

Induction FAQs

Length of induction

How long will it take me to complete induction?

Most NQTs take three terms or 380 sessions to build up the skills and knowledge necessary to be able to meet the professional standards. Some NQTs, for example those with previous experience in a school, may take less time. Therefore, appropriate bodies (ABs) have discretion to reduce the length of the induction period in such cases. The minimum length that they can reduce the induction period to is one term or 110 sessions.

Can I take as long as I like to complete induction?

No. Most NQTs complete their induction period within three terms / 380 sessions. You have a five-year time limit during which this induction period must be completed. This five-year window begins from whichever is the later:

- the date of award of QTS or
- 7 November 2022.

Is it possible to pause NQT induction?

If you are planning on taking a break from teaching, you can pause your induction period. The five-year time limit cannot be paused but an extension may be granted by the AB in certain circumstances.

I am employed as a short term supply NQT. Can I defer my induction until I get a permanent post?

No. If you have started your employment in a school as a qualified teacher, all periods of employment as a qualified teacher (in a relevant setting) of one school session (half a day) or more must count towards your induction period and you must log **all** of these sessions with the EWC. There is no flexibility regarding this and neither NQTs nor schools/PRUs can request that a period of employment as a qualified teacher does not count towards induction. A NQT cannot choose which of these sessions to log as they must all count towards induction.

Work undertaken as a higher-level teaching assistant (HLTA) or learning support worker (LSW) cannot count towards a NQT's induction period.

I met the standards at the end of the summer term 2022 but I didn't complete 380 sessions. Can my result be backdated to summer 2022?

No. Your induction pass date will be the date the AB submitted the decision to EWC, provided that is not earlier than 7 November (when the revised regulations came into force).

What happens if I run out of time to complete induction?

Extensions to the induction period and to the five-year time limit may be granted in certain cases.

If you have completed three terms or 380 sessions and the AB decides that you are not ready to successfully complete induction, they may grant an extension to the induction period. The length of any extension is at the discretion of the AB and may include an extension of the five-year time limit, depending on circumstances. Further information can be found in the induction guidance on [Hwb](#).

I haven't completed induction and it's over five years since I gained QTS, what should I do?

You are still required to undertake induction in order to teach in a maintained school in Wales¹. The AB has discretion to extend the five-year time limit for NQTs who haven't yet started their induction period, depending on circumstances. If you are not registered in the category of teacher with EWC, you need to seek approval for an extension to the time limit from the AB before you register.

Further information on extensions to the induction period and the five year time limit can be found in the induction guidance on [Hwb](#).

Can I still work as a teacher if I don't undertake induction or if I fail induction?

All teachers² must either be undertaking induction or have successfully completed induction to be able to be employed as a teacher in the maintained sector.

¹ Exceptions are listed in [Schedule 2](#) of The Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015.

² Exceptions are listed in [Schedule 2](#) of The Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015.

You can still be employed as a teacher in an independent school or as a learning support worker in a maintained school without completing induction.

Moving from England to Wales

Can I move from England to Wales part-way through induction? If so, how do I go about it?

Yes. For Early Career Teachers (ECT) transferring from England, who have started but not completed the induction period as required in England, the AB in Wales will undertake an assessment of the ECT at their point of transfer to determine what they need to focus on in order to meet the professional standards and successfully complete induction.

ECTs who have completed less than three terms in England will be required to be employed as an NQT in Wales until they are judged by the AB to have met the required professional standards. The AB has discretion to reduce the length of the induction period for ECTs who can demonstrate that they can meet the professional standards in less than three school terms/380 sessions.

Before you return to Wales, it would be advisable for you to contact the AB in the region to which you will return for further advice. Contact details can be found on Hwb: [induction contacts](#).

It would also be advisable for you to register with the Education Workforce Council (EWC) before you transfer to Wales, as NQTs must be registered with the EWC in order for induction to commence. Full details can be found at www.ewc.cymru.

Moving from Wales to England

Can I move from Wales to England part-way through induction? If so, how do I go about it?

Yes. NQTs transferring from Wales to England who have not completed their induction period will be required to complete induction in accordance with the guidance for undertaking induction in England. Short-term supply placements that you have completed in Wales of less than one term, or equivalent, cannot count towards induction in England.

Induction in PRUs

Can I undertake my induction in a PRU?

Revised regulations allow PRUs to host NQTs undertaking induction from 7 November 2022. This applies to NQTs employed on a full-, part-time or supply basis.

Will the hours I have undertaken thus far in a PRU be backdated?

No. Periods of employment in a PRU prior to 7 November will not count towards induction. Periods of employment in a school or college prior to 7 November will count towards induction.

Although employment in a PRU before 7 November cannot be counted, the experience and knowledge gained during that time will contribute to the NQT's ability to meet the professional standards.

Support for NQTs

What support can I get during induction?

All NQTs are entitled to access high-quality support and advice from the start of your induction period from your mentor and regional consortium/partnership or local authority. This will ensure that as a NQT you are able to focus on what you need to develop professionally and successfully complete induction.

All NQTs are eligible for support from a trained mentor during induction, regardless of the route they take. See the [induction guidance](#) for how to access a mentor.

In addition, the induction programme includes 13 days (or equivalent) of professional learning provided by the consortium/partnership/LA and school, consisting of:

- three days (or equivalent) of differentiated training provision for all NQTs, delivered by regional consortium, local authority or partnership. You are expected to attend all three days;
- the equivalent of five days to be spent engaging in professional learning activities within school guided by the mentor, and
- the equivalent of five days co-ordinated by the regional consortium, local authority or partnership to extend insights through partnership learning, exploring teaching theory and practice and carrying out research.

For professional learning programmes and opportunities within your regional consortium/partnership/local authority, visit the regional consortium/partnership/local authority website or contact the local

authority, partnership or regional consortium induction co-ordinator for further information. Contact details are available here: [Induction: what support is available - Hwb \(gov.wales\)](#)

Supply agencies are encouraged to provide funded time for NQTs to engage in professional learning. Entitlements for NQTs undertaking induction whilst employed by a supply agency that is registered on [the National Procurement Service Supply Teachers Framework for Wales](#) are set out in the framework.

How should I use the five days of in-school professional development?

It is important that you plan how best to use the five days of in-school professional development with your mentor to ensure that it is relevant to your needs.

You may wish to consider:

- collaborative working in your own or a different subject or stage;
- shadowing or observation of other teachers/education professionals;
- enhanced planning and preparation including self-evaluation of your own planning and teaching;
- self-evaluation and reflection based on discussions with your IM/EM and your progression towards achieving the professional standards;
- professional reading and familiarisation with school resources;
- visiting other schools or education settings.

The professional learning passport

What is the induction profile within the professional learning passport (PLP) used for?

You are expected to gather evidence throughout your induction period to demonstrate your progress in meeting the professional standards and to enable assessment at the end of the induction period.

Your professional learning experiences (PLEs) must be recorded in your [online induction profile](#) which forms an important focus for your self-review and regular discussion with your mentor to ensure you are aware of areas you should prioritise for further professional learning. The number of PLEs that you will be required to complete will vary based on the level of detail and the number of standards that they cover. This

should be subject to a discussion with your mentor. However, it is recommended that you should aim to complete at least 10 PLEs that demonstrate how you have developed your practice in line with the professional standards.

It is your responsibility to maintain your [online induction profile](#) during the duration of your induction period. Your induction profile can be accessed via your [MyEWC account](#). Further information on accessing and completing the induction profile can also be found on the [EWC website](#). Throughout the induction period, the induction profile will be accessible to your mentor, EV and the AB to monitor, evaluate and work with you to identify any additional support needed. The induction profile will provide a substantial part of the evidence that is considered in the final assessment and moderation at the end of the induction period. Upon satisfactory completion of the induction period, the AB, mentor and EV will no longer have access to your induction profile.

How can I make the most effective use of the PLP?

Your mentor will be able to guide you on using the PLP in the most effective way. Further information and training is available from EWC and within the PLP itself.

Which professional standards apply to NQTs who started their induction period before 1 September 2012?

NQTs who started their induction period before 1 September 2012 should continue to use their existing support materials for assessment, observation and target setting and the professional standards with which they began their induction. Further information is available from the [EWC website](#).

NQTs who no longer have access to their previous induction paperwork/forms or those who did not begin logging their experiences, should proceed by using the professional learning passport and the professional standards for teaching and leadership. Log in details are available from the EWC website.