers consider will secure, or help to secure, the attainment of any objective which they aim to attain in the exercise of any of their functions. The grant making powers under the 2012 Scheme are made in the exercise of those powers.

3. Separate guidance may be issued by the Welsh Government under Regulation 8(5) of the 2004 Regulations and those exercising any function under the 2012 Scheme must have regard to that guidance.

Summary of the Scheme

4. The 2012 Scheme sets out the requirements of the Graduate Teacher Programme (“GTP”), the Additional Training Graduate Programme (“ATGP”) and the Registered Teacher Programme (“RTP”) (collectively the “programmes”), and the operation of the GTP, ATGP and RTP in Wales. It sets out the scope of the GTP, ATGP and RTP and details the eligibility requirements for those individuals wishing to follow an employment-based route into teaching.

5. Funding will not be made available for the GTP or RTP where the Welsh Government has not issued any intake targets for those programmes in accordance with the provisions of the 2012 Scheme. Initial teacher training (“ITT”) providers in Wales may only operate the GTP or RTP if they are allocated intake targets by the Welsh Government in accordance with the provisions of the 2012 Scheme.

⁴ SI 2004/1729, as amended by SI 2007/2811, SI 2008/215 and 2010/1142.

6. The 2012 Scheme will take effect for GTP or RTP programmes where the period of training commences on or after 1 September 2013 and to ATGP programmes where the training period commences on or after 1 June 2013.

7. The 2012 Scheme supersedes The Employment-based Teacher Training Scheme 2011 (2011 No. 32) (“the 2011 Scheme”). Transitional arrangements mean that the provisions of the 2011 Scheme will continue to apply in the cases of GTP or RTP programmes which commenced prior to 1 September 2013.

Interpretation

8. Except where the context otherwise requires, for the purpose of this document:-

“accredited ITT provider” – means an institution accredited by the Higher Education Funding Council for Wales as a provider of courses or programmes of ITT under regulation 7 of the 2004 Regulations;

“accredited English ITT provider” – means an institution accredited as a provider of courses or programmes of ITT in England under regulations made in relation to England and from time to time in force under section 132 of the Education Act 2002⁵;

“approved organisation” – means a body contracted or funded by the Welsh Government to organise and operate the ATGP;

“employment” – means employment under a contract of employment or the engagement of a person to provide services otherwise than under a contract of employment and references to being employed are to be construed accordingly;

“employment-based ITT provider” – means an accredited ITT provider, or an administrative partnership of such institutions, which is allocated an intake target for any programme under the 2012 Scheme by the Welsh Government;

“employment-based teacher training scheme” and “the 2012 Scheme” – means the scheme referred to in regulation 8 of the 2004 Regulations;

“individual training plan” – means a specific plan of training drawn up by an employment-based ITT provider which forms part of an employment-based programme of training under the 2012 Scheme;

“school” – means a school maintained by a local authority (other than a pupil referral unit) or a special school not so maintained or an independent school;

⁵ Currently the Education (School Teachers' Qualifications) (England) Regulations 2003 (SI 2003/1662), as amended by Schedule 15 to the Education Act 2005 (c.18), SI 2007/2782, 2009/3156 and 2010/1172

“specified standards” – means the standards applying at the time of assessment specified by the Welsh Ministers as the standards required of persons who seek to become qualified teachers⁶;

“teaching” – means carrying out work of a kind which is specified by regulations made under section 133 of the Education Act 2002⁷ and “to teach” is to be construed accordingly;

"United Kingdom institution" – means an institution established in the United Kingdom, other than one which is, or is affiliated to or forms part of, an institution whose principal establishment is outside the United Kingdom.

The Programmes

9. The 2012 Scheme incorporates training programmes aimed at enabling persons who are employed in a school to become qualified teachers.

10. The GTP is an employment-based route for a person to become a qualified teacher under regulation 5 of the 2004 Regulations and gain Qualified Teacher Status (“QTS”). Under the programme, graduates who do not have QTS may undertake a period of training through an employment-based ITT provider for the purposes of the GTP as part of the 2012 Scheme, so that they can be employed to teach in a school while following an approved training programme designed to enable them to meet the specified standards.

11. The ATGP is a route for a person to become a qualified teacher under regulation 5 of the 2004 Regulations and gain QTS which combines employment-based training with a period of pre-employment additional training. Under the programme, graduates who do not have QTS may undertake a period of training for the purposes of the ATGP as part of the 2012 Scheme designed to enable them to meet the specified standards. The period of training would comprise a course of initial pre-employment training preceding a period of employment-based training in a school following an approved training programme.

12. The ATGP may be organised and operated by an approved organisation, but the employment-based training must be delivered by accredited ITT provider. The course of initial pre-employment training must be delivered by accredited ITT provider; this may be done in conjunction with an accredited English ITT provider.

13. The RTP is an employment-based route to QTS for non-graduates who have successfully completed the equivalent of at least two years’ full-time higher education and can complete a degree while they train and work as a teacher. Under the programme trainees may undertake training through an employment-based ITT provider for the purposes of the RTP as part of the 2012 Scheme so that they can be employed to teach in a school while both following an approved training programme designed to enable them to meet the specified standards, and completing a degree in a subject that provides a suitable preparation for teaching. Gaining QTS depends on successful completion of the whole programme including the degree qualification.

⁶ Currently the Qualified Teacher Status Standards Wales 2009 (2009 No.25)

⁷ Currently the Education (Specified Work and Registration) (Wales) Regulations 2010 (SI 2010/2710)

14. Candidates for the RTP must have been accepted onto a course of studies leading to a first degree (or equivalent qualification) at a United Kingdom institution before they commence training for the purposes of the RTP.

15. Persons who are undertaking training for the purposes of the GTP, AGTP or RTP as part of an employment-based teacher training scheme are not qualified teachers. However, they can teach at a school in accordance with the provisions of paragraph 7 of Schedule 2 to the Education (Specified Work and Registration) (Wales) Regulations 2010.

16. Accredited ITT providers in Wales may only operate the GTP or RTP programmes if they are allocated intake targets by the Welsh Government in accordance with the provisions in paragraph 17 below.

Administration of the GTP and RTP

17. The Welsh Government may set intake targets for the GTP or RTP for specified academic years and these targets will be allocated directly to employment-based ITT providers in Wales. As part of this notification process an annual policies and procedures statement will be issued by the Welsh Government, under the provisions of regulation 8(5) of the 2004 Regulations, which will set out the policy priority areas on which employment-based ITT providers are required to focus their designated intake target numbers and resources for the specified academic years.

18. The annual policies and procedures statement will also set out any grant funding which may be made available under the terms of paragraphs 41-48 to support the GTP or RTP where intake targets are issued for those programmes for the specified academic years.

Duties of employment-based ITT providers in relation to the GTP

19. Employment-based ITT providers in Wales will:-

- a. market, publicise and operate the GTP and the RTP in accordance with the Welsh Government's annual policy priorities statement;
- b. consider applications for places under the 2012 Scheme against the entry requirements (paragraphs EBR1.1 to EBR1.6 of Annex A) and determine whether persons are suitable to train as a teacher through the GTP or RTP;
- c. devise and deliver a training plan for GTP or RTP trainees and liaise with schools employing the trainees on all aspects of training required to enable trainees to meet the specified standards;
- d. arrange for trainees to be assessed against the specified standards using the same assessment arrangements that are used for persons following ITT courses; and
- e. have responsibility for all aspects of the administration and delivery of the 2012 Scheme within the requirements set out in the annual policy priorities

statement, including arrangements for selection of trainees for places; managing the appeal processes; making the necessary arrangements to make payments to participating schools; and monitoring the progress of trainees.

20. Before a person is accepted onto the GTP, employment-based ITT providers must ensure that prospective trainees meet all the entry requirements set out in paragraphs EBR1.1 to EBR1.6 of Annex A.⁸ Employment-based ITT providers in Wales must also ensure that:-

- a. systems are in place to seek information on whether prospective trainees have a criminal background which might prevent them (or make them unsuitable for) working with children or young persons, or as a teacher; and ensure that prospective trainees have not previously been excluded from teaching or working with children; and
- b. as part of the selection procedures, all candidates accepted onto the GTP have taken part in an appropriate interview.

21. Employment-based ITT providers must meet:-

- a. the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.7 of Annex A;
- b. the management of the employment-based teacher training partnership requirements at paragraphs EBR3.1 to EBR3.3 of Annex A; and
- c. the quality assurance requirements set out in paragraphs EBR4.1 to EBR4.5 of Annex A.

22. Employment-based ITT providers must make arrangements with suitable school(s) to confirm trainee placements and ensure that the school(s) are able, for the duration of the GTP programme, and any component part of it, to provide what is needed to enable trainees to demonstrate that they meet the specified standards.⁹ In doing this, employment-based ITT providers must ensure that the number of trainee placements (including both GTP and RTP trainees) at any one particular school in any one academic year does not exceed three.

23. The employment-based ITT provider must, having audited the skills and assessed the needs of a trainee, determine the particulars of the training that is to be delivered to the trainee and the length of the proposed period of training. These particulars are to be detailed in an individual training plan to be formally agreed with the schools at which the trainee is to carry out the training and with the trainee.

⁸ The trainee entry and selection requirements are minimum standards. Individual employment-based ITT providers may have additional criteria they wish to use and can do so provided the minimum standards are met.

⁹ Employment-based ITT providers are not required to match GTP trainees to a specific school. Prospective GTP trainees should find a school willing to employ and support them through their training.

24. The length of the proposed period of training must be appropriate to a trainee's needs for practical teaching experience and training. In the case of a first application, where a trainee will be employed full-time, the proposed period of training must be not less than three months (or one academic term) and not more than one academic year. The employment-based ITT provider must oversee the delivery of the individual training plan.

25. The employment-based ITT provider must meet the specified minimum training time requirements for time in schools and university-led training as set out in paragraph EBR 2.5 of Annex A. For training programmes of less than one academic year in duration, the period of university-led training and time in a second and/or other school(s) will be arranged on a pro-rata basis depending on the identified needs of the trainee and that of the schools.

Duties of employment-based ITT providers in relation to the RTP

26. Before a person is accepted onto the RTP, employment-based ITT providers in Wales must ensure that prospective trainees meet the entry requirements set out in paragraphs EBR1.1 to EBR1.6 of Annex A.¹⁰ Employment-based ITT providers in Wales must also ensure that:-

- a. systems are in place to seek information on whether prospective trainees have a criminal background which might prevent them (or make them unsuitable for) working with children or young persons, or as a teacher; and ensure that prospective trainees have not previously been excluded from teaching or working with children; and
- b. as part of the selection procedures, all candidates accepted onto the RTP have taken part in an appropriate interview.

27. Employment-based ITT providers must meet:-

- a. the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.7 of Annex A;
- b. the management of the employment-based teacher training partnership requirements set out in paragraphs EBR3.1 to EBR3.3 of Annex A; and
- c. the quality assurance requirements set out in paragraphs EBR4.1 to EBR4.5 of Annex A.

28. Employment-based ITT providers must make arrangements with suitable school(s) to confirm trainee placements and ensure that the school(s) are able, for the duration of the RTP programme, and any component part of it, to provide what is needed to enable trainees to demonstrate that they meet the specified standards.¹¹

¹⁰ The trainee entry and selection requirements are minimum standards. Individual employment-based ITT providers may have additional criteria they wish to use and can do so provided the minimum standards are met.

¹¹ Employment-based ITT providers are not required to match RTP trainees to a specific school. Prospective RTP trainees should find a school willing to employ and support them through their training.

29. Employment-based ITT providers must, having audited the skills and assessed the needs of a trainee, determine the particulars of the training to be delivered to the trainee and the length of the proposed period of training. These particulars are to be detailed in an individual training plan to be formally agreed with the schools at which the trainee is to carry out the training and the trainee.

30. The length of the proposed period of training must be appropriate to a trainee's needs for practical teaching experience and training. In the case of a first application, where the trainee will be employed full-time, the proposed period of training must be not less than one academic year and not more than two academic years. The employment-based ITT provider must oversee the delivery of the individual training plan.

31. The employment-based ITT provider must meet the specified minimum training time requirements for time in schools as set out in paragraph EBR 2.5 of Annex A.

General requirements of the GTP and RTP

i. provision of training

32. Employment-based ITT providers must ensure that during the period of employment-based training, trainees are provided with the training agreed in the individual training plan referred to in paragraphs 23 and 29.

33. Employment-based ITT providers must make arrangements for trainees to receive the necessary training at an alternative school, if this is necessary to enable them to meet the specified standards, in cases where:-

- a. training is not being carried out by a school as agreed in an individual training plan (for whatever reason) and it is not possible to resolve the situation satisfactorily;
- b. a school closes; or
- c. a school changes its category.

ii premature ending of a training programme

34. A training programme under the GTP or RTP will cease prior to the completion of the individual training plan referred to in paragraphs 23 and 29 or before an assessment is made under the provisions of paragraph 38 if:-

- a. a trainee withdraws from the GTP or RTP, whether due to illness, pregnancy or otherwise; or

- b. a trainee ceases to be employed by the school or local authority who employed them at the commencement of the individual training plan referred to in paragraphs 23 and 29 except:-
 - i. where that arises because of the change of category of a school or schools (as the case may be) at which they are employed to another type of school or schools, or
 - ii. where that arises because of the closure of a school or schools (as the case may be) at which they are employed, or
 - iii. where the employer was a Welsh local authority and immediately on ceasing to be employed by that authority the trainee is employed by another Welsh local authority; or
- c. in the reasonable opinion of an employment-based ITT provider a trainee fails to make adequate progress during the course of the training programme to enable them to meet the specified standards.

iii. extension or reinstatement of a training programme

35. An employment-based ITT provider may extend or reinstate a training programme under the GTP or RTP if:-

- a. the training has not been, or is not likely to be, fully carried out as agreed in the individual training plan for reasons of illness, pregnancy or other circumstances beyond the control of the trainee; or
- b. the trainee concerned wishes to continue their training at the same school or schools, but the employment-based ITT provider is of the opinion that there is insufficient time remaining within the individual training plan to enable them to meet the specified standards.

36. In the case of any programme extended or reinstated under the provisions of paragraph 35, the employment-based ITT provider must ensure that it would be of sufficient length to allow the trainee to complete their training according to their agreed individual training plan in order to meet the specified standards. The minimum extension period which can be granted is one of 3 months.

37. The Welsh Government will not be under any obligation to provide any further funding beyond that set out in its annual policies and procedures statement in cases where a training programme is extended or reinstated.

iv. assessment of trainees

38. At the end of the period of training employment-based ITT providers must arrange for trainees to be assessed against the specified standards. Employment-based ITT providers must use the same assessment arrangements that are used for persons following ITT courses.

39. Following assessment, employment-based ITT providers must confirm to the appropriate body¹² that a GTP or RTP trainee can be notified that they are a qualified teacher providing the person:-

- a. has successfully completed a GTP or RTP (as the case may be) against the terms of a pre-agreed individual training plan for a period of employment-based training which is of:-
 - i. not less than three months' (or one academic term) duration under the GTP; or
 - ii. not less than one academic year's duration under the RTP;
- b. has been assessed as meeting the specified standards; and holds a first degree or equivalent qualification granted by a United Kingdom institution, or a qualification deemed by the Welsh Ministers to be of an equivalent standard granted by an educational institution elsewhere.

v. appeals process

40. Employment-based ITT providers must make provision for an appeals process for persons undertaking the GTP or RTP which is consistent with the current practice and/or processes in place to consider appeals from trainees on any ITT course or programme which they provide.

GTP and RTP Grants

41. The Welsh Government may make grants available for employment-based ITT providers to provide to maintained schools or non-maintained special schools employing persons authorised to undertake training for the purposes of the GTP or the RTP to meet in whole, or in part, the costs of those persons' salaries ("salary grants").

42. The Welsh Government may make grants available to employment-based ITT providers providing training for the purposes of the GTP or the RTP to meet in whole, or in part, the costs of that training ("training grants"). Where a training grant is made available to an employment-based ITT provider it will be conditional on the employment-based ITT provider seeking no additional funding in connection with training for the purposes of the GTP or the RTP from any participating school.

43. The Welsh Government may:-

- a. set the amount of any salary grants or training grants it makes available at a level it considers appropriate;
- b. limit the number of salary grants or training grants to be offered in any specified academic year; and

¹² At the time of publication, the appropriate body under the 2004 Regulations is the General Teaching Council for Wales ("the Council"). Welsh Ministers may also notify persons that they are qualified teachers but have agreed arrangements with the Council for it to handle all cases other than in exceptional circumstances.

- c. make salary grants or training grants available only in respect of cases where training is being undertaken for the purposes of the GTP or the RTP in respect of particular phases of teaching or subjects, or in relation to particular types of applications or individual training plans.

44. The Welsh Government may provide employment-based ITT providers which receive funds under paragraph 41 with a grant at a level it considers appropriate in recognition of the administrative and related costs in making payments under that paragraph.

45. The Welsh Government may require any grant made available under the provisions in paragraphs 41 and/or 42 to be repaid in whole or in part if the period of training is, for any reason, less than the period of training specified in an individual training plan referred to in paragraphs 23 and 29.

46. The amount to be required to be repaid for any grant made available under the provisions in paragraph 41 will be up to a maximum of the proportion of the grant made available equal to the proportion of the period of training specified in an individual training plan referred to in paragraphs 23 and 29 in which no training took place. The amount to be required to be repaid for any grant made available under the provisions in paragraph 42 will be any grant monies not utilised at the point training ceased.

47. The Welsh Government may pay for any costs it considers appropriate associated with a person's application for training under the GTP or the RTP and a subsequent assessment against the specified standards.

48. Before making any grants available or providing other costs in any financial year the Welsh Government shall first specify the grants and costs and their availability in the annual policies and procedures statement it issues to employment-based ITT providers under the provisions of paragraph 17.

Monitoring and evaluation of the GTP and RTP

49. Employment-based ITT providers delivering employment-based teacher training under the GTP or RTP must provide the Welsh Government with information (in the form specified by the Welsh Government from time to time) which sets out the status and number of trainees on the GTP and RTP; the associated costs; the outcomes of the training programmes; and any other data required.

Administration of the ATGP

50. The Welsh Government may set intake targets for the ATGP for specified academic years and these targets will be allocated directly to the approved organisation. As part of this notification process a statement will be issued by the Welsh Government, under the provisions of regulation 8(5) of the 2004 Regulations, which will set out the policy priority areas on which the approved organisation is required to focus its designated intake target numbers and resources for the specified academic years.

Duties of the approved organisation in relation to the ATGP

51. The approved organisation will:-

- a. market, publicise and operate the ATGP in accordance with the statement issued by the Welsh Government under the provisions of paragraph 50;
- b. consider applications for places under the 2012 Scheme against the entry requirements (paragraphs EBR1.1 to EBR1.6 of Annex A) and determine whether persons are suitable to train as a teacher through the ATGP;
- c. in conjunction with an accredited ITT provider (and, as provided for in paragraph 58, an accredited English ITT provider), organise the production and delivery of a specified period of initial pre-employment training for ATGP trainees, to be completed before trainees commence a period of employment-based training in a school where they are employed to teach;
- d. in conjunction with an accredited ITT provider, organise the production and delivery of a training plan for ATGP trainees to follow while being employed to teach in a school, and ensure that the accredited ITT provider liaises with schools employing the trainees on all aspects of training required to enable trainees to meet the specified standards;
- e. arrange for trainees to be assessed by an accredited ITT provider against the specified standards using the same assessment arrangements that are used for persons following ITT courses; and
- f. have responsibility for all aspects of the administration and delivery of the 2012 Scheme within the requirements set out in the statement issued by the Welsh Government under the provisions of paragraph 49, including arrangements for selection of trainees for places; managing the appeal processes; and monitoring the progress of trainees.

52. Before a person is accepted onto the ATGP, the approved organisation must ensure that prospective trainees meet all the entry requirements set out in paragraphs EBR1.1 to EBR1.6 of Annex A.¹³ The approved organisation must also ensure that:-

- a. systems are in place to seek information on whether prospective trainees have a criminal background which might prevent them (or make them unsuitable for) working with children or young persons, or as a teacher; and ensure that prospective trainees have not previously been excluded from teaching or working with children; and
- b. as part of the selection procedures, all candidates accepted onto the ATGP have taken part in an appropriate interview.

¹³ The trainee entry and selection requirements are minimum standards. The approved organisation may have additional criteria it wishes to use and can do so provided the minimum standards are met.

53. The approved organisation must ensure that the content, structure and delivery of the specified period of initial pre-employment training for ATGP trainees reflects the specified standards, and that in conjunction with a training programme to be followed while being employed to teach in a school it will enable trainee teachers to demonstrate that they have met the specified standards.

54. The approved organisation must ensure that accredited ITT providers meet:-

- a. the training and assessment requirements set out in paragraphs EBR2.1 to EBR2.7 of Annex A;
- b. the management of the employment-based teacher training partnership requirements at paragraphs EBR3.1 to EBR3.3 of Annex A; and
- c. the quality assurance requirements set out in paragraphs EBR4.1 to EBR4.5 of Annex A.

55. The approved organisation, in conjunction with an accredited ITT provider, must make arrangements with suitable school(s) to confirm trainee placements and ensure that the school(s) are able, for the duration of the employment-based training element of the ATGP programme, and any component part of it, to provide what is needed to enable trainees to demonstrate that they meet the specified standards. In doing this, the approved organisation must ensure that the number of new ATGP trainee placements at any one particular school in any one academic year does not exceed three.

56. The approved organisation must ensure that an accredited ITT provider having audited the skills and assessed the needs of a trainee, has determined the particulars of the training that is to be delivered to the trainee and the length of the proposed period of employment-based training. These particulars are to be detailed in an individual training plan to be formally agreed with the schools at which the trainee is to carry out the employment-based training and with the trainee.

57. The length of the proposed period of employment-based training must be appropriate to a trainee's needs for practical teaching experience and training. In the case of a first application, where a trainee will be employed full-time, the proposed period of employment-based training must be not less than three months (or one academic term) and not more than one academic year. The approved organisation must ensure that an accredited ITT provider oversees the delivery of the individual training plan.

58. The approved organisation must ensure that the accredited ITT provider meets the specified minimum training time requirements for time in schools and university-led training as set out in paragraph EBR 2.5 of Annex A. For employment-based training programmes of less than one academic year in duration, the period of university-led training and time in a second and/or other school(s) will be arranged on a pro-rata basis depending on the identified needs of the trainee and that of the schools.

General requirements of the ATGP

i. provision of a period of initial pre-employment training

59. The approved organisation must deliver a specified period of initial pre-employment training for ATGP trainees, to be completed before trainees are employed to teach in a school, in conjunction with an accredited ITT provider. A minimum of 50% of the period of the initial pre-employment training must be delivered in Wales. An accredited English ITT provider may be involved in the production and delivery of a course alongside an accredited ITT provider, but no more than 50% of the period of the initial pre-employment training can be delivered by an accredited English ITT provider.

ii. provision of employment-based training

60. The approved organisation must ensure that during the period of employment-based training, trainees are provided by an accredited ITT provider with the training agreed in the individual training plan referred to in paragraph 56.

61. The approved organisation, in discussion with the accredited ITT provider, must make arrangements for trainees to receive the necessary training at an alternative school, if this is necessary to enable them to meet the specified standards, in cases where:-

- a. training is not being carried out by a school as agreed in an individual training plan (for whatever reason) and it is not possible to resolve the situation satisfactorily;
- b. a school closes; or
- c. a school changes its category.

iii. premature ending of a training programme

62. A training programme under the ATGP will cease prior to the completion of the individual training plan referred to in paragraph 56 or before an assessment is made under the provisions of paragraph 65 if:-

- a. a trainee withdraws from the ATGP, whether due to illness, pregnancy or otherwise; or
- b. a trainee ceases to be employed by the school or local authority who employed them at the commencement of the individual training plan referred to in paragraph 56 except:-
 - i. where that arises because of the change of category of a school or schools (as the case may be) at which they are employed to another type of school or schools, or
 - ii. where that arises because of the closure of a school or schools (as the case may be) at which they are employed, or

- iii. where the employer was a Welsh local authority and immediately on ceasing to be employed by that authority the trainee is employed by another Welsh local authority; or
- c. in the reasonable opinion of the accredited ITT provider a trainee fails to make adequate progress during the course of the training programme to enable them to meet the specified standards.

iv. extension or reinstatement of a training programme

63. The approved organisation may extend or reinstate a training programme under the ATGP if:

- a. the training has not been, or is not likely to be, fully carried out as agreed in the individual training plan for reasons of illness, pregnancy or other circumstances beyond the control of the trainee; or
- b. the trainee concerned wishes to continue their training at the same school or schools, but the accredited ITT provider is of the opinion that there is insufficient time remaining within the individual training plan to enable them to meet the specified standards.

64. In the case of any programme extended or reinstated under the provisions of paragraph 62, the approved organisation must ensure that the accredited ITT provider is content that it would be of sufficient length to allow the trainee to complete their training according to their agreed individual training plan in order to meet the specified standards. The minimum extension period which can be granted is one of 3 months.

v. assessment of ATGP trainees

65. At the end of the period of training the approved organisation must ensure that the accredited ITT provider arranges for trainees to be assessed against the specified standards. The accredited ITT provider must use the same assessment arrangements that are used for persons following ITT courses.

66. Following assessment, the accredited ITT provider must confirm to the appropriate body¹⁴ (copying this confirmation to the approved organisation) that an ATGP trainee can be notified that they are a qualified teacher providing the person:-

- a. has completed a specified period of initial pre-employment training for ATGP trainees before being employed to teach in a school;
- b. has successfully completed an ATGP against the terms of a pre-agreed individual training plan for a period of employment-based training which is of not less than three months' (or one academic term) duration;
- c. has been assessed as meeting the specified standards; and

¹⁴ At the time of publication, the appropriate body under the 2004 Regulations is the General Teaching Council for Wales ("the Council"). Welsh Ministers may also notify persons that they are qualified teachers but have agreed arrangements with the Council for it to handle all cases other than in exceptional circumstances.

- d holds a first degree or equivalent qualification granted by a United Kingdom institution, or a qualification deemed by the Welsh Ministers to be of an equivalent standard granted by an educational institution elsewhere.

vi. appeals process

67. The approved organisation must ensure that the accredited ITT provider makes provision for an appeals process for persons undertaking an ATGP training plan while being employed to teach in a school which is consistent with the current practice and/or processes in place to consider appeals from trainees on any ITT course or programme which they provide.

Monitoring and evaluation of the ATGP

68. The approved organisation must provide the Welsh Government with information (in the form specified by the Welsh Government from time to time) which sets out the status and number of trainees on the ATGP; the associated costs; the outcomes of the training programmes; and any other data required.

Timing and transitional arrangements

69. The 2012 Scheme applies to GTP or RTP programmes where the training period commences on or after 1 September 2013 and to ATGP programmes where the training period commences on or after 1 June 2013.

70. Except as provided for in paragraph 71, the 2011 Scheme will cease to have effect from 1 September 2013.

71. The provisions of the 2011 Scheme (and any guidance issued under regulation 8(5) of the 2004 Regulations then applying in relation to the 2011 Scheme) will continue to apply in the cases of GTP or RTP programmes where the period of training commenced prior to 1 September 2013.

Signed:

Leighton Andrews AM, Minister for Education and Skills

One of the Welsh Ministers

Date:

Annex A

Requirements for the provision of initial teacher training for employment-based teacher training programmes operated under the 2012 Scheme

EBR1: Entry requirements¹⁵

All entrants to employment-based teacher training programmes must:-

EBR1.1 have the capability to meet the specified standards by the end of their programme and possess appropriate personal and intellectual qualities to be teachers;

EBR1.2 have achieved a standard equivalent to a grade C in the GCSE examination in English and in mathematics;

EBR1.3 if intending to undertake primary or Key Stages 2/3 training programmes. have achieved a standard equivalent to a grade C in the GCSE examination in a science subject;

EBR1.4 meet the Welsh Ministers' requirements for health and physical capacity to teach¹⁶;

EBR1.5 satisfy themselves that all entrants can read English effectively, and are able to communicate clearly and accurately in spoken and written English;

EBR1.6 in the case of the GTP and ATGP, hold a first degree of a United Kingdom institution or equivalent qualification; and in the case of the RTP

- i. have successfully completed not less than the equivalent of two years' higher education in Wales or England, or comparable education whether in Wales or England or elsewhere¹⁷; and
- ii. have been accepted onto a programme of studies leading to a first degree at a United Kingdom institution or equivalent qualification before they commence training under the RTP.

¹⁵ The trainee entry and selection requirements are minimum standards. Individual employment-based ITT providers or the approved organisation may have additional criteria they wish to use and can do so provided the minimum standards are met.

¹⁶ The statutory requirements for health and physical capacity to teach are set out in the Education Health Standards (Wales) Regulations 2004 (SI 2004/2733)

¹⁷ This is the equivalent of 240 Credit and Accumulation and Transfer Scheme (CATS) points. For example, an entrant may have completed a HND, a DipHE, or the first two years of a bachelors degree. The recognition of 240 points is at the discretion of the employment-based ITT provider.

EBR2: Training and assessment

All accredited ITT providers must:-

EBR2.1 design the content, structure and delivery of training to enable trainee teachers to demonstrate that they have met the specified standards and formalise this in an individual training plan to be agreed with the schools at which trainees are to carry out the training;

EBR2.2 ensure that trainees' achievement against the specified standards is regularly and accurately assessed, and satisfy themselves that all trainees have been assessed against and have met all the specified standards before confirming to the appropriate body¹⁸ that they can be notified that they are qualified teachers;

EBR2.3 ensure that training takes account of individual training needs, in particular that:-

- a. the length of the proposed period of training is appropriate to trainees' needs for practical teaching experience; and
- b. the schools at which trainees are employed or undertake training are able, for the duration of the training programme, to provide what is needed to enable the trainee to meet the specified standards;

EBR2.4 prepare all trainee teachers to teach across at least two consecutive Key stages¹⁹;

EBR2.5 ensure that:-

- a. in the case of a first application for the GTP or ATGP, where the trainee will be employed full-time, the training programme is not less than three months or one academic term and not more than one academic year²⁰;
- b. in the case of a first application for the RTP, where the trainee will be employed full-time, the training programme is not less than one academic year and not more than two academic years¹⁷;
- c. each trainee on the GTP, ATGP or RTP has experience in a second or other supporting school(s) in addition to the time at the school where they are employed;

¹⁸ At the time of publication, the appropriate body under the 2004 Regulations is the General Teaching Council for Wales ("the Council"). Welsh Ministers may also notify persons that they are qualified teachers but has agreed arrangements with the Council for it to handle all cases other than in exceptional circumstances

¹⁹ For the purpose of this Requirement, "two key stages" includes programmes covering the Foundation Phase only; programmes covering Key Stage 2 only; and programmes covering the 14-19 age range (Key Stage 4 and 16-19).

²⁰ In cases where a trainee is employed part-time, these periods should be extended on a pro-rata basis. For example, if a trainee is employed part-time at a rate equal to half that of full-time employment, a GTP training programme should be not less than six months or two academic terms and not more than two academic years.

- d. a minimum of 50 days' training time per academic year²¹, separate from the teaching timetable, is undertaken in a school setting, including placement in school(s) other than the one where trainees are employed. Teaching practice in settings other than schools where trainees are employed may also count towards this total provided they enable trainees to work towards meeting the specified standards; and
- e. each trainee on the GTP should receive the equivalent of a minimum 10 days university-led training organised by employment-based ITT providers.

EBR2.6 ensure that all those who are assessed as meeting the specified standards receive and are supported in completing a Career Entry Profile; are informed about the statutory arrangements²² for the induction of newly qualified teachers and have been helped to prepare for these.

EBR2.7 ensure that trainees are familiar with the most recent national guidance on child protection, including the Children's Commissioner for Wales's 'Clywch' report into child abuse; that training plans include awareness of how abusers might operate; and that the findings of the 'Clywch' report form part of individual training plans.

EBR3: Management of partnerships with schools

All accredited ITT providers must:-

EBR3.1 work in partnership with schools to:-

- plan and deliver individual training programmes;
- select and place trainees;
- assess trainees against the specified standards.

EBR3.2 set up agreements with schools which:-

- agree the role of everyone involved in the delivery of the individual training plan;
- agree the arrangements with everyone involved for the delivery of the individual training programme;
- make clear how resources are to be allocated to those involved in the delivery of the individual training plan.

²¹ In cases where a trainee is employed part-time, this period should be reduced on a pro-rata basis. For example, if a trainee is employed part-time at a rate equal to half that of full-time employment, a training programme should include not less than 25 days' training time per academic year, separate from the teaching timetable, undertaken in a school setting.

²² The statutory induction arrangements for newly qualified teachers are set out in the Education (Induction Arrangements for School Teachers) (Wales) Regulations 2005 (SI 2005/1818, amended by 2007/2811).

EBR3.3 ensure that the partnership with the school works effectively and that the training is co-ordinated and consistent, with continuity across the various contexts where it takes place.

EBR4: Quality assurance

All accredited ITT providers must:-

EBR4.1 ensure that trainees have access to the books, information communication technology and other resources they need – relevant to the age ranges and subjects they are training to teach – to develop trainees’ knowledge, understanding and skills to at least the specified standards;

EBR4.2 ensure that rigorous internal and independent external moderation procedures are in place to assure the reliability and accuracy of assessments;

EBR4.3 ensure that issues concerning quality raised through internal and external moderation are investigated and addressed to improve the training;

EBR4.4 systematically monitor and evaluate all aspects of provision to improve its quality. Systems should be in place to:-

- identify targets for improvement;
- review provision against these targets;
- specify the action to be taken to secure improvements;
- ensure that the specified action is taken, and that it leads to improvement.

EBR4.5 if they regularly provide training, benchmark their performance over time, and against similar providers, using externally and internally produced evidence to inform target-setting and planning for improvement.

Annex 2: 10% sample of schools

Ammanford Nursery	Stryd Fawr	Rhydaman	Sir Gaerfryrddin
Treharris Nursery School	Edward Street	Treharris	Merthyr Tydfil
Ysgol Gynradd Beaumaris	Maeshyfyrd	Beaumaris	Ynys Môn
Ysgol Gymuned Y Ffridd	Gwalchmai	Caergybi	Ynys Môn
Ysgol Gynradd Llangoed	Llangoed	Beaumaris	Ynys Môn
Ysgol Gynradd Talwrn	Talwrn	Llangefni	Ynys Môn
Ysgol Gymraeg Morswyn	Caergybi	Ynys Môn	
Ysgol Gynradd Abererch	Abererch	Pwllheli	Gwynedd
Ysgol Penybryn	Bethesda	Gwynedd	
Ysgol Glanadda	Bangor	Gwynedd	
Ysgol Gynradd Nebo	Nebo	Caernarfon	Gwynedd
Ysgol Y Gorlan	Tremadog	Porthmadog	Gwynedd
Ysgol Abercaseg	Bethesda	Bangor	Gwynedd
Ysgol Bro Cynfal	Ffestiniog	Blaenau Ffestiniog	Gwynedd
Ysgol Gynradd Y Parc	Parc	Bala	Gwynedd
Ysgol Gynradd Aberdyfi	Penrhos	Aberdyfi	Gwynedd
Ysgol Gynradd Llandwrog	Llandwrog	Caernarfon	Gwynedd
Ysgol Betws-y-Coed	Bro Gethun	Betws-Y-Coed	Conwy
Conwy Road Infants School	Conway Road	Colwyn Bay	Conwy
Ysgol Glan Gele	Ffordd y Morfa	Abergele	Conwy
Ysgol Bro Aled	Llansannan	Dinbych	Conwy
Ysgol Babanod Penmaenrhos	Craig Road	Old Colwyn	Colwyn Bay
Ysgol Eglwysbach	Eglwysbach	Bae Colwyn	Conwy
Ysgol Hiraddug	Thomas Avenue	Dyserth	Rhyl
Ysgol Bodfari	Bodfari	Denbighshire	
Ysgol Y Parc Infants	Ruthin Road	Denbigh	
Ysgol Bro Elwern	Gwyddelwern	Corwen	Sir Ddinbych
Ysgol Gymraeg Y Gwernant	Pengwern	Llangollen	Denbighshire
Ysgol Trefnant	Henllan Road	Trefnant	Nr. Denbigh
Ysgol Maes Edwin	School Lane	Flint Mountain	Nr. Flint
Saltney Wood Memorial C.P. School	Off Boundary Lane	Saltney	Flintshire
Sandycroft C.P. School	Leaches Lane	Mancot	Deeside
Golftyn C.P. School	York Road	Connah's Quay	Deeside
Ysgol Derwenfa	Queen Street	Leeswood	Nr. Mold
RhesyCae V.C. Primary School	Rhes-y-cae	Nr Holywell	Flintshire
Ysgol Y Llan V.A. Primary School	Whitford	Holywell	Flintshire
Chirk Infants School	Chapel Lane	Chirk	Wrexham
Ysgol Tan-y-Fron	Tanyfron Road	Tanyfron	Wrexham
Ysgol Bryn Tabor	Heol Maelor	Coedpoeth	Wreccsam
Gwenfro Community Primary School	Queensway	Wrexham	
Eyton CIW V.C. Primary School	Bangor Road	Eyton	Wrexham
St Mary's Aided Primary School (Brymbo)	Ael y Bryn	Brymbo	Wrexham
Ysgol Gynradd Carno	Carno	Y Drenewydd	Powys
Ysgol Pontrobert	Meifod	Powys	
Ysgol Maesydre	Severn Road	Welshpool	Powys
Llandrindod Wells C.P. School	Cefnlllys Lane	Llandrindod Wells	Powys
Sennybridge C.P. School	Sennybridge	Brecon	Powys
Crickhowell C.P. School	Crickhowell	Powys	
Ysgol y Bannau	Penlan	Aberhonddu	Powys

Castle Caereinion C.I.W. Llanelwedd C.I.W. School Priory C.I.W. School Ysgol Gynradd Llanarth	Castle Caereinion Llanelwedd Pendre Close Llanarth Llanfihangel-Y- Creuddyn	Welshpool Builth Wells Brecon Ceredigion	Powys Powys Powys
Ysgol Gynradd Llanfihangel-y-Creuddyn		Aberystwyth Castell Newydd	Ceredigion
Ysgol Gynradd Beulah Y.G. Pontgarreg Plascrug C.P. School Trefilan V.C.P. School Brynconin C.P. School Saundersfoot C.P. School Roch C.P. School Pennar Community School Tenby Infants V.C. School St Aidans V.A.P. School Cross Hands C.P. School Ysgol Gynradd Saron Ysgol Gynradd Brechfa Llanpumsaint School Llangennech Junior School Abernant C.P. School Ysgol Gynradd Hafodwenog Y.G. Nantgaredig Ysgol Griffith Jones Abergwili V.C. Primary School Llanfynydd V.A.P. School Danygraig Primary School Plasmarl Primary School Portmead Primary School Bishopston Primary School Llangyfelach Primary School Ysgol Gynradd Gymraeg Pontybrenin Ysgol Gynradd Gymraeg Gellionnen YGG Tan-y-lan Blaenhonddan Primary School Cwmafan Junior School Glyncorwg Primary School Mynachlog Nedd Junior School Blaenbaglan Primary School Crynallt Infant School Pen Afan Primary Brynmenyn Primary School Mynydd Cynffig Infants School Tynyrheol Primary School Tondu Primary School Litchard Primary School Colcot Primary School Palmerston Primary School Y Bont Faen Primary Ysgol Gymraeg Nant Talwg	Beulah Pontgarreg Plascrug Avenue Talsarn Llandysilio Francis Lane Roch Owen Street Heywood Lane Wiston Carmarthen Road Saron Brechfa Llanpumsaint Pontardulais Road Abernant Trelech Heol Yr Osaf Heol Yr Osaf Gerddi Gyfre Llanfynydd Ysgol Street Britannia Road Cheriton Crescent Bishopston Road Pengors Road Loughor Road Gellionnen Road Tan-y-lan Terrace Main Road School Terrace Bridge Street St John's Terrace Maes-Ty-Canol Afan Valley Road Western Terrace Bryn Road Commercial Street Heol Llangeinor Meadow Street Garfield Avenue Florence Avenue Pen-y-Bryn Borough Close Colcot Road	Emlyn Llangrannog Aberystwyth Lampeter Clunderwen Saundersfoot Haverfordwest Pennar Tenby Haverfordwest Cross Hands Rhydaman Carmarthen Carmarthen Llangennech Carmarthen Caerfyrddin Nantgaredig San Cler Abergwili Carmarthenshire Port Tennant Plasmarl Portmead Bishopston Llangyfelach Gorseinon Clydach Morrison Brynoch Cwmafan Glyncorwg Neath Abbey Baglan Cimla Blaengwynfi Brynmenyn Kenfig Hill Llangeinor Aberkenfig Litchard Barry Cadoxton Cowbridge Barry	Ceredigion Ceredigion Llandysul Ceredigion Ceredigion Sir Benfro Pembrokeshire Pembrokeshire Pembroke Dock Pembrokeshire Pembrokeshire Llanelli Sir Gaerfyrddin Carmarthenshire Carmarthenshire Llanelli Carmarthenshire Sir Gaerfyrddin Sir Gaerfyrddin Sir Gaerfyrddin Carmarthen Swansea Swansea Swansea Swansea Swansea Swansea Swansea Swansea Swansea Neath Port Talbot Port Talbot Neath Port Talbot Neath Port Talbot Bridgend Bridgend Bridgend Bridgend Bridgend Vale of Glamorgan Barry Vale of Glamorgan

Llansannor C.I.W. Primary School	Llansannor	Ystradowen	Cowbridge
Abernant Primary School	Richmond Terrace	Abernant	Aberdare
Dolau Primary School	Bridgend Road	Llanharan	Pontyclun
			Rhondda Cynon
Darran Park Primary School	Brook Street	Ferndale	Taf
Parclewis Primary School	Broadway	Pontypridd	
Tonyrefail Primary School	Martin Crescent	Tonyrefail	Porth
Pontygwaith Primary School	Graig Street	Pontygwaith	Ferndale
Llwyn-crwn Primary School	Llwyn-Crwn Road	Beddau	Pontypridd
Williamstown Primary School	Arthur Street	Williamstown	Tonypanyd
	End Of Primrose		
	Terrace	Llwyn-celyn	Porth
Porth Junior School	Blaenrhondda Road	Ty Newydd	Treherbert
Penpych Community Primary School	Wern Street	Clydach Vale	Tonypanyd
Cwmclydach Primary	Cyfarthfa Park	Merthyr Tydfil	
Cyfarthfa Junior School	Trelewis	Treharris	Merthyr Tydfil
Trelewis Primary School	Caedraw Road	Merthyr Tydfil	
St Mary's R.C. Primary School	Commercial Road	Crumlin	Newport
Crumlin High Level Primary School	St Cenydd Road	Trecenydd	Caerphilly
Hendre Infants School	Forest Hill, The Bryn	Pontllanfraith	Blackwood
Bryn Primary School	Walter Street	Abertysswg	Rhymney
Abertysswg Primary School	Fochriw Road	Pontlottyn	Bargoed
Pontlottyn Primary School	Oxford Street Glyngaer	Gelligaer	Hengoed
Glyn-Gaer CP School	Lansbury Park	Caerphilly	
St James Primary School	Oakfield Road	Tredegar	Blaenau Gwent
Georgetown C.P. School	Beaufort Hill	Ebbw Vale	Blaenau Gwent
Beaufort Hill Primary School	Catholic Road	Brynmawr	Blaenau Gwent
St Mary's Roman Catholic - Brynmawr	Green Willows	Oakfield	Cwmbran
Llantarnam Community Primary School	Florence Place	Griffithstown	Pontypool
Griffithstown Primary School	Ty Canol Way	Cwmbran	Torfaen
Henllys C.I.W. Primary School	Pandy	Abergavenny	Monmouthshire
Llanfihangel Crucorney C.P. School	Sandy Lane	Caldicot	
Ysgol Gymraeg Y Ffin	Sycamore Terrace	Magor	Newport
Magor V.A. Primary School	Maesglas Road	Newport	
Maesglas C.P. School	Hendre Farm Drive	Newport	
Milton Junior School	Partridge Way	Duffryn	Newport
Duffryn Infant School	Clos Meon	Bettws	Newport
Ysgol Gymraeg Ifor Hael	Fairfax Road	Newport	
St Patrick's R.C. Primary School	Bishopston Road	Ely	Cardiff
Trelai Primary School	Stacey Road	Roath	Cardiff
Stacey Primary School	Glan-Y-Nant Road	Whitchurch	Cardiff
Eglwys Newydd Primary School	Park Road	Radyr	Cardiff
Radyr Primary School	Sandbrook Road	St Mellons	Cardiff
Willowbrook Primary School	Browing Close	Llanrumney	Cardiff
Glan-yr-Afon Primary School	Hawthorn Road East	Llandaff North	Cardiff
Hawthorn Primary School	Mona Place	Tremorfa	Cardiff
St Alban's R.C. Primary School	Hendre Close	Llandaff	Cardiff
Llandaff City C.I.W. Primary School	134-340 Coed-Y-Gores	Llanedeyrn	Cardiff
St Phillip Evans R.C. Primary School	Ffordd Y Brenin	Penygroes	Gwynedd
Ysgol Dyffryn Nantlle	Ffordd Caerdydd	Pwllheli	Gwynedd
Ysgol Glan Y Mor	Ffordd Dinbych	Llanelwy	Sir Ddinbych
Ysgol Uwchradd Glan Clwyd	St David's Terrace	Saltney	Flintshire
St David's High School			

Ysgol Bryn Alyn	Gwersyllt	Wrexham	
Ysgol Bro Ddyfi	Machynlleth	Powys	
Ysgol Gyfun Llanbedr Pont Steffan	Peterwell Terrace	Llanbedr Pont Steffan	Ceredigion
Pembroke School	Bush	Pembroke	Pembrokeshire
Glan-y-Mor School	Heol Elfed	Burry Port	Carmarthenshire
Olchfa School	Gower Road	Sketty	Swansea
Dylan Thomas Community School	John Street	Cockett	Swansea
Cwmtawe Community School	Ynysderw Road	Pontardawe	Swansea
Porthcawl Comprehensive School	52 Park Avenue	Porthcawl	Bridgend
Stanwell School	Archer Road	Penarth	Vale of Glamorgan
Ferndale Community School	Ferndale		
St John Baptist C.I.W. High School	Glan Road	Aberdare	Rhondda Cynon Taf
Risca Community Comprehensive School	Pontymason Lane	Rogerstone	Newport
Tredegar Comprehensive School	Stable Lane	Tredegar	Blaenau Gwent
St Alban's R.C. High School	The Park	Pontypool	Torfaen
Bassaleg School	Forge Lane	Bassaleg	Newport
Llanishen High School	Heol Hir	Llanishen	Cardiff
St Teilo's C.I.W. High School	Llanedeyrn Road	Pen-y-lan	Cardiff
Ysgol Tir Morfa	Ffordd Derwen	Rhyl	Denbighshire
Rhydygors School & Support Services	Llansteffan Road	Johnstown	Carmarthenshire
Ashgrove School	Sully Road	Penarth	
Maes Ebbw School	Maesglas Road	Maesglas	Newport
Aran Hall School	Rhydymain	Dolgellau	Gwynedd
Prospects School	Bersham Road	Bersham	Wrexham
Bettws Lifehouse	The Old School	Bettws Cedewain	Newtown
Cilddewi Uchaf	11-16 Llannon	Llanelli	Carmarthenshire
Bridgend Christian School	59-63 High Street	Laleston	Bridgend
Talocher School	Talocher Farm	Wonastow Road	Monmouth
The Cardiff Academy	40 - 41 The Parade	Roath	Cardiff