

## **PRIMARY & SECONDARY TEACHING OCCUPATIONS**

### **SCHOOL TEACHER – WALES**

#### **BACKGROUND INFORMATION**

School Teachers may either teach in nursery/primary schools, or in secondary schools. Primary teachers are expected to cover every curriculum subject, but have a specialism that they help develop through the school. Secondary school teachers normally specialise in one or two subjects but commonly teach them to all age groups and abilities.

Overseas Trained Teacher (**OTT**) – someone who has successfully completed a programme of professional training for teachers in any country outside the UK and which is recognised by the competent authority in that country

Qualified Teacher Status (**QTS**) – awarded by the Teacher Training Agency (TTA) within the UK

General Teaching Council Wales (**GTCW**) – professional body in the UK with which all teachers who hold QTS must register.

#### **REQUIREMENTS TO DO THE JOB**

##### **Independent Schools -**

There is no statutory requirement for a teacher in the private sector to hold QTS or to be registered with the GTCW. The Head Teacher of the school decides which qualifications to accept.

##### **Maintained Schools -**

OTT's in Wales initially have to obtain QTS through the Post Graduate Certificate of Education (PGCE) route before they can be employed as a teacher in a maintained primary, special or secondary school or a Pupil Referral Unit.

OTT's may also undertake the Graduate Teacher Programme (GTP) to gain QTS (providing they meet the programme criteria (See ANNEX B)). In this case they can be employed, conditionally, as a teacher whilst undertaking the programme.

There are certain exemptions, however, for OSN's from holding QTS:

An OTT can work, without QTS, in a maintained primary, special or secondary school or a Pupil Referral Unit for up to 2 years in total in temporary posts lasting for up to 4 months each. Therefore a work permit can only be issued on this basis for up to 4 months at a time.

## **REGISTRATION WITH A PROFESSIONAL BODY**

Teachers in Wales must register with the General Teaching Council for Wales (GTCW) in order to be eligible to teach in maintained primary, special or secondary school in Wales unless they are exempt from holding QTS or undertaking the Graduate Teacher Programme. (If on the GTP, the OTT would be expected to gain registration upon successful completion of the programme.)

Teachers employed in Independent Schools are not required to be registered with the GTCW

## **WORK PERMITS (UK) TREATMENT**

### B&C

This post meets the skill criteria.

This is not a shortage occupation

### **Independent Schools -**

As no registration requirements govern this sector, applications should be considered against the usual skills threshold of the work permit arrangements.

### **Maintained Schools -**

Applications may be approved in the following circumstances:

- a) Where the OSN has QTS and is registered with the GTCW.
- b) Where the OSN has been accepted onto the Graduate Teacher Programme. In all such cases approval should be granted on condition that the individual obtains QTS/GTCW within the prescribed period.
- c) Where the OSN is qualified to teach in their own country (ie. an OTT) but does not have QTS/GTCE registration and will be undertaking a temporary post for up to four months.

This is not a shortage occupation.

A degree is not always required to qualify as a teacher abroad. In these cases WP(UK) general criteria would apply, that is the post on offer requires an individual with either a relevant HND, an equivalent level qualification, a non relevant HND with 1 years teaching experience or 3 years previous teaching experience.

## TWES

This occupation is not suitable for training or work experience under the TWES criteria, as the applicant will usually be filling a post.

## **SALARY**

See Annex A

## **TEACHING/CLASSROOM ASSISTANTS**

### B&C

The majority of these posts will **not** meet the skills criteria, as there are currently no mandatory qualifications for teaching/classroom assistants, however, some may in exceptional circumstances. If in doubt contact the Policy Team

### TWES

The majority of these posts are **not** suitable for training or work experience under the TWES criteria, as the applicant will usually be filling a post, however, in exceptional circumstances some may be suitable. If in doubt contact the Policy Team.

## **EXCHANGES OF QUALIFIED TEACHERS**

There are a number of exchange programmes administered by the British Council's Central Bureau for International Education and Training and the League for the Exchange of Commonwealth Teachers. These have been given special concessions by colleagues in Croydon, participants on these programmes will not require work permits. Contact details can be found under Further Information.

## **ADVERTISING**

The following journals are the main sources of advertising for teaching posts:

### **The Times Educational Supplement (TES)**

News International plc, Registered Office, P.O Box 495, Virginia St, London  
Tel: (020) 7782 6000

### **The Times Higher Educational Supplement**

Address as for TES.

### **The Guardian**

119 Farringdon Rd, London EC1R 3ER  
Tel: 0207 278 2332

## **FURTHER INFORMATION**

### **Department for Education & Skills**

Teachers Qualification Branch, Mowden Hall, Staindrop Road, Darlington, DL3 9BG

Tel: 01325 392126

Website: [www.dfes.gov.uk/index.htm](http://www.dfes.gov.uk/index.htm)

### **Teacher Training Agency**

Stag Place, London SW1E 5TT

Tel: 0207 925 3700

Website: [www.canteach.gov.uk](http://www.canteach.gov.uk)

### **Central Bureau for International Education and Training**

The British Council, 10 Spring Gardens, London SW1A 2BN

Tel: 0207 389 4004

Fax: 0207 389 4426

Email: [centralbureau@britishcouncil.org](mailto:centralbureau@britishcouncil.org)

Website: [www.britishcouncil.org](http://www.britishcouncil.org)

### **Qualifications and Curriculum Authority**

83 Piccadilly

London, W1J 8QA

Tel: 020 7509 5556 e-mail: [info@qca.org.uk](mailto:info@qca.org.uk)

### **OFSTED**

Alexandra House

33 Kingsway

London

WC2B 6SE

Tel: 020 7421 6800 e-mail: [geninfo@ofsted.gov.uk](mailto:geninfo@ofsted.gov.uk)

### **League for the Exchange of Commonwealth Teachers**

Commonwealth House, 7 Lion Yard, Tremadoc Road, Clapham, London, SW4 7NQ

Tel: 0207 498 1101

Fax: 0207 720 5403

### **GTCW (General Teaching Council for Wales)**

Website: [www.gtcw.org.uk](http://www.gtcw.org.uk)

## **ANNEX A – Salary scale for teachers**

### Main Pay Scale – England and Wales

Classroom Teachers start on the Main Pay Scale.

Teachers usually start at point M1.

	Sept '06 – August '07	Sept '07 – August '08
M1	£19,641	£20,133
M2	£21,195	£21,726
M3	£22,899	£23,472
M4	£24,660	£25,278
M5	£26,604	£27,270
M6	£28,707	£29,427

### Upper Pay Scale – England and Wales

This pay scale is performance based and can only be used once the teacher has reached the top of the Main Pay Scale.

	Sept '06 – August '07	Sept '07 – August '08
U1	£31,098	£31,878
U2	£32,253	£33,060
U3	£33,444	£34,281

### **Salaries for Unqualified Teachers (i.e. a teacher without QTS)**

Unqualified teachers – such as instructors – are paid on a 10-point scale ranging from £14,391 to £22,761. From September 2007, this scale ranges from £14,751 to £23,331. The governing body decides where on the scale an unqualified teacher should start, and may pay an additional allowance.

### **Salaries in the Independent Sector**

There are no set salary scales for teachers in independent schools. Many schools pay similar salaries to those in the state sector, while others pay higher or lower salaries. (The maintained sector pay scale should be used as a guide)

## **ANNEX B**

### **TEACHER TRAINING ROUTES TO QUALIFIED TEACHER STATUS (QTS)**

#### **GTP (Graduate Teacher Programme)**

OSN requires:

- A UK degree or equivalent
  - A qualification equivalent to GCSE grade C or above in mathematics and English
  - Primary teachers born after 1 September 1979 must also have the equivalent of GCSE grade C or above in science
- Employment based training to gain QTS
  - Duration normally 1 year depending on previous experience
  - Will be filling a post
  - Work permit can be issued on condition OSN gains QTS within training period

#### **RTP (Registered Teacher Programme)**

OSN requires:

- 2 years in Higher Education or 240 CATS (or equivalent)
  - A qualification equivalent to GCSE grade C or above in mathematics and English
  - Primary teachers born after 1 September 1979 must also have the equivalent of GCSE grade C or above in science
- Employment based training to gain a degree and QTS
  - Duration is normally 2 years. The minimum length of a programme is 1 year.
  - Will be filling a post
  - RTP does not meet the Work Permit criteria

#### **PGCE (Postgraduate Certificate of Education)**

OSN requires:

- A UK degree or equivalent
  - A qualification equivalent to GCSE grade C or above in mathematics and English
  - Primary teachers born after 1 September 1979 must also have the equivalent of GCSE grade C or above in science
- University based training leading to QTS
  - Student visa required, if OSN is not filling a post (refer to Croydon)

#### **BEd (Bachelor of Education)**

Student visa required, if OSN is not filling a post (refer to Croydon)