

## Revised Employment-based Teacher Training Scheme

### Consultation Response Form

Your name: Dr Philip Dixon  
Organisation (if applicable): The Association of  
Teachers and Lecturers (ATL)

e-mail/telephone number: [cymru@atl.org.uk](mailto:cymru@atl.org.uk), tel:  
02920 465 000

Your address: 1<sup>st</sup> Floor, 64 B Newport Road, Cardiff,  
CF24 0DF

Responses should be returned by 31 January 2012 to:

Gail Deane  
Learning Improvement and Professional Development Division  
Department for Education and Skills  
Welsh Government  
Freepost NAT 8910  
Cathays Park  
Cardiff  
CF10 3NQ

Or completed electronically and sent to:

[EBTTSConsultation@wales.gsi.gov.uk](mailto:EBTTSConsultation@wales.gsi.gov.uk)

1. Do you agree to the aim of introducing a pupil/school improvement programme to support young people who face educational disadvantage through an employment-based teacher training programme targeting high-quality entrants, supported with specific training by ITT providers?

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	Not sure	<input type="checkbox"/>	X
-------	--------------------------	----------	--------------------------	----------	--------------------------	---

#### Comments:

We must stress at the outset that only qualified teachers should be teaching in classrooms. This proposed new departure takes place against a backdrop at present where there are already too many teachers being trained for the amount of posts that are currently available. If such a scheme is introduced preference should be given to those candidates and those with a proven track record and a demonstrable commitment to remain in education for the longer term.

**2. Do you agree with the proposal to deliver this employment-based training through an additional programme incorporating provision for a course of initial training preceding the period of being employed to teach in a school?**

Agree	X	Disagree		Not sure	
-------	---	----------	--	----------	--

**Comments:**

**3. Do you agree with the details of the proposed Additional Training Graduate Programme?**

Agree	X	Disagree		Not sure	
-------	---	----------	--	----------	--

**Comments:**

The Welsh Government needs to do more to ensure that graduates who have undertaken their teacher training in an area to be able to find posts in that area once they are qualified. At present there is much anecdotal evidence that qualified teachers are working as LSAs because they cannot find teaching jobs.

**4. Do you agree with the proposed timetable and suggested transitional arrangements?**

Agree	X	Disagree		Not sure	
-------	---	----------	--	----------	--

**Comments:**

**5. We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them:**

**Comments:**

We would urge that the assessment of this programme be clearly laid out before it is commenced, and takes full account of all factors. Evidence from England suggests that it is not so much the programme as the calibre of its students that has made ventures such as Teach First so apparently successful. As we have noted, the programme also needs to be assessed in terms of value for money given the alleged high 'drop out' rate from teaching of such programmes.

Responses to consultations may be made public – on the internet or in a report. If you would prefer your response to be kept confidential, please tick here: