

# National Professional Learning Entitlement: Children's Rights Impact Assessment (CRIA)

## 1. Policy objectives

The decision being assessed is the effect of implementing a new National Professional Learning Entitlement from September 2022 to **support the delivery of the education reforms particularly for the new Curriculum, ALN Reforms and equity in education.**

The new curriculum will begin to be rolled out from September 2022 and the National Professional Learning Entitlement will be launched on 30 September. This proposal forms one of many ways the Welsh Government is seeking to support practitioners to be able to engage with professional learning and developing their skills that will have a positive impact on learners in the classroom.

## 2. Gathering evidence and engaging with children and young People

The proposal is intended to affect the lives of children positively; ensuring their teachers and those leading their schools are ready and confident to deliver **education reforms particularly for the new Curriculum, ALN Reforms and equity in education.**

Children and young people were not directly involved in co-construction work to develop the Entitlement however, they will be direct beneficiaries, as the Entitlement will lead to a better skilled workforce to deliver Curriculum for Wales.

Work is underway to feature children and young people in many of the new professional learning resources aligned to the new curriculum and the Entitlement, particularly new provision linked to UNCRC/UNCRPD.

Early benefits of the new Entitlement to both practitioners and learners alike, will be further explored through tracking case studies, focused on a range of practitioners across the career pathway during the initial stages of implementation and through a wider evaluation of INSET provision in 23/24.

The evidence used to inform the Professional Learning Entitlement ranged from commissioned reviews of aspects of the system such as newly qualified teacher induction, to evaluations of specific schemes and independent reviews of different aspects of our system including a diagnostic study of Teachers' Professional Learning in Wales conducted by OECD published in 2021.

The intended outcomes of a successfully delivered curriculum will improve the education of children and young people and its return on investment will be the long term implementation of the new curriculum.

### 3. Analysing the evidence and assessing the impact

UNCRC Articles or Optional Protocol	Enhances (X)	Challenges (X)	Explanation
<p><b>Article 28</b> Children have a right to an education....</p>	<p>X</p>		<p>The new Entitlement set out actions to enhance professional learning for the education workforce which in turn will equip them to deliver our world leading curriculum for Wales and other national priorities to enable all learners to realise the four purposes of the new curriculum.</p>
<p><b>Article 29</b> Education should develop each child’s personality and talents to the full ....</p>	<p>X</p>		<p>The new Entitlement has been developed to ensure all practitioners have access to quality professional learning to enable them to deliver <b>high standards and aspirations for all</b>. The Entitlement will support the implementation of the Curriculum for Wales and other national priorities including, supporting learners with additional learning needs and embedding equity, well-being and the Welsh language across the whole-school community.</p> <p>The Entitlement is closely aligned to the values and dispositions reflected in the professional standards which require that ‘The needs and rights of learners will be central and take priority in the practitioner’s approach to their job. The practitioner exhibits high expectations and commitment to the achievement of each learner.’</p>

## **4. Ministerial advice and decision**

The analysis of the impacts will be included in future advice to the Minister, which is that the implementation of the Entitlement should have a positive impact on children and young people's education. This vision is also made clear within the new Entitlement guidance published on Hwb.

The Entitlement guidance outlines responsibilities of education consortia, local authorities and diocesan bodies to monitor how schools or settings are progressing in terms of implementing the National Professional Learning Entitlement as part of their school development plan. Initial evidence will be made available via case studies tracking the implementation of the Entitlement at practitioner level and following a wider review of the use and effectiveness of INSET planned for 2023/24.

## **5. Communicating with Children and Young People**

We have not sought the view of children and young people at this stage as the Entitlement initially relates to educational professionals. However, opportunities to engage with learners to gather their views on direct benefits to their learning will be explored as we progress to wider implementation.

## **6. Monitoring and Review**

During the implementation phase of the new Entitlement, exemplification materials will be developed and made available on Hwb to further support practitioners as they begin to apply the National Professional Learning Entitlement in their own settings. Some of the key elements planned to support the implementation phase are below.

- Consideration is being given to working with a range of schools to track their progress in terms of the National Professional Learning Entitlement implementation. If schools are agreeable, their professional learning journey will be captured as a series of video case studies.
- Work will continue with the regional education consortia/partnerships to ensure that the professional learning offer is accessible, coherent and easy to navigate.
- We will continue to enhance the National Professional Learning Entitlement area on Hwb and will consider developing an FAQ document to accompany the Entitlement.
- We will update the HTML version of the guidance to reflect the latest policy developments and include any additional professional learning provision funded by Welsh Government.
- We will host a further Policy Insight event in the autumn term to demonstrate how schools are engaging with the Entitlement and share innovative practice.

- We will work with policy leads to align appropriate professional learning policy developments with the new Entitlement i.e. assessing for the future, Camau i'r dyfodol and national networks.
- We will gather evidence on the wider implementation of the new Entitlement through a wider review on the effective use of INSET in 23/24.

The CRIA will be reviewed annually in line with the arrangements put in place to monitor implementation of the Entitlement.