

How does the **COMPETENCE PROCESS** work?

A mandatory report or complaint has been made about your teaching. However, the competence process is not a disciplinary one - we aim to support you to meet all the *Standards for the Teaching Profession* and get your practice back on track!

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Your case starts with the Competence Case Coordinator. They collect evidence from the school/centre and you. You get a copy of all the evidence and are invited to respond to the allegations.

2



Your case is then handed to a **Professional Practice Evaluator**. They will evaluate the evidence and assess your competence against the *Standards for the Teaching Profession*.

Who are Professional Practice Evaluators?

Experienced, registered, senior teachers from across the sector

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The evaluator will write a report after their investigation. If the evaluation finds you need further help to reach the required level of competence some **recommendations** will be made.

What kind of recommendations?

In some cases the recommendation is no further action. Other recommendations can be to:

- Place conditions on practising certificate
- Annotate register
- Refer the case to the Competence Authority

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You get a copy of the report and a chance to comment. If conditions are recommended and you agree, a plan to improve your practice is implemented. If you don't agree your case is referred to the Competence Authority.

What happens when my case is closed?

Any original documents are returned and your file remains safe and secure in our digital archive.

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The Competence Authority considers the report and your submission. They have the power to impose the recommendations, annotate the register, or in very serious cases, cancel the teacher's practising certificate/registration.

