



TRAINING IN WALES

NASUWT Aide-mémoire for Tutors

- The National Centre will be only too pleased to assist you in making the training course the best experience it can be for learners.
- When in doubt, defer to local, as well as Head Office, knowledge.
- Use nation-specific resources and policies, especially for National Action.

Governance and the Local Authority

- There are 22 local authorities (LAs) in Wales.
- LAs employ teachers and headteachers.
- There are no academies, multi-academy trusts (MATs) or free schools in Wales.
- There are only 79 private schools in Wales.

National Agreements

- The School Teachers' Pay and Conditions (Wales) Document (STPC(W)D) and Burgundy Book apply in Wales.
- Education in Wales is devolved to the Senedd (pronounced Seneth) of Wales, and there is a Cabinet Secretary for Education.

Procedures and Policies

- All major policies such as 'competency' and 'disciplinary' lie with the LA. There are separate regulation guidance and model procedures for Performance Management. In Wales, Performance Management is now called the Professional Development Review (PDR).
- All staff in maintained schools are hired and employed by the LA. However, Local Management of Schools (LMS) exists – giving extensive powers to Governing Bodies.
- The Welsh Government has issued the school guidance *Capability of school teaching staff*, as well as *Disciplinary and dismissal procedures for school staff*.

Accountability

- Inspection in Wales is undertaken by Estyn and not Ofsted.

NASUWT in Wales

- NASUWT Wales is called NASUWT Cymru (pronounced Cumree).
- The 22 Local Associations are divided into three Districts.
- There are no Federations in Wales.
- There are four National Executive Members. Two of them share the South East District.
- Where possible, materials used should be bilingual.
- NASUWT Cymru has an Officer Group and an Annual Conference.
- There are presently 13 staff in Wales that are led by the National Official for Wales.

The largest teachers' union in Wales

- NASUWT represents about half of all teachers in Wales.

Miscellaneous

- All teachers in Wales are required to have Education Workforce Council (EWC) registration (the current Chief Executive is Hayden Llewellyn).
- The Acas code applies to Wales as equally as it does to England.
- The Equality Act 2010 applies in Wales. There are regulations underpinning the legislation specific to Wales – The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and The Equality Act 2010 (Specification of Relevant Welsh Authorities) Order 2011.
- Responsibility for health and safety remains with the Health and Safety Executive.
- In addition to the teaching unions found in England, i.e. NASUWT, NEU, Community, NAHT and ASCL, there is the Welsh language teaching union, UCAC.
- Curriculum, exams and qualifications are devolved to Wales. Wales' Curriculum is called the Curriculum for Wales. The exam board is the WJEC and there is an exams regulator called Qualifications Wales.