**Become a Peer Inspector in the Post-16 Sectors**

Ready to start your application? [Click here](https://www.smartsurvey.co.uk/s/4Z8GHV/)

Estyn is recruiting practitioners to become peer inspectors and are currently inviting applications from those with experience in either of the following post-16 sectors:

* **Further Education (FE)**
* **Justice sector (Prisons and Young Offender Institutions)**

Provided that they have the relevant experience, successful applicants can request to be registered as eligible to inspect across multiple post-16 sectors, including adult learning in the community, further education, independent specialist colleges, learning in the justice sector, and work-based learning.

**About the role**

Peer inspectors make an invaluable contribution to Estyn inspections. They are full members of our inspection teams and bring their current sector-specific expertise to the inspection process. They carry out observations, meet with learners, participate in meetings with provider staff, contribute to moderation meetings and write feedback-ready text for the inspection report.

Being a peer inspector brings a unique opportunity to gain experience of the inspection process, work with Estyn inspectors and contribute to improvement in individual providers and the sector as a whole. Peer inspectors are typically deployed no more than once a year but will not necessarily be deployed every year.

As part of FE college inspections, peer inspectors are invited to attend either part of a college inspection (typically four or five days) or a full college inspection (up to nine days). Time for travelling to and from the inspection is included within the working week.

Peer inspectors may also be invited to apply to join one of Estyn’s thematic review teams. Thematic activity generally involves visiting multiple providers to meet with learners and staff members as well to as observe practice before contributing to a nationwide report on a particular topic or theme. Examples of [Estyn’s thematic reports](https://www.estyn.gov.wales/improvement-resources-search?type=thematic_report) are available online.

Our justice sector peer inspectors will typically be deployed on thematic inspections or on inspections in other education sectors such as FE colleges, adult learning or independent specialist colleges.

Peer Inspectors undertake a wide range of activities as part of inspections and thematic reviews, including:

* observing teaching and learning
* listening to learners
* talking to staff, learners and parents
* scrutinising samples of learners’ work
* evaluating the impact of the provider’s policies, plans and procedures
* scrutinising processes, practices, and documents
* leading on an aspect of an inspection area
* drafting sections of the inspection report

Inspections and thematic reviews often involve travel between sites and accommodation away from home. Peer inspectors must have a valid driving licence and have access to a vehicle for the duration of the inspection. Estyn will meet travel and subsistence costs on inspection in accordance with its [travel and subsistence policy](https://www.estyn.gov.wales/document/travel-and-subsistence-policy).

Peer inspectors are required to attend annual update training events and to maintain their Estyn ‘inspector profile’. Peer inspectors must be able to provide proof of a current DBS check (within the last three years) in order to attend initial training and deployment.

Peer inspector involvement is a key part of our inspection and thematic review activity. Your knowledge and skills will enable you to make a significant and meaningful contribution to the work of the team. Being a peer inspector will give you the opportunity to learn about the inspection process and to see other providers at work. It can provide a valuable opportunity to observe effective practice.

**Role specific criteria**

Knowledge:

* Demonstrates up-to-date knowledge in one or more of the specified post-16 inspection sectors
* Understands Welsh Government/CTER strategies, policies, plans and initiatives for education and training in Wales and keeps abreast of new developments
* Evidences a desire to improve education and training in Wales and an understanding of Estyn’s key role in this mission
* Demonstrates awareness of, and ability to comply with, policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

Skills:

* Communicates clearly and effectively through well-developed written and verbal communication skills; is able to write clearly and concisely in line with the [Estyn writing guide](https://www.estyn.gov.wales/node/13381)
* Contributes to the development and sharing of good practice in education and/or training
* Evaluates fairly and makes reliable decisions in a variety of demanding and time-pressured situations
* Engages colleagues and providers constructively and professionally
* Delivers a high standard of work and continually improves by responding appropriately to feedback
* Has the ability and willingness to work flexibly and develop new skills
* Works with integrity and is able to uphold Estyn’s code of conduct for inspectors
* Is able to use standard IT applications competently (appropriate training is available)

**Eligibility**

Peer inspectors will:

* be currently working at a post-16 provider (adult learning in the community, FE, learning in the justice sector and work-based learning)
* have at least five years’ experience in teaching/assessment or closely related role; experience in a leadership role is desirable but not essential
* be able to inspect through the medium of English; the ability to inspect through the medium of Welsh is desirable but not essential
* have the support of your Principal/CEO/MD/Governor or Chair of Governors (where applicable)
* for justice sector only: have at least two years leadership experience overseeing the quality and delivery of education, work and skills.

**Selection and training**

The training will take place during the three days of **Weds 18th - Friday 20th Sep 2024 in Cardiff** (venue TBC). Estyn will reimburse your travel, subsistence and accommodation (if needed) expenses for attending this event.

The initial training will include a formally assessed component.

While candidates may apply to be registered as a peer inspector in up to all four post-16 sectors specified above, Estyn will have final discretion about which peer inspectors are registered for each sector.

**Probationary inspection(s):** You’ll be deployed on an assessed inspection, and the lead inspector will evaluate your performance.

**Expenses and remuneration**

* The peer inspector role is a voluntary position and is not paid. Estyn will pay your employer an amount to contribute to cover costs of your absence while you are on inspection or thematic review visits
* Estyn will meet travel, accommodation and subsistence expenses for peer inspectors while they are on inspection or undertaking thematic review visits, in accordance with its [travel and subsistence policy](https://www.estyn.gov.wales/system/files/2020-07/Travel%2520and%2520Subsistence%2520Policy%2520%2528January%25202019%2529.pdf)
* Annual peer inspector update training is free of charge, but Estyn does not reimburse travel or subsistence expenses for attending update training

**Disclosure and Barring Service check**

If you’re invited to the training, we’ll ask you to ensure that you have a Disclosure and Barring Service (DBS) check. It should be an enhanced certificate, no more than three years’ old, and should include the child workforce category. You’ll need this DBS check to become a peer inspector.

**Deployment**

If you successfully complete the training your name will be added to Estyn’s pool of registered peer inspectors. It is important you keep your contact details up-to-date through your Estyn inspector profile.

If you are invited to join an inspection or thematic review team, we will be in touch via e-mail around two months prior to the inspection to inform you of the dates for which PIs are needed. You will be asked to confirm your availability. If you accept the invitation, you will then receive further information from the inspection coordinator and the reporting inspector at Estyn who coordinate and lead the inspection.

Every year, we invite all peer inspectors to attend update training. There is no charge for the training, but we are not able to pay supply cover or travel and subsistence costs.

**How to apply**

**Online application form:** <https://www.smartsurvey.co.uk/s/4Z8GHV/>

**Closing date:** **15 May 2024 (10am)**

We’ll contact applicants with the results of the first stage of the application process on the week commencing **20th May 2024**.

Any fields marked with \* are mandatory, so you won’t be able to submit the form without entering a response for these fields. If they don’t apply to you, please enter ‘N/A’.

**Contact details**

This pack contains all of the information you need about the role and the application process, but if you have any questions please email us at [events@estyn.gov.wales](mailto:events@estyn.gov.wales) or call us on 02920 44 6510.

We look forward to receiving your application.

**Appendix – Subject specialisms**

These are the subject specialism categories that you will use to indicate your specialisms as part of your application. If they do not match your subject expertise precisely, please choose the category which most closely matches your subject expertise. You will be asked to select up to three as part of your application.

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| **Subject Specialisms** |
| Welsh Baccalaureate Qualification |
| A-level management |
| Additional Learning Needs (ALN) |
| ALC Wellbeing provision |
| ALC Craft provision |
| ALC Personal Interest provision |
| Child Development and Wellbeing |
| Health and Social Care |
| Public Services |
| Mathematics |
| Science |
| Agriculture |
| Animal Care and Veterinary Science |
| Horticulture and Forestry |
| Engineering and Manufacturing Technologies |
| Transportation Operations and Maintenance (Motor Vehicle) |
| Building and Construction |
| ICT |
| Beauty |
| Hair |
| Hospitality and Catering |
| Retailing and Wholesaling |
| Warehousing and Distribution |
| Sport, Leisure and Recreation |
| Travel and Tourism |
| Art and Design |
| Media, Publishing and Information Services |
| Performing Arts |
| Design Technology |
| History, Philosophy and Theology |
| Religious Education |
| Anthropology, Sociology and Social Policy |
| Geography |
| Politics |
| Economics |
| English Language and Literature |
| Modern Foreign Languages |
| Welsh Language and Literature |
| Direct Learning Support |
| Teaching and Lecturing |
| ESOL |
| Essential Skills Wales Qualifications |
| Independent Living Skills |
| Literacy |
| Numeracy |
| Accounting |
| Business Administration and Finance |
| Law and Legal Services |
| Marketing and Sales |