

Become a Peer Inspector in the Post-16 sector

Ready to start your application? [Click here](#)

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:

- **adult learning in the community**
- **work-based learning**

If they wish and provided that they have the relevant experience, successful applicants can be registered as eligible to inspect across multiple post-16 sectors, including adult learning in the community, FE, 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 the inspection team 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 and judgement 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 once or twice a year but will not necessarily be deployed every year.

Peer inspectors on work-based learning inspections and adult learning in the community inspections attend for a full working week, i.e. five days. Time for travelling to and from the inspection is included with the working week. Peer inspectors must be able to commit to the full period of the inspection.

Peer inspectors may alternatively 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 as observe practice, before contributing to a nationwide report on a particular topic or theme. Examples of [Estyn's thematic reports](#) are available online.

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](#).

Peer inspectors are required to attend annual update training events and to maintain their Estyn 'inspector profile'. Peer inspectors must possess a current (three years or less) DBS check in order to attend initial training, annual update training and inspection

Peer inspectors are a key part of our inspection and thematic review teams. As a peer inspector, you'll use your knowledge and skills to contribute 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 the Welsh Government's 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 an 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 following the [Estyn writing guide](#)
- Contributes to the development and spread of good practice in education and/or training
- Makes sound judgements and 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 confidently (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 or chair of governors (where applicable)

Selection and training

The training will take place at a face-to-face meeting on **12-14 September 2023 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](#)
- 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 send you an 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/ECUA2B/>
Closing date: 13 June 2023

We'll contact everyone with the result of their application week commencing **26 June 2023**.

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 or call us on 02920 44 6510.

We look forward to receiving your application.

Appendix – Subject specialisms

These are the potential subject specialism categories. 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.

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

