The external mentor role – Statutory induction and the Masters in Educational Practice
What is the background to the external mentor role?

In September 2012 the Welsh Government introduced the requirement for all newly qualified teachers (NQTs) to be supported through their statutory induction and the Masters in Educational Practice (MEP) by an external mentor.

The external mentor role brings high quality, national consistency to the induction and MEP experiences for all NQTs in Wales and ensures that all new teachers are provided with the best support during the vital, early years of their career.

When does the next round of recruitment commence?

The Welsh Government is responsible for the recruitment of external mentors and the next round of recruitment will commence in April 2013.

What does the external mentor role entail?

The external mentor role is of great importance in ensuring the high quality of both statutory induction and the MEP. Each external mentor works closely with a group of NQTs.

External mentors are expected to:

For statutory induction:

› provide induction support to all NQTs as set out in the Welsh Government’s induction guidance circular
› work collaboratively with each NQT’s school-based mentor and headteacher to ensure the highest quality experience for the NQT
› observe each NQT’s teaching at least twice a year
› provide support to all NQTs in demonstrating the Practising Teacher Standards
› participate in the assessment and moderation of induction profiles

For the MEP:

› help teachers to identify their professional needs and learning outcomes to be achieved for each taught MEP module during the induction period for the remainder of the three year programme
› provide opportunities for the teachers to reflect critically on their practice and support goal-setting for professional development
› provide support to enable teachers to apply teaching interventions and to analyse the impact of these on learning outcomes
› support groups of teachers within the MEP online learning environment
› provide feedback on teachers’ ideas in response to MEP tasks, at both an individual and group level.

What experience do I need to have?

To be considered for the external mentor role you must:

› have Qualified teacher status (QTS)
› be an experienced classroom practitioner
be employed in an educational setting, or have retired from an educational setting within the last two years

have excellent coaching and mentoring skills

have an excellent understanding of the statutory induction arrangements and the Practising Teacher Standards.

What are the benefits for me?

- It will give you an opportunity to share your knowledge and experience.
- It is your chance to help shape the future workforce within schools in Wales.
- It meets your commitment to raising school standards.
- It is an excellent opportunity to develop your mentoring and coaching skills.
- You will receive high-quality training developed specifically for external mentors.

What are the benefits for my school/employer?

- You will have access to new research and a range of high-quality resources which can be shared with your school/employer.
- There is financial support for your school/employer to cover your mentoring time – £1,875 per NQT per year if you are supporting induction and the MEP or £1,406 per NQT per year if you are supporting induction only (this funding is administered by the GTCW).

What is the time commitment?

Your time commitment will be dependent on the number of NQTs that you mentor. For NQTs who are undertaking induction and the MEP the yearly mentoring commitment in the first year is 7.5 days per NQT and for NQTs who are undertaking induction only the yearly mentoring commitment is 3.5 days. This is in addition to up to six days of mentor training plus, for MEP mentors, one learning day per module.

As the taught elements of the MEP commence in January and the induction moderation and assessment takes place at the end of the summer term, the majority of mentoring activities are concentrated in the spring and summer terms.

How long do I have to commit to?

The MEP will take an NQT three years to complete, therefore, wherever possible we would expect mentors to commit to a period of three years so that they can support their NQTs throughout the whole of the MEP programme. As a minimum we expect mentors to commit to one academic year. External mentors are required to give one calendar month’s notice if they decide to withdraw from the role.

How do I apply?

Applications will open in late April with interviews taking place throughout June. All successful mentors will be notified before the end of the summer term.

Details of the application process will be posted in the Dysg newsletter.


For further information please contact – PracticeReviewandDevelopment@wales.gsi.gov.uk