

Professional Standards for Teachers and Trainers in the Further Education and Training Sector

EDUCATION & TRAINING
FOUNDATION

The Professional Standards for Teachers and Trainers have become an essential tool in informing and supporting teachers' and trainers' continuing professional development. This document summarises how each of the Professional Standards, updated for 2022, can relate to each stage in your teaching career

Professional Values and Attributes



Early Career Teachers

1. Reflect on your teaching and evaluate its impact on your learners, determining which practices, values and beliefs improve outcomes, and which need changing.
2. Understand the value of educational for sustainable development (ESD) and communicate its importance to your learners, inside and outside the classroom.
3. Set high expectations for your learners, using communication that inspires their curiosity and is adapted to meet different individuals' needs and contexts.
4. Use knowledge of your learners' needs and starting points to develop their confidence and support their progress as critical thinkers and independent learners.
5. Demonstrate an understanding of diversity, equality of opportunity, inclusion and social equity and apply this to your practice, working with learners to identify and remove barriers to learning.
6. Build positive relationships with learners and other professionals based on mutual respect and identify key networks that can support you.
7. Identify and engage with opportunities to develop yourself and your practice, whilst applying your organisation's quality assurance policies effectively.

Professional Knowledge and Understanding



8. Keep your subject knowledge up-to-date to ensure your learners develop relevant understanding and skills to help them progress.
9. Review sources of educational research to reflect on and inform your knowledge of what works in your teaching.
10. Share knowledge of effective teaching with colleagues and other professionals to update and improve your practice.
11. Develop your knowledge of special educational needs and disabilities (SEND) by listening to learners and consulting with relevant legislation and guidance.
12. Understand the factors and policy drivers that shape your teaching role and professional responsibilities, including what constitutes effective safeguarding.

Professional Skills



13. Agree and model clear expectations for learning and behaviour with your learners, and take positive steps to support their wellbeing, drawing on appropriate guidance.
14. Use motivation strategies to keep learners engaged and focused on developing on the right skills and knowledge to meet their intended learning outcomes.
15. Plan your sessions with clear learning outcomes linked to learners' needs and develop safe and appropriate teaching and monitoring strategies to support their progress.
16. Select and use safe and appropriate digital technologies that engage and support your learners, drawing on your organisation's digital strategy for guidance.
17. Identify opportunities for developing learners' maths, English and digital skills in your sessions, and prepare learners for the world of work.
18. Provide your learners with access to up-to-date information, advice and guidance to help them plan their learning and progression.
19. Assess the learning, progress and achievement of learners, matching assessment methods to learning outcomes and providing timely and relevant feedback.
20. Plan and develop enrichment and progression activities for your learners, making appropriate links with employers and/or relevant community groups.

Experienced Teachers

1. Critically reflect on and evaluate the impact of your educational practices, values and beliefs on learners, using the feedback of others to test new ideas and set appropriate targets for improvement.
2. Model sustainable practices at work and collaborate with others to develop and embed ESD approaches that build learners' sustainability knowledge, skills and behaviours.
3. Critically reflect on your approaches to motivating and inspiring learners and share these insights with colleagues.
4. Develop learners' confidence, autonomy and critical thinking skills by consistently involving them in decisions about the pace, approach and difficulty of sessions and by using the results of assessments to plan future progress.
5. Promote and embed the importance of diversity, equality of opportunity, inclusion and social equity in your practice and share these insights with others to improve understanding.
6. Collaborate with learners and other professionals in a range of settings to create opportunities for developing and improving the learner experience.
7. Engage with colleagues, learners and relevant stakeholders to develop and share your knowledge of effective teaching and quality improvement practices.

8. Consistently develop your subject knowledge to improve the planning and delivery of your teaching, drawing on relevant research, networks and/or engagement with employers.
9. Engage with a broad range of relevant theories and research in pedagogy/assessment to inform your teaching and evaluate the results with peers.
10. Consistently share knowledge of effective teaching practices with colleagues and other professionals to improve your teaching in a range of settings.
11. Keep abreast of developments in legislation, learning theory and SEND research to develop effective practices in inclusive teaching and improve these through collaboration with others.
12. Adapt your practice effectively in response to relevant legal, regulatory, institutional and ethical considerations, reflecting critically with others on what this means for your role and professionalism.

13. Use a range of effective strategies to develop positive learner behaviour and wellbeing, and adjust these in response to feedback from learners and peers.
14. Use a range of strategies to motivate and develop learners to a high level, sharing effective practices with peers and setting consistent goals that enable learners to make good progress and achieve.
15. Plan sessions with clear, stretching learning outcomes and a range of inclusive teaching strategies to achieve learners' goals, and adjust these in response to learner feedback and progress.
16. Promote and use a range of digital technologies that are safe, engaging and appropriate for your learners and evaluate these with your peers.
17. Consistently develop opportunities for embedding maths, English and digital skills in your teaching, and work with others to plan and develop learners' employability skills.
18. Provide your learners with access to detailed and up-to-date information, advice and guidance to help them plan, evaluate and reflect on their progress and future ambitions.
19. Use a wide range of approaches to assess learning, including giving detailed, personalised feedback to support and extend learners, and share these results with peers to aid future planning.
20. Collaborate with employers, higher education and/or community groups to develop a range of enrichment and progression opportunities for your learners.

Advanced Teachers

1. Support colleagues to critically reflect on the impact of their educational practices, values and beliefs, drawing upon personal examples and external evidence to drive improvements in learner outcomes.
2. Champion a whole-organisation approach to ESD with peers and external partners by helping them promote, research and embed good ESD practice.
3. Role model inspirational approaches to teaching and learning that have a demonstrated positive impact on learners' motivation and aspirations.
4. Promote innovative and high-impact approaches to improving learners' confidence, autonomy and critical thinking skills.
5. Champion organisational initiatives that support effective practice in diversity, equality of opportunity, inclusion and social equity.
6. Lead on collaborative projects with colleagues, learners and/or external partners that deliver high stakeholder confidence and improvements to the learner experience.
7. Create innovative learning opportunities for colleagues to develop their expertise, effectiveness and knowledge of quality improvement.

8. Support colleagues with developing their subject pedagogy by engaging them critically with the latest research and by signposting them to relevant employers and/or expert communities.
9. Engage with an extensive range of educational research sources to critically reflect on and develop your teaching practice and the practices of your peers/other stakeholders.
10. Continuously share knowledge of effective teaching practices with colleagues and other professionals from different communities and use this to influence models of effective teaching within your organisation.
11. Use your extensive knowledge of SEND research and learners' lived experiences to model effective practice and shape whole-organisational approaches to inclusive teaching.
12. Support others to develop effective responses to changing legal, regulatory, institutional and ethical priorities that impact on their roles and professionalism.

13. Promote and create highly productive and enjoyable learning environments where learners consistently develop, thrive and excel.
14. Develop innovative and solutions-focused strategies for motivating, coaching and/or developing learners across a range of settings, enabling them to make excellent progress and achieve.
15. Skilfully develop safe, engaging and innovative plans where learners consistently achieve their goals, and support others in effective planning and record-keeping.
16. Showcase your extensive knowledge and skills in digital technologies with peers to help them confidently develop effective digital practices in their own teaching.
17. Develop and promote creative approaches to embedding maths, English and digital skills in the curriculum, and contribute to organisational strategies for developing learners' employability.
18. Proactively engage with team/organisational strategies to develop the effectiveness of information, advice and guidance for learners to improve their progression planning.
19. Consistently review and develop effective practice in assessment, feedback and target-setting with peers and learners.
20. Support colleagues in developing high-impact enrichment and progression experiences across a range of settings.