

Welsh Language Standards Monitoring Report 2025–26

Mae'r ddogfen hon hefyd ar gael yn Gymraeg.

Introduction

The Education Workforce Council (EWC) is the independent, professional regulator for the education workforce in Wales.

Established by the Education (Wales) Act 2014, we regulate education practitioners in 13 different registration categories spanning schools, further education (FE), youth work, and adult/work-based learning. Our Register of Education Practitioners (the Register) is the biggest public register of any profession in Wales, and most wide-ranging register of education professionals in the world, with over 91,000 practitioners registered.

We are included in category four of the Welsh language standards (the standards). This requires us to comply with 148 standards covering service delivery, operational matters, policy making, and record keeping.

Our commitment to the Welsh language webpage contains our standards of service policy, which is reviewed every two years. This policy explains how we act in accordance with the requirements of the Welsh language standards, and reflects the principle that Welsh and English have equal status in our work and administration. The policy, together with our policy on using and promoting the Welsh language internally (reviewed annually) sets out our responsibility to promote and develop the use of Welsh within our workplace and across the wider education workforce, in which our registrants practise.

Alongside these documents, this annual report sets out our compliance with the standards during 2025–26, and highlights the steps we have taken to strengthen use of the Welsh language internally, and in our engagement with registrants and external stakeholders.

Our standards, compliance, and monitoring

All EWC staff share responsibility for ensuring compliance with the standards. [They are available for everyone to view on our website](#) (operational standard 149), together with information on how we meet each requirement.

Compliance with the standards is a standing agenda item at monthly senior management team meetings. Responsibility for monitoring compliance sits with the Director of Professional Development, Accreditation and Policy. This annual report was reviewed by our Executive Committee prior to discussion and approval by our Council.

Should the Welsh Language Commissioner (the Commissioner) request information regarding any aspect of our compliance with the standards, we are under a duty to provide it. We have continued to engage constructively with the Commissioner over the course of the reporting period, not only regarding our efforts to promote and encourage the use of the Welsh language, but also to seek their advice on service provision and good practice.

In November 2025, our regulatory compliance with the standards was subject to an independent internal audit. The audit gave substantial assurance with no recommendations.

This year, two areas of our work, namely our social media posts and our telephone service, were monitored by the Commissioner, testing aspects of our service delivery. We received confirmation that the samples tested in both areas of work demonstrated a high level of compliance.

Compliance

Service delivery standards

Written correspondence

When the preferred language of the person we are contacting is unknown, or when writing to groups of people (such as through email newsletters), our initial correspondence is always bilingual, with Welsh on the left, or on top so that it appears first. Where we know the language preference, communication is then conducted in that language. When someone writes to us using both Welsh and English, we provide a bilingual response.

Our letterheads and email footers include a statement welcoming correspondence in Welsh, and confirming that using Welsh will not cause any delay in our response.

All email signatures and/or email footers include bilingual job titles and contact details, and Welsh in the Workplace logos for staff who choose to include it. All out of office replies are in Welsh and English as standard.

Telephone calls

Our main telephone number connects to an automated system which greets the caller bilingually (Welsh message first). After that, the system allows the caller to choose whether they wish to speak to one of our staff in Welsh or English. We have trained staff on how to deal with calls in order to ensure that callers receive the best service in the language of their choice.

If a caller, whose preferred language is Welsh, wishes to speak to someone with specific expertise, who is not a Welsh speaker, they are informed of this and asked whether they are content to proceed with the conversation in English, before being transferred.

On occasions when a call from an individual whose preferred language is Welsh needs to be transferred to a specific department during a time when all Welsh speaking staff are unavailable, the caller is given three options: to remain on hold; to leave their contact details and receive a call back as soon as possible; or be transferred to a member of staff with whom they can continue their call in English (demonstrating compliance with operational standard 17).

A summary of the number of calls received during 2025-26, in Welsh and English, is provided below:

	Welsh calls		English calls		Unknown ¹		Total
	Number	%	Number	%	Number	%	
Q1	403	8.9%	4,064	89.8%	57	1.3%	4,524
Q2	325	9.9%	2,901	88.7%	45	1.4%	3,271
Q3	267	10.3%	2,273	88.0%	42	1.6%	2,582
Q4	284	8.0%	3,141	88.7%	115	3.2%	3,540
Total	1,279	9.2%	12,379	88.9%	259	1.9%	13,917

¹ Unknown relates to calls transferred internally as the telephone system is unable to record this data.

Meetings

We provide dedicated corporate backgrounds for Welsh speakers and learners which feature the Iaith Gwaith logo. Staff are encouraged to use these at virtual meetings.

When arranging meetings, we confirm the preferred language of attendees in advance, and offer simultaneous translation, if required.

The Council conducts its public meetings bilingually by agreement of Council members, employing a simultaneous translation service to ensure that all participants and observers can follow proceedings. Minutes of public Council meetings are approved by the Council and published bilingually on our website.

Events

Over the last year, we have hosted several events to promote our work and engage with registrants and stakeholders:

- [Masterclass 2025: The developing brain in a modern educational context](#) (May 2025)
- [Unlocking 25+ years of EWC fitness to practise casework expertise](#) (May 2025)
- [Annual education workforce statistics briefing event](#) (October 2025)
- [Recruitment and retention: trends, challenges, and policy pathways](#) (November 2025)
- [Professionally Speaking 2026: Exploring learner behaviour and the power of physical activity](#) (January 2026)
- ITE stakeholder event, hosted jointly by EWC and Estyn (March 2026)

At all events held during the reporting period, hosts delivered opening and closing remarks bilingually. Welsh speaking presenters delivered their items through the medium of Welsh, with simultaneous translation provided for non-Welsh speaking attendees. All such events during the reporting year were held virtually, via Zoom, which allows simultaneous translation to be provided whenever Welsh is spoken.

The audience at all events were able to submit questions via the chat or Q&A function in Welsh or English. Across our series of events, 11 questions were asked in Welsh this way.

All visual presentations used at these events have been provided bilingually, with attendees able to choose whether to view the slides in Welsh or English. All events are recorded and subtitled in both Welsh and English. [These recordings are available on our YouTube channel.](#)

Whilst the events we run are free of charge, we do require attendees to register their attendance through the bilingual online ticketing platform, TicketSource. As part of the sign-up procedure, we ask whether or not attendees are Welsh speakers.

In May 2025, the EWC, including Educators Wales, maintained a week-long presence at the Urdd Eisteddfod in Margam. In August 2025, we also attended the National Eisteddfod in Wrexham for the full week. As part of staffing both events, we ensured that at least one Welsh-speaking staff member was present at all times, and staff who are learning Welsh were encouraged to volunteer. Our attendance at both events was promoted bilingually across our social media channels.

Other events we have attended this year, across all parts of Wales (and beyond) include:

- the National Education Show (Llandudno and Cardiff)
- Pride Cymru (Cardiff)
- Cardiff Mela
- Royal Welsh Show (Builth Wells)
- Tafwyl (Cardiff)
- conference 'market places' across various locations
- university open days throughout Wales
- recruitment fairs across Wales and England

We also sought to ensure that at least one Welsh-speaking staff member was present at these events, enabling registrants, stakeholders, and the public to be able to engage with us in their preferred language.

Presentations

As summarised below, we offer presentations across several of our operational areas in Welsh or English, as requested by employers or stakeholders. We aim to deliver all presentations in the language requested².

The following presentations were made available on our YouTube channel in 2025-26 and include the slides and subtitles in Welsh:

- [Code of Professional Conduct and Practice \(the Code\)](#)
- [Professional registration and regulation - what it means for you](#)
- [An essential guide to your Professional Learning Passport \(PLP\)](#)

Fitness to practise

The fitness to practise team (and senior officers) regularly visit schools, FE colleges, and other educational settings across Wales to deliver presentations to current and prospective registrants, employers/agents, and others about the Code. In this reporting period, we delivered 47 of these sessions, of which five were delivered in Welsh.

Registration

Annually, the registration team presents to final year teaching (school and FE), and youth work students at institutions across Wales. In this reporting period, we delivered 35 registration presentations, of which 11 were requested and provided in Welsh. Copies of all slides were provided in Welsh and English after each presentation. Attendees at all presentations were able to ask questions (and receive a response) in Welsh or English.

Professional development and funding

The professional development and funding team deliver presentations to newly qualified teachers and relevant stakeholders about the induction profile, as well as to all registrants and stakeholders on the PLP. During the reporting period, we delivered 80 sessions, of which 20 were delivered in Welsh.

² Where a request has been made for a presentation to be delivered on a specific date, it may not always be possible to provide a speaker (either in Welsh or English). Where a Welsh speaker is not available, we are happy to offer alternative dates when a presentation can be delivered in Welsh.

Promotion of careers

In the reporting period, the promotion of careers team (Educators Wales) delivered a total of 55 presentations, nine of which were requested and provided in Welsh.

Signage, publications and forms

We produce all EWC materials either bilingually (with Welsh on the left or on top so that it appears first), or in separate Welsh and English versions. English only versions notify the reader that the material is available in Welsh (demonstrating compliance with operational standards 136, 137, and 138).

Website and social media

Our website and associated web-services are fully bilingual and users can easily switch between Welsh and English. This applies to all of our web services, including the public Register which can be checked by employers, learners and young people, parents/guardians and, members of the public.

The PLP

The PLP is supported by a fully bilingual app. During 2025–26, the PLP saw:

- 193 newly qualified teachers create their induction profiles using the Welsh language version (with 1,029 created in English)
- 2,371 Welsh language professional learning experience templates created (14,263 in English³)
- 437 Welsh language career entry profiles created (by Initial Teacher Education (ITE) students at the end of their studies) and used to identify their strengths and areas for further development as they enter induction (1,364 in English)

Educators Wales

We are also responsible for the Educators Wales website which provides an online careers, training, and recruitment portal for current and aspiring educators in Wales. The website is fully compliant with the standards, with all content available in both Welsh and English. We provide a bilingual webchat service, offering live or next day replies from EWC officers, as well as responding to queries received via direct email and telephone. A total of 583 queries were received in 2025–26, 18 of which were in Welsh.

Social media

Both the EWC and Educators Wales have social media accounts.

The EWC has accounts on Facebook and LinkedIn, with content posted in Welsh and English on a single feed.

Educators Wales has separate accounts on Facebook and Instagram for Welsh and English content. Content on the LinkedIn account is posted in Welsh and English on a single feed.

We respond to all messages received through social media in the language of the original query.

³ In line with EWC's PLP account retention and deletion policy, we have deleted 9,802 accounts and the associated assets of PLP users who are no longer registered with EWC during the reporting period.

The EWC also has a YouTube channel, where all videos that we post are made available in separate versions with Welsh and English subtitles (with all text provided in the viewers preferred language, regardless of the language being spoken).

The Communications Manager is responsible for all social media output on EWC channels. The Promotion of Careers Manager is responsible for all social media output on Educators Wales channels.

Office reception

Within our corporate services team, two of the four posts are Welsh essential, ensuring that we are able to provide full bilingual reception cover. In December 2025, an appointment-only system was introduced for all in-person meetings and visits to the EWC. This also allows visitors who have scheduled a meeting with an EWC officer to specify their preferred language ahead of time.

All Welsh-speaking staff members are provided with, and encouraged to wear, the Welsh at Work lanyard or pin badge (demonstrating compliance with operational standards 130 and 130A). Posters displayed in our reception area inform visitors that we provide a fully bilingual service. The visitors' signing-in book is also bilingual.

Other Welsh language service delivery information

ITE accreditation

We are responsible for accrediting and monitoring programmes of ITE in Wales. We remind all providers of the importance of the Welsh language within the accreditation process, and ensure that all accreditation arrangements operate bilingually. During all visits to partnerships, whether virtual or onsite, we welcome presentations and professional dialogue through the medium of Welsh, or bilingually, and simultaneous translation is made available.

During the reporting period, simultaneous translation services were used for one reaccreditation visit (CaBan Bangor), and three monitoring visits (Open University, Cardiff Partnership for ITE, and Athrofa Professional Learning Partnership). In addition, it was used at the ITE stakeholder event, hosted jointly by EWC and Estyn, which took place online in March 2026.

In November 2025, in collaboration with Welsh Government, we allocated ITE intake numbers, to the ITE partnerships, for programmes commencing in September 2026. As part of this process, we communicated clear expectations to partnerships, including a target that at least 30% of total recruitment should be Welsh-medium. We will monitor recruitment against these targets on a monthly basis, and report progress to Welsh Government.

We delegate responsibility for accrediting ITE programmes to our ITE accreditation board (the board). As at 31 March 2026, the board consisted of 14 members and two Estyn observer members, including the chairperson and two deputies, all drawn from different fields of education. There are currently five board members who are fluent Welsh speakers and two Welsh learner members; in addition, one of the Estyn observer members is also a fluent Welsh speaker.

Promoting careers in the education workforce to Welsh speakers

During 2025–26, our Educators Wales team has continued to promote careers in the registered professions in line with our statutory remit, as well as deliver additional work funded by Welsh Government, that sit beyond our statutory functions. Our approach aligns with Welsh Government's ambition to develop the language skills of all practitioners,

including their ability to teach Welsh, or to teach through the medium of Welsh. It also responds to the Cymraeg 2050 strategy, which identifies the education sector as having a crucial role in achieving the goal of one million Welsh speakers.

Our advocacy and support team developed recruitment and engagement plans which included targeted recruitment for Welsh-medium practitioners. The team also includes a recruitment and support officer with specific responsibility for planning and delivering events and promotional activity aimed at Welsh speakers. This has included:

- meeting regularly with ITE partnerships to deliver information evenings for those considering becoming a Welsh-medium teacher
- delivering employability workshops and presentations on careers in education in Welsh-medium secondary schools
- attending careers fairs taking place in colleges, universities and Welsh-medium schools,
- delivering presentations to Welsh-medium teaching assistants to support and encourage progression into the teaching profession
- attending community-based Welsh medium festivals across Wales in partnership with various mentrau iaith

During the first half of the year EWC officers continued to work closely with Welsh Government officials and Coleg Cymraeg Cenedlaethol on a number of actions within the Welsh Government's 10-year Welsh in Education Plan. This has now been superseded by Welsh Government's Strategic Education Workforce Plan (published in March 2026) which we contributed to over a series of meetings and by engaging with draft versions of the plan.

Fitness to practise and induction appeals

As at 31 March 2026, 57 panel members were available to sit on fitness to practise committees, 14 of which were Welsh speakers. Of the 57 panel members, 16 were chairs, four of which were Welsh speakers.

We conduct all fitness to practise casework in the registrant's language of choice, either Welsh or English. Upon receiving a case, we contact the registrant to confirm their preferred language. If the matter proceeds to a hearing, this preference is confirmed again to ensure continued compliance, and so the registrant can confirm whether they wish the hearing to be conducted through the medium of Welsh. Witnesses are invited to provide statements taken in Welsh, and may give evidence in Welsh, irrespective of the language of the hearing itself.

During the year to 31 March 2026, we heard two hearings in Welsh at the request of the registrant.

Quality Mark for Youth Work (QMYW) in Wales

As at 31 March 2026, we had 54 assessors for the QMYW. Of these, nine were Welsh speakers (at various levels).

Organisations applying for the QMYW may submit documentation in Welsh, English, or bilingually. We conduct QMYW assessments in the applicant's preferred language. During the year to 31 March 2026, two QMYW assessments were supported by Welsh speaking peer assessors to ensure accessibility for Welsh speaking young people and staff within those organisations during their assessments.

Policy making standards

Policies and procedures

During the reporting year, we undertook a comprehensive review of our policy on the internal use and promotion of the Welsh language (standard 92). The review was informed by guidance issued by the Commissioner, attendance at webinars hosted by the Commissioner's office, and consultation with EWC staff through our Employee Forum. This ensured that the revised policy reflects best practice and has staff endorsement for everyday use in the workplace.

As part of our Integrated Impact Assessment (IIA) process, we assess compliance with the standards, and evaluate how policies may affect Welsh-speaking or Welsh-learning staff, registrants, and stakeholders. The process also encourages officers to actively seek opportunities to promote the status and use of the Welsh language within the workplace, and increase the use of our Welsh language services.

Matters relating to the Welsh language, including compliance, usage, and initiatives to promote its use, are a standing agenda item at our quarterly employee forum meetings. This helps ensure the language is embedded within our organisational culture and the work we do.

Consultations, research, and statistics

We published one consultation during the reporting year, relating to our Strategic Plan 2026–2029. The consultation was conducted bilingually, and sought views about the Welsh language in line with standards 86–88. As a direct result of the consultation, we updated the Strategic Plan to ensure that it more fully captures the breadth of our role in supporting national ambitions for the language across the education system, including in relation to Cymraeg 2050 and to the implementation of the Welsh Language in Education Bill, recognising the significant implications these have for workforce planning, development, and supply.

This year, we have responded to the Commissioner's consultations and calls for evidence, on:

- monitoring compliance toolkit
- self-assessment questionnaire

In July 2025, we published our Annual Education Workforce Statistics for Wales. This report detailed Welsh language data for the whole education workforce in Wales, across schools, FE, adult/work-based learning, and youth work settings. Following its publication, we held a stakeholder briefing in October 2025, providing an overview of the data and highlighting key trends, including statistics on the number of practitioners able to speak and work through the medium of Welsh. The EWC's Data Manager, who led the event, presented through the medium of Welsh and answered three Welsh language questions from attendees.

In November 2025, we held a data and policy briefing event on recruitment and retention within the education workforce, using our data to identify trends, challenges, and policy pathways, including in relation to the Welsh language. The event included two presentations, one of which was delivered in Welsh, followed by insights from a panel of experts, and concluded with a Q&A session. Two of the five panellists contributed their insights in Welsh and one question was asked in Welsh.

Throughout the autumn of 2025, we published a series of data insights covering several of our registrant groups, including a detailed workforce profile outlining the Welsh language ability of school teachers.

Operational standards

Promotion of the Welsh language

Alongside our policy on using and promoting the Welsh language, awareness of the standards forms part of our induction programme, with new staff learning about the standards, how they apply to us, and our organisational approach to embracing the Welsh language. New starters who are Welsh speakers are encouraged to use Welsh, both for work and in informal discussions with colleagues. Opportunities to learn and develop Welsh language skills, as well as to practise speaking Welsh with colleagues, are highlighted to new starters.

Our commitment to the Welsh language webpage outlines the work that we do to promote the Welsh language within our workforce and in the standard of service we deliver to our registrants and stakeholders. We also have a promotional video, which we host on our YouTube channel and promote via our website and social media channels, highlighting how we support the use of Welsh within the workplace, and how we ensure that all our services are bilingual.

Cymraeg ar Waith, our bilingual e-newsletter, is issued to all staff on a quarterly basis. Its aim is to promote the use of Welsh across our organisation and provide practical hints and tips on compliance to help ensure we implement the standards consistently.

Our staff intranet, Eddie, is bilingual, enabling staff to receive all internal communications, and access organisational information and corporate literature, through their preferred language. We also use Eddie to share information about various awareness campaigns and cultural celebrations. This year, we promoted the Welsh language Commissioner's Defnyddia dy Gymraeg campaign, Dydd Miwsig Cymru, and a number of Welsh language events including the Urdd Eisteddfod, National Eisteddfod, and Tafwyl.

Our dedicated EWC Welsh style guide, yr Arddulliadur, provides all staff guidance on communicating in Welsh.

We also continue to provide access to the Cysgliad software package, which includes a Welsh dictionary and spellchecker, on the computers of Welsh-speaking staff (standard 114). The To Bach programme, which assists with using the circumflex accent that frequently appears in the Welsh language, is installed on all computers. Any member of staff, who wishes to do so, is also able to have the Microsoft Welsh pack installed onto their PC, allowing users to view menus, dialog boxes, and supported apps and websites in Welsh.

Policies and procedures

We publish all EWC policies, including those listed in the standards, in Welsh and English on the staff intranet. Any forms or documents associated with the policies are available to staff in Welsh and English, or bilingually.

Our discipline and grievance policies set out employee rights, as per the standards, to use the Welsh language during any procedure.

Complaints

If we receive any complaints, we have processes in place to record them in detail and save them electronically. All complaints are also reported to the senior management team. Our website includes a dedicated section outlining our commitment to the Welsh language and providing information on how to raise a Welsh language related complaint. Our standards of service policy is also available on the website. During the reporting period we received no requests for copies of this policy.

During 2025-26, we did not receive any formal complaints regarding the Welsh language, or our compliance with the standards.

On one occasion, we responded in English to a request that had been submitted in Welsh. Once we recognised the mistake, we apologised and issued a Welsh language response within the hour. No formal complaint was made, but for transparency we have recorded the incident here.

Welsh language training

We continue to foster an encouraging environment for Welsh speakers and Welsh learners within the organisation. Staff are supported to learn and use Welsh, and first language Welsh speakers actively assist colleagues who are developing their skills.

The Performance Development Review (PDR) process, together with the staff survey referenced below, are the primary mechanisms for identifying the Welsh language training and development needs of our staff. We fully support relevant Welsh language training for all staff. During the reporting year, one member of staff continued to undertake further formal Welsh language training.

We have also supported members of staff who want to build on their formal training by offering in-house mentoring sessions. One member of staff, who with our support, has been learning Welsh since 2018, meets with our Welsh speaking communications officer weekly for informal conversations to help build confidence and nurture their conversational skills.

Bilingual training has been provided on health and safety, as outlined in operational standard 122. No further training has been provided in the areas outlined in operational standards 122 and 123 during the reporting year. If further training is provided in these areas, it will be provided in Welsh as well as English.

Welsh language skills

Staff

We conduct an annual survey of our staff’s Welsh language skills and abilities, and ask all new starters to complete the questionnaire during their induction. The survey collects information on staff proficiency in speaking, listening/understanding, and writing in Welsh. This year, we reviewed and updated the questionnaire to align the skills matrix with the Common European Framework of Reference for Languages (CEFR), in line with the introduction of the Welsh language and Education Act 2025.

The 2026 survey yielded a 98.3% response rate. We have summarised the response from all staff in the table below and attached a detailed breakdown of responses (by department) [as appendix 1](#).

Staff Welsh language survey – summary of results⁴

	Competency score					Did not respond	Total
	1	2	3	4	5		
Speaking	26	5	5	8	8	5	57
Understanding/reading	23	5	4	7	10	8	57
Writing	22	2	7	7	7	12	57

The Welsh language survey also asked staff about their Welsh language training requirements. A total of 17 individuals requested Welsh language training, with 12 interested in introductory/beginner level training, five requesting extension level training, and one wishing to undertake revision/special skills training (for confident Welsh speakers).

Council members, ITE accreditation board members, fitness to practise panel members, and QMYW assessors

As part of our data collection, all Council members, ITE accreditation board members, panel members, and QMYW assessors are asked to indicate their Welsh language abilities through a voluntary survey. The collated information is used to monitor members’ Welsh language skills and inform future recruitment activity.

⁴ Note that the number of responses to the survey (57) is three short of the total number of staff working for EWC as at 31 March 2026. This is due to two members of staff being on maternity leave and one member of staff not responding to the survey.

Council members

Of the 11 members in post as at 31 March 2026, we received six responses:

	Competency score					Total
	1	2	3	4	5	
Speaking	3	2	0	0	1	6
Understanding/reading	3	2	0	0	1	6
Writing	5	0	0	0	1	6

ITE accreditation board members

Of the 14 board members in post as at 31 March 2026, we received eight responses:

	Competency score					Total
	1	2	3	4	5	
Speaking	2	2	1	0	3	8
Understanding/reading	2	2	0	1	3	8
Writing	2	2	1	0	3	8

Fitness to practise panel members

Of the 57 of panel numbers as at 31 March 2026, we received 20⁵ responses:

	Competency score					Total
	1	2	3	4	5	
Speaking	7	2	3	1	6	19
Understanding/reading	7	2	2	4	4	19
Writing	7	2	4	3	3	19

QMYW assessors

Of the 54 assessors as at 31 March 2026, we received 6 responses:

	Competency score					Total
	1	2	3	4	5	
Speaking	1	4	0	0	1	6
Understanding/reading	1	2	0	0	1	4⁶
Writing	0	2	0	0	1	3⁷

5 One member left the form blank indicating no Welsh language skills

6 Two QMYW assessors did not respond to this question

7 One QMYW assessor did not respond to this question

Recruitment

Before embarking on a process of recruitment, the line manager and their director use our recruitment requisition form to assess the requirement for the post and determine whether Welsh language skills are needed. The job advertisement, all supplementary information, the application form, guidance for applicants and all correspondence with applicants (until a language preference has been established) is bilingual.

When advertising Welsh essential posts, we use Welsh language recruitment websites. At interview stage, we ensure that when we interview Welsh speaking candidates, at least one member of the selection panel is fluent in Welsh. These candidates are then asked at least one question in Welsh, to which a response in Welsh is required.

During the reporting year, we carried out a comprehensive review of our recruitment processes, including how Welsh language requirements are determined for vacant posts and how these skills are assessed during the application process. From April 2026, we will introduce a new Welsh language skills matrix aligned to the CEFR, replacing the previous binary classification of posts as either Welsh essential or Welsh desirable. Assessment methods will also be adapted to reflect the specific Welsh language skill levels required for each role.

Our application form provides a space for applicants to indicate if they wish to use Welsh at interview or at any other method of assessment. It also explains that we will provide a translation service if required.

When we offer a new post, we ask the individual their preference with regards to receiving any formal correspondence, including the contract of employment, in Welsh.

In the reporting year, we advertised on six occasions for new and/or vacant posts, as detailed below:

	AO	EO	HEO	SEO	Grade 7	SMT	Total
Essential	0	1	0	0	0	0	1
Desirable	0	1	1	0	0	3	5
Other	0	0	0	0	0	0	0
Total	0	2	1	0	0	3	6

Record keeping standards

We keep all records in accordance with the standards and we will provide these to the Commissioner on request.

Appendix 1: Welsh language staff survey: summary of results by department⁸

Speaking

	Competency score					Did not respond	Total
	1	2	3	4	5		
Senior management	2	1	0	1	0	0	4
Data	0	0	0	3	1	0	4
Finance & Corporate services	4	2	2	0	0	1	9
Fitness to practise	10	0	0	0	0	2	12
Policy and planning & Communications	1	0	0	1	1	1	4
Professional development and funding	2	0	1	2	1	0	6
Registration	4	2	0	0	4	0	10
ITE accreditation	0	0	1	0	0	1	2
Promotion of careers	2	0	1	1	1	0	5
Quality Mark	1	0	0	0	0	0	1
Total	26	5	5	8	8	5	57

Understanding/reading

	Competency score					Did not respond	Total
	1	2	3	4	5		
Senior management	2	1	0	1	0	0	4
Data	0	0	0	2	2	0	4
Finance & Corporate services	4	2	2	0	0	1	9
Fitness to practise	8	0	0	0	0	4	12
Policy and planning & Communications	2	0	0	0	2	0	4
Professional development and funding	2	0	1	2	1	0	6
Registration	3	2	0	0	4	1	10
ITE accreditation	0	0	1	0	0	1	2
Promotion of careers	1	0	0	2	1	1	5
Quality Mark	1	0	0	0	0	0	1
Total	23	5	4	7	10	8	57

⁸ Note that the number of responses to the survey (57) is three short of the total number of staff working for EWC as at 31 March 2026. This is due to two members of staff being on maternity leave and one member of staff not responding to the survey.

Writing

	Competency score					Did not respond	Total
	1	2	3	4	5		
Senior management	2	1	0	1	0	0	4
Data	0	0	0	3	1	0	4
Finance & Corporate services	5	1	2	0	0	1	9
Fitness to practise	7	0	0	0	0	5	12
Policy and planning & Communications	2	0	1	0	1	0	4
Professional development and funding	1	0	1	1	2	1	6
Registration	3	0	1	0	3	3	10
ITE accreditation	0	0	1	0	0	1	2
Promotion of careers	1	0	1	2	0	1	5
Quality Mark	1	0	0	0	0	0	1
Total	22	2	7	7	7	12	57

Glossary

CEFR – Common European Framework of Reference for Languages

The Code – Code of Professional Conduct and Practice

The Commissioner – Welsh Language Commissioner

EWC – Education Workforce Council

FE – Further education

IIA – Integrated Impact Assessment

ITE – Initial Teacher Education

PDR – Performance Development Review

PLP – Professional Learning Passport

QMYW – Quality Mark for Youth Work

The Register – Register of Education Practitioners

