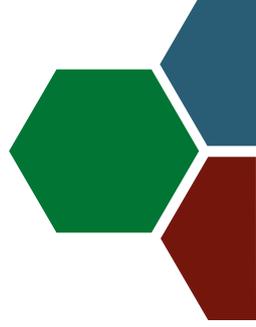


# Education Workforce Council

## Annual Report and Accounts for the year ending 31 March 2023



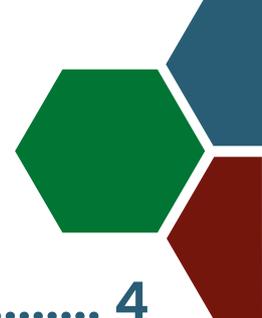


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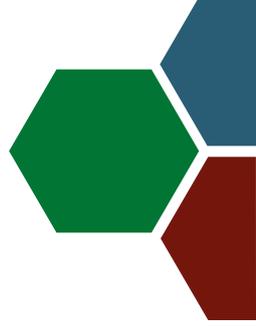
**Education Workforce Council  
Annual Report and Accounts 2022-23**

This document is being laid before the Welsh Parliament jointly by the Auditor General for Wales and the Minister for Education and Welsh Language in accordance with Schedule 1 of the Education (Wales) Act 2014.

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# Performance report

# Foreword from the Chief Executive



**I am pleased to introduce the Education Workforce Council's (EWC) Annual Report and Accounts. The report provides an opportunity to reflect on the EWC's achievements in delivering our strategic objectives during this reporting year.**

Fulfilling our vision of being a trusted independent, professional regulator, we have continued to focus on maintaining public trust and confidence in the education workforce, through diligently performing our core functions of registration and regulation.

The past year has seen our [Register of Education Practitioners](#) (the Register) continue to grow. By the end of March 2023, there were 88,000 practitioners registered with the EWC across seven groups within the education workforce. This is our highest number to date. We are expecting the Register to expand further in 2023 as new legislation is laid by the Welsh Government to commence the registration and regulation of teachers and learning support staff in independent schools, and paid qualified youth workers and youth support workers (with provisional registration for those working towards qualified status) in any setting in Wales.

During the year, we concluded 257 fitness to practice and suitability for registration cases. We also used our new powers in relation to interim suspension orders for the first time, applying for an interim suspension order on three occasions. In September 2022, we published our revised [Code of Professional Conduct and Practice](#). We continued to support registrants' understanding of the requirements of the Code, delivering presentations and support sessions, and adding two further publications to our suite of good practice guides.

As part of our statutory duty to accredit programmes of Initial Teacher Education (ITE) for school teachers in Wales, we this year commenced work to monitor programmes to ensure they continue to comply with the accreditation criteria which underpins this provision.

In addition to the effective delivery of our registration and regulatory services, we have worked closely with partners to positively influence education policy in Wales. We have participated in, and provided guidance to, over 50 national steering groups, covering a range of workforce matters. We have also responded to 25 national consultations or calls for evidence. Throughout all of this work, we've made intelligent use of the unique data held on the Register to inform and influence policy development and workforce planning, and have released a number of data analyses throughout the year. In this post-Covid era, through analysis of the data on the Register, we will prioritise the monitoring of recruitment and retention trends and share this intelligence with stakeholders and policy makers.

As in other countries, the recruitment and retention of education professionals remains challenging, and we know from the Register that there are shortages in specific areas of the workforce. Through Educators Wales, we have established an advocacy and advisory service to promote careers within the education professions and to drive improvement in recruitment and retention. We have collaborated with a wide range of organisations to seek to attract more people to join the education workforce. We have supported the Welsh Government's Cymraeg 2050 strategy, delivering targeted recruitment plans for Welsh medium teachers. We have also led work to diversify the profession, working with partners to encourage applications from black, Asian and minority ethnic people.

As a body that is independent from government, our core work is solely funded by the annual registration fees paid by our registrants. We are committed to delivering

value for money for registrants and work efficiently to ensure that we are financially stable. Like other regulators, we maintain adequate financial reserves in order to provide stability and ensure that our services are protected from risks that may arise from unexpected events. However, our registration fees have not changed since we were established, meaning that, in real terms, they are now lower than in 2015.

Our Council itself, has seen significant changes to its membership. Most significantly, the term of office for our Chair, Angela Jardine, ended on 31 March 2023 after 22 years of service. Angela played a pivotal role during her time on Council, serving for 12 years as Chair. I'd like to take this opportunity to thank her for the support and guidance that she has provided during her tenure. I

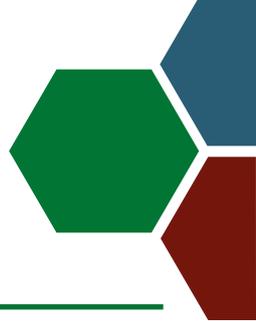
would also like to thank the eight Council members, whose term of office also ended in March, for their dedication and commitment to education in Wales. We look forward to welcoming six new Council members beginning a four-year term from 1 April 2023, joining six members who were reappointed for a second term of office.

On behalf of the EWC, thank you for taking time to read about our achievements this year.

**Hayden Llewellyn**  
Chief Executive



# Overview



This section highlights our key achievements and activities in 2022–23

## Objective 1: Be an effective regulator working in the public interest and building confidence in the education workforce



**88,748** registered education practitioners.

**18,756** new applications for registration processed.

**144,000** online checks made by employers, registrants, and the public.



**1,286** qualified teacher status (QTS) certificates issued.

**37** applications assessed for QTS recognition from outside Wales.

**1,335** induction certificates issued.

Over **6,000** downloads of the revised 2022 Code of Professional Conduct and Practice.



**257** fitness to practise and suitability for registration cases concluded.

Provided advice, guidance, and resources for registrants to promote high standards of conduct, including:

- further developing our suite of good practice guides (**2** new guides)
- delivering regular fitness to practise training and support sessions



Concluded **1** ITE programme accreditation assessment.

Conducted **6** ITE monitoring visits.

Allocated student intake numbers to **15** ITE programmes, across **7** ITE partnerships.

Hosted **1** online learning and development event for ITE partnerships.



Awarded the Quality Mark for Youth Work in Wales to **19** youth work organisations.

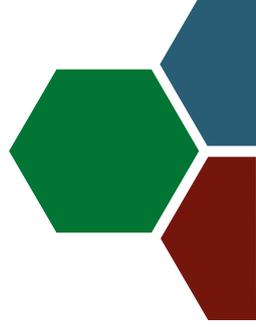
Recruited **18** new Quality Mark assessors.

Provided training on the Quality Mark to **240** youth workers and youth support workers.

Worked with Welsh Government to extend the list of education practitioners who will be required to register with the EWC.

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## Objective 2: Support professionalism and learning within the education workforce



**3,900** newly qualified teachers (NQTs) and their mentors supported as part of the statutory induction programme.

**37** induction support sessions delivered.

**38,000** registered users of the national e-portfolio (Professional Learning Passport).



Hosted **8** national events featuring world leading speakers, including Professionally Speaking with Professor Michael Fullan.



Operated as secretariat for the National Strategy for Educational Research and Enquiry (NSERE).



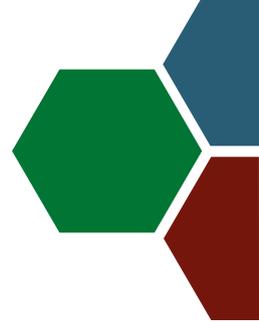
Recommended **16** books and **3** journal articles as part of Meddwl Mawr, our book and journal club, supporting registrants to make the most of over 4,500 education journals, papers and e-books available for free to registrants on EBSCO.



Maintained a high level of participation and engagement with registrants, future registrants, employers, trade unions, and other stakeholders by delivering over **340** virtual support sessions and presentations, online meetings and professional learning events, creating engaging and dynamic website content, regular newsletters, and securing regular media coverage.

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## Objective 3: Seek to shape and influence educational policy in Wales for the benefit of the education workforce



Published the Annual Education Workforce Statistics for Wales, and provided large scale data packages from the Register to support Welsh Government and other key stakeholders.

Launched a national FE and WBL workforce survey, in partnership with Welsh Government, trade unions, and employer bodies.



Grown the Educators Wales brand, website, and advocacy service to support recruitment and retention priorities in Wales.



Operated as independent secretariat to the Independent Welsh Pay Review Body (IWPRB).



Demonstrated our commitment to anti-racism, running a webinar series (with BAMEed Network Wales) and using Meddwl Mawr to spotlight books discussing equitable education.



Supported registrants' wellbeing by incorporating wellbeing content into our suite of guidance, resources, and professional services.



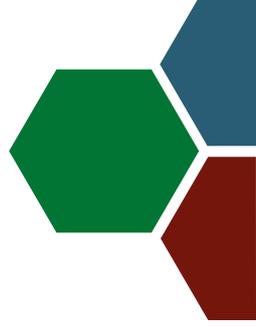
Involved in over **50** national steering groups.

Responded to **25** consultations/calls for evidence.

Led **4** national projects for Welsh Government on topics relating to PCET workforce development.

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## Objective 4: Be a resilient, capable and financially sustainable organisation that offers value for money to registrants



Received an unqualified audit opinion for 2021-22 Annual Report and Accounts.

**5** internal audit reviews completed with highest opinion of substantial assurance and no recommendations made.



Met all statutory obligations in relation to data protection, the Welsh language, equality, and the environment.



Continued to improve IT infrastructure, facilities and business processes in order to offer best value to registrants. Reviewed and strengthened cyber security arrangements.



Provided high quality professional learning and training for our staff, Council members, and panellists, to support them in continuing to provide a high standard of service to registrants and stakeholders.



Further developed our flexible working by introducing a new hybrid working policy and launched our new wellbeing programme to ensure that our staff feel encouraged and well supported in their work.

# About us



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

Established by the Education (Wales) Act 2014, practitioners across seven different groups within the education workforce, from the foundation phase through to further education, youth work, and work-based learning, are legally required to register with the EWC. Our [Register of Education Practitioners in Wales](#) is the biggest public register of any profession in Wales, and the most wide-ranging register of education professionals in the world, with over 88,000 practitioners registered.

## Vision

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To be a forward-looking, independent and responsive regulator that is trusted by the education workforce, learners, parents, and the public to maintain standards and enhance professionalism within the education workforce.

## Mission

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1. To safeguard learners, parents, and the public through effective regulation.
2. To actively promote careers in education in Wales.
3. To use our position, knowledge and data to play a leading role in developing evidence-based policy advice which helps to drive improvement across the education system in Wales.

## Values

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As we seek to fulfil our mission and realise our vision, we are guided by the following values:

### **Fairness and integrity**

We act fairly and with transparency to uphold high standards and promote professionalism within the education workforce in Wales.

### **Support**

We support the education workforce to maintain high standards of conduct and practice.

### **Excellence**

We take pride in our work, are open to new ways of working and seek to do our best for the education workforce, learners, parents and the public.

### **Equality**

We are committed to fairness, diversity and equality of opportunity. We work to achieve these goals, both through our own employment policies and workplace culture and more broadly across the education system.

### **Collaboration**

We work in partnership with the education workforce and stakeholders to develop and promote excellence in teaching and learning.

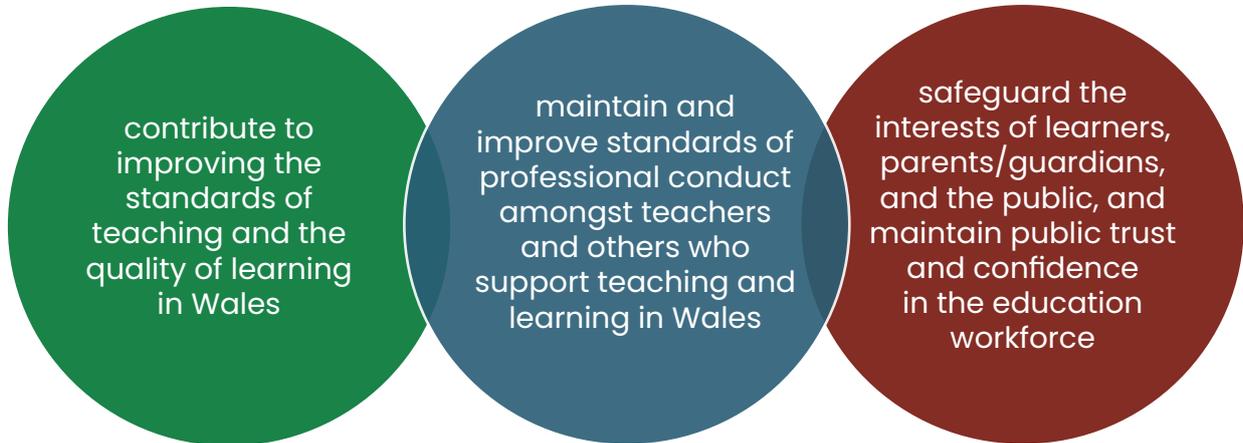
### **Financial resilience**

We are committed to delivering value for money and we work efficiently to ensure that we are financially stable.

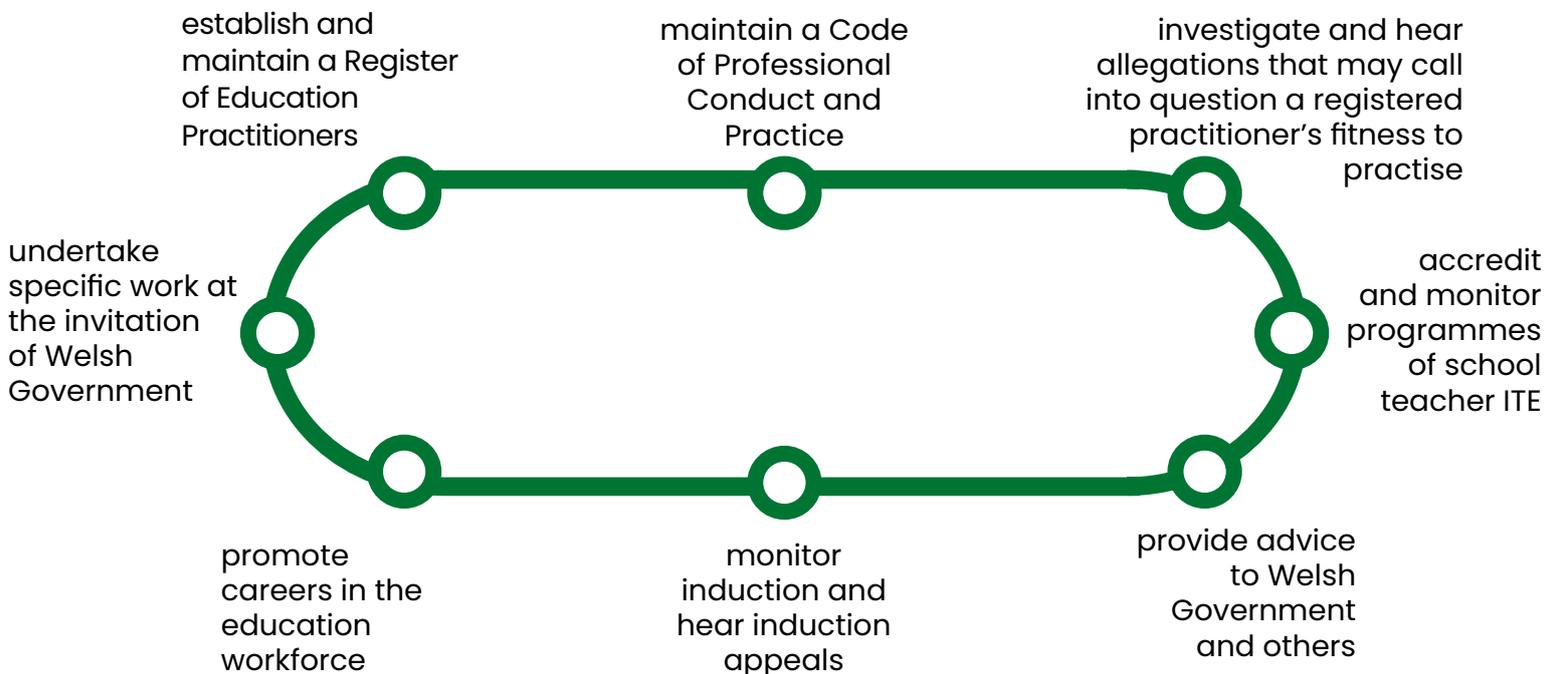
## Role and remit

The Education (Wales) Act 2014 formally sets out our role as an independent, professional regulator and strategic leader in the education sector in Wales. The Act also details the obligations that we have to our registrants, learners and young people, parents/guardians, and the public. Our aims and functions, as defined by the Act, are summarised below.

### Our aims



### Our functions



## Our people

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Our Council is made up of 14 members, who set the organisation's strategic direction and are responsible for its governance.

Each member is appointed for a four year period. Seven members are appointed directly through the Welsh Government public appointments system, and seven are appointed following nomination from a range of stakeholders.

We currently employ over 50 members of staff. We also maintain and support:

- a pool of over 50 fitness to practise panel members
- an Initial Teacher Education (ITE) accreditation board of 12 members
- a pool of over 45 assessors of the Quality Mark for Youth Work in Wales

## Financial sustainability

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As an independent, professional regulator, funded by registration fees, it is essential that we operate within our means and use our resources efficiently. We strive to keep our registration fees as low as possible, whilst providing the highest level of service in fulfilling our statutory duties. Like other regulators, we maintain adequate financial reserves in order to provide stability and ensure that our services are protected from risks that may arise from unexpected events.

We regularly lead activities on behalf of Welsh Government where it is considered that we are the most appropriate body to do such work in Wales. In such instances, Welsh Government will cover our costs through grant funding. The EWC is also able to undertake commercial activities and does so where it considers this to be in the interests of registrants and the education sector in Wales.

Our Annual Report and Accounts are audited by Audit Wales each year and, thereafter, laid before the Senedd.

## The Welsh language

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We are committed to the Welsh language and proud to be a bilingual organisation. We work with the Welsh Language Commissioner to ensure full compliance with the Welsh Language Standards.



This diagram illustrates our council and committee structures:

## The Council

- sets our vision and strategic direction
- scrutinises performance
- holds the Chief Executive to account

### Executive Committee

Oversees:

- development of strategic and operational plans
- progress against operational and strategic objectives through review of quarterly reports and annual reports and accounts
- statutory schemes

### Registration and Regulation Committee

Oversees:

- the registration process and maintenance of the Register
- the Code of Professional Conduct and Practice and fitness to practise
- accreditation of school teacher ITE programmes
- initiatives to assure quality and improve standards in teaching and learning

### Audit and Scrutiny Committee

Oversees:

- finance and administration procedures
- risk management processes
- cyber security and data protection
- activity performed by internal and external audit
- reports by the Auditor General for Wales

The senior management team is responsible for our operations and management. The Chief Executive is responsible for our leadership, in accordance with the strategic direction set by the Council, and oversees the senior management team.



**Chief Executive**  
Hayden Llewellyn



**Director of Qualifications, Registration and Fitness to Practise**  
Elizabeth Brimble



**Director of Professional Development, Accreditation and Policy**  
Bethan Holliday-Stacey



**Director of Finance and Corporate Services**  
Lisa Winstone

## Strategic objectives 2022–23

<b>1. Be an effective regulator, working in the public interest and building confidence in the education workforce</b>	
<b>1.1</b>	Maintain a Register of Education Practitioners that is accurate and accessible.
<b>1.2</b>	Operate robust, fair, and transparent regulatory procedures which ensure that only those deemed suitable to practise may do so.
<b>1.3</b>	Shape the practice of registrants by developing and promoting high standards of conduct and professionalism.
<b>1.4</b>	Quality assure/accredit education programmes and provision in Wales.
<b>1.5</b>	Influence Welsh Government and other stakeholders to ensure that legislation underpinning our regulatory role remains fit for purpose.
<b>2. Support professionalism and learning within the education workforce</b>	
<b>2.1</b>	Provide an effective suite of guidance, resources and professional services for registrants.
<b>2.2</b>	Lead and support initiatives to promote and encourage effective professional learning for registrants.
<b>2.3</b>	Lead and support initiatives to promote research engagement and disseminate best practice to registrants.
<b>2.4</b>	Ensure visibility of the Council's work amongst registrants, parents, the public and our stakeholders through effective, accessible and responsive communication and engagement.
<b>3. Seek to shape and influence educational policy in Wales for the benefit of the education workforce</b>	
<b>3.1</b>	Provide independent policy advice, research and analysis to influence the development and delivery of education policy in Wales, which serves to enhance standards.
<b>3.2</b>	Collaborate with registrants, parents, the public and our stakeholders to influence education policy in Wales, helping to enhance standards.
<b>3.3</b>	Lead initiatives to promote careers within the education workforce and drive improvement in recruitment and retention.
<b>3.4</b>	Champion health and wellbeing, and equality and diversity, as fundamental tenets of a modern professional education workforce.
<b>3.5</b>	Act as Secretariat to the Independent Welsh Pay Review Body (IWPRB).
<b>4. Be a resilient, capable and financially sustainable organisation that offers value for money to registrants</b>	
<b>4.1</b>	Manage resources effectively to meet current and future needs, making appropriate use of technology to drive efficiency and improve our services.
<b>4.2</b>	Have effective planning, performance management, and compliance processes, ensuring they incorporate best practice.
<b>4.3</b>	Be an excellent employer that promotes a supportive and inclusive culture where all staff, Council, and committee/panel members feel valued and fully able to contribute.
<b>4.4</b>	Influence Welsh Government and other stakeholders to ensure that legislation underpinning our independence, governance and finances remain fit for purpose.

## Looking to the future

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Our [Strategic Plan 2023-26](#) sets out our priorities for the period and reflects our statutory role and remit within the context of the broader education landscape in Wales.

Key activities for 2023-24 will include:

- continuing to effectively undertake our statutory responsibilities and delivering Welsh Government funded work, in line with the targets and timescales agreed
- working with Welsh Government to commence the registration and regulation of teachers and learning support staff in the independent school sector and paid qualified youth workers and youth support workers (with provisional registration for those working towards qualified status), in any setting in Wales
- seeking to influence Welsh Government to ensure that legislation underpinning the EWC is proportionate and maintains its independence
- enhancing our support for registrants by further developing our suite of guidance, resources, and professional services
- raising awareness of our role and strengthening our communications with the public
- continuing to develop and enhance our digital services, including the development of an upgraded registration database system
- driving recruitment and retention in the education professions through Educators Wales, and our recruitment, advice, and support service
- continuing to influence the development and delivery of education policy in Wales, in turn, seeking to enhance standards
- maintaining a resilient, capable, and sustainable organisation where all staff and members feel valued and fully able to contribute
- ensuring our ongoing compliance with legislation in relation to data protection, freedom of information, equality, Welsh language, health and safety, environment, and any other applicable matters

## Key risks and challenges

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We have robust procedures in place to manage organisational risk. Our Risk Register ensures that areas identified are closely scrutinised and regularly reviewed by management. We provide further information about our risk management in our [Annual Governance Statement](#).

The majority of the risks in the Risk Register are ongoing risks, however, the following are considered to be particularly pertinent for the coming year:

- The financial constraints within which we operate (as an organisation whose core work is funded by registration fees) mean that it is essential for us to maintain good financial governance. Our registration fees have not changed since we were established in 2015, and we strive to maintain fees at as low a level as possible. We seek to achieve a balance between holding sufficient reserves to ensure our sustainability, whilst providing the highest level of service in fulfilling our statutory duties. We regularly review fee levels and reserves of other regulators in order to ensure our fees and reserves are proportionate to those of similar bodies. Through this work we can demonstrate that we have one of the most modest registration fees worldwide.
- In February 2023, an amendment order was passed in the Senedd to include the EWC in the Government of Wales Act 2006 (Budget Motions and Designated Bodies) Order. We are in discussion with Welsh Government officials over proportionate practicalities and formalities as a result, and to safeguard that the EWC maintains its independence from government.

- We are in the process of upgrading our existing registration database to provide a comprehensive self-service system to meet the needs of registrants, employers, and the public. We will be monitoring the project closely to ensure there is no interruption to service and that the project is delivered on time and within budget.
- Cyber security issues constitute a global threat and organisations are susceptible to risk on an ongoing basis, irrespective of size or business type. We have a range of measures and safeguards in place to maintain the security of our IT network and the data held within it. These mechanisms have been further enhanced during the year.



# Performance analysis



Our Operational Plan for 2022–23 set out detailed actions and measures for each of our strategic objectives. Responsibility for the achievement of strategic objectives is distributed amongst senior officers and further delegated to teams as appropriate. Progress is scrutinised by both the Council and the senior management team through monthly, quarterly, and annual monitoring processes. Details of our achievements against each of the objectives are set out below.

## Objective 1: Be an effective regulator, working in the public interest and building confidence in the education workforce

### Registration

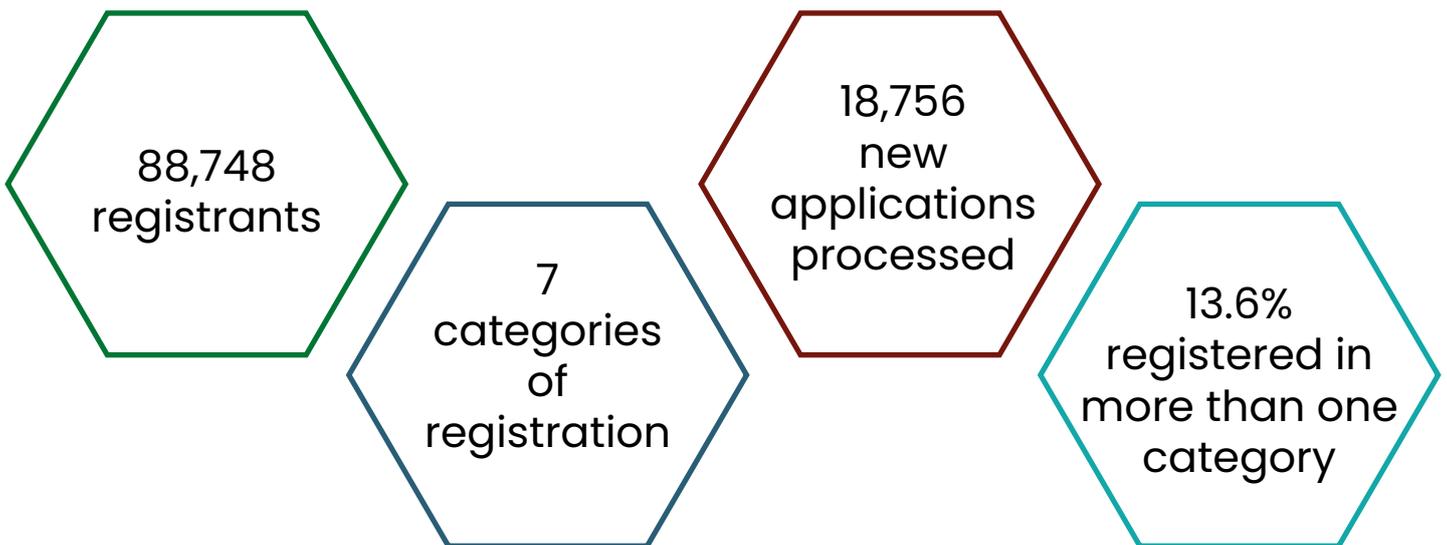
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The Register of Education Practitioners (the Register) is integral to our work in ensuring that high standards of professionalism are maintained within the workforce. It protects the public by ensuring that only those who meet and maintain our standards can work in regulated roles in Wales.

We have the most wide-ranging register of education professionals worldwide, covering seven groups within schools, FE, work-based learning, and youth work. As at 31 March 2023, over 88,000 education practitioners were registered, and we processed 18,756 new registration applications this year. This is our

highest ever number of in-year registration applications. Of these, the largest number of applications were from school learning support workers, accounting for 15,200 applications.

In December 2022, we commissioned an upgrade of our registration database system. Significant work will take place throughout 2023–24 and the improved system will provide a comprehensive self-service system to meet the needs of registrants, employers, and the public in terms of functionality, accessibility, and efficiency.



We have worked extensively with employers throughout the year to ensure they understand their legal obligations in appointing and employing staff who are EWC registered. The public-facing Register, available via our website, enables employers, members of the public, and others to conduct registration checks on education practitioners. This plays a pivotal role in safeguarding learners. Over 144,000 online checks were made by employers, registrants, and the public between 1 April 2022 and 31 March 2023. This is a significant increase from 128,000 checks in the previous year.

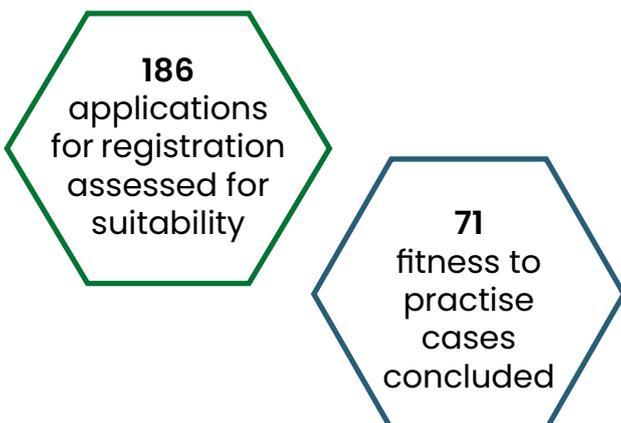
## Fitness to practise

We carry out our fitness to practise work in the public interest to safeguard learners and young people, parents/guardians, and the public, and to maintain public trust and confidence in the education workforce. It ensures that only those who have the necessary skills, knowledge, and behaviours are able to register and work in the education professions in Wales.

During the year we began implementing recommendations, following a review of our processes in 2021-22, to make sure that our processes remain fit for purpose.

### Suitability for registration

We require all applicants to declare their criminal and disciplinary or regulatory history as part of their application for registration, to ensure the suitability of registrants to practise. We have concluded a total of 186 assessments where applicants declared specific matters. In all cases, we have adhered to the timescales and standards set out in our published procedures.



We have continued our programme of visits to universities and FE colleges, undertaking 27 virtual sessions this year. These are important in ensuring that students understand the legal requirement to register with us (should they decide to practise in Wales), and what they can expect from us.

We have undertaken several exercises this year to improve the completeness of records on the Register.

### Disciplinary casework

We have a statutory responsibility to investigate and, if necessary, hear cases of alleged unacceptable professional conduct, serious professional incompetence, and/or a conviction for a relevant offence.

This year, we concluded 71 fitness to practise cases. This included 46 fitness to practise hearings, of which 44 took place online, and two in person.

### Interim suspension orders

We have statutory powers to impose interim suspension orders, which temporarily removes a registered person from the Register pending an investigation where there is a 'pressing social need' for us to take action. In the reporting year, we imposed three interim suspension orders.

### Fitness to Practise Annual Report

We published our Fitness to Practise Annual Report in August 2022. The report includes data on the types of cases we deal with (including registrants and those applying for registration), trends from year to year, and summary data of registrants/applicants. It also highlights future work in this area.

### Induction appeals

We have responsibility for hearing appeals from newly qualified school teachers who fail assessment against the professional standards for teaching and leadership, but are dissatisfied by such a decision. We did not receive any appeals this year.

## Code of Professional Conduct and Practice

[The Code](#) sets out the standards expected of our registrants, and it is intended to guide any judgements and decisions they make. It also informs learners and young people, parents/guardians, employers, and the public of the standards they can expect from a registered practitioner.

We are required in legislation to review the Code every three years. The 2022 review of the Code was completed following a consultation with, and feedback from, registrants, stakeholders, and the public. We published our revised Code on 1 September 2022. The revisions made were mainly cosmetic, or to provide added clarification.

Since its publication, there have been over 6,000 downloads of the Code.

Following its publication, we worked with Parentkind to publish a [revised guide](#) designed to support parents and guardians in playing a more active role in their children's education. The guide provides important information and advice, including the requirements upon a registered education practitioner, and what parents and guardians can do should they have a concern.

Failure to comply with the Code may call a person's registration into question.

## In focus

### Registering and regulating in the public interest

We protect the public by ensuring that high standards of professionalism are met and maintained within the education workforce. This year has seen us:

- maintain the biggest public register of any profession in Wales, and the most wide-ranging register of education professionals in the world, with over 88,000 practitioners registered, our highest number to date
- support over 144,000 online checks of the Register by employers, registrants, and the public
- continue work to extend the list of education practitioners who are required to register with us
- review the Code of Professional Conduct and Practice to ensure its relevance and effectiveness
- publish our Fitness to Practice Annual Report, providing assurance and transparency about our regulatory work

### Providing advice and guidance to promote high standards

We seek to support our registrants to understand and comply with the Code of Professional Conduct and Practice. We do this in a number of ways:

- we offer a suite of good practice guides, designed to complement the Code and to help guide registrants' day to day professional judgments and decisions. This year, we published two new guides, one for leaders in education, and one to support registrants' mental health and wellbeing (in collaboration with Education Support)
- we deliver regular training sessions and presentations which focus on the Code, including topics such as using social media, and professional ethics and responsibilities
- we provide advice and guidance to those who employ our registrants. This year we delivered bespoke sessions to all employers, in addition to wider awareness raising presentations delivered to relevant stakeholders

If you'd like to invite us to deliver a session for your organisation, [get in touch](#).

## QTS and statutory induction

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This year we issued certificates to 1,286 people who gained qualified teacher status (QTS) in Wales. We also assessed 37 applications for QTS recognition from applicants outside of Wales, with 36 awards made. We issued 1,335 certificates to school teachers who successfully completed their induction.

## ITE accreditation

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All ITE programmes offered by partnerships in Wales must be accredited by our ITE Accreditation Board (the board). In deciding whether to grant accreditation, the board considers how the programme will raise the quality of provision, and attract candidates with the right skills, qualifications, and aptitude to enter a career in teaching aligned to the Criteria for the accreditation of ITE programmes in Wales (the Criteria). We assessed one new programme this year, which failed to meet the Criteria for accreditation.

The board also monitors existing programmes to ensure they remain compliant with the criteria. Throughout the year, the board conducted six monitoring visits (covering 12 programmes). These monitoring visits took place under our interim monitoring guidance (in place to recognise the challenges faced by partnerships following the COVID-19 pandemic). We are working closely with Welsh Government, Estyn, and ITE partnerships to co-construct a national monitoring system, and to ensure EWC monitoring arrangements and Estyn inspections are complementary in their support of partnerships. This will be implemented in 2023-24.

The EWC has worked closely with ITE partnerships and Welsh Government throughout the year to provide ongoing advice and support. In March 2023, we held our annual event for ITE partnerships focussed on sharing new ideas and

practices. At the event, each ITE partnership shared their experiences on topics such as effective mentoring, supporting anti-racism in schools, and developing reflection-in-action.

During the reporting year, Welsh Government undertook a review of the Criteria for the accreditation of ITE programmes in Wales, to reflect learning from the first round of accreditation, and developments in Welsh Government policy direction. In addition to submitting a formal response to Welsh Government's consultation on the proposed changes, we provided expert advice to Welsh Government through membership of the steering group which oversaw the review. We are expecting Welsh Government to publish the revised criteria later this year.

### Allocation of ITE intake numbers

In November 2022, in collaboration with Welsh Government, we allocated ITE intake numbers to ITE partnerships for programmes commencing in September 2023. In recognising specific teacher shortages in Wales, we also provided partnerships with specific requirements for the recruitment of Welsh medium teachers and teachers from black, Asian and minority ethnic communities. We will continue to monitor recruitment to programmes in 2023-24 and to report progress to Welsh Government on a monthly basis.

## Quality Mark for Youth Work in Wales

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Since January 2020, we have had responsibility for delivering and developing the Quality Mark for Youth Work in Wales (the Quality Mark), in partnership with ETS Wales. Originally contracted until January 2023, we accepted an invitation from Welsh Government in late November 2022 to extend

the current contract until January 2024.

In 2022-23, we assessed and awarded the Quality Mark to 19 organisations (ten bronze, six silver, three gold). In total, 30 organisations now hold the Quality Mark.

We engaged extensively with the sector and provided advice and guidance to organisations and individuals thinking about applying for the Quality Mark. We have developed and provided training on the Quality Mark to youth workers and youth support workers, including holding a development day for partners, Quality Mark holders, and assessors.

We also seek to raise awareness of the Quality Mark more widely, including with young people. This year we began the development of a 'youth friendly' introduction to the Quality Mark, which we intend to publish later this year.



## Improving standards in teaching and learning

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We work with Welsh Government and other stakeholders on initiatives to assure quality and improve standards in teaching and learning. This year, we led a number of projects to help support and enhance the professionalism of the post-16 workforce in Wales.

We have been working with stakeholders and practitioners to co-construct new professional standards for further education (FE) and work-based learning (WBL) leaders and support staff, and adult learning practitioners. Three new sets of professional standards have been drafted, and we are now consulting on these within the sectors. We are expecting to submit the final drafts to Welsh Government in summer 2023.

We have continued work to develop a series of 'silhouettes' that outline what model post-

holders (working in different roles within FE and WBL) might look like, in terms of their skills, experience, and qualifications. This year, we consulted more widely with the FE and WBL sectors to refine the silhouettes and ensure they accurately reflect the relevant roles. We submitted the revised drafts to Welsh Government in March 2023, and anticipate these will be published later this year.

We also continued work to assess the demand for a PGCE/QTS pathway that allows a person to teach in both schools and FE, and a conversion programme that allows a person with PGCE (FE) to teach in schools. Throughout the year we have undertaken comprehensive engagement via interviews with stakeholders and focus groups with practitioners and students to inform recommendations to Welsh Government.

## Legislative matters

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Welsh Government has consulted twice this year in relation to proposals to extend the list of education practitioners who are required to register with us. We have long advocated for these changes, which will help to enhance public trust and confidence in the education workforce.

Welsh Government has advised that new legislation will be enacted in May 2023. This will require school teachers and school learning support workers from independent schools and independent specialist post-16 institutions, and paid qualified youth workers and youth support workers (with provisional

registration for those working towards qualified status) in any setting in Wales, to register with the EWC. We will work closely with Welsh Government and stakeholders to ensure a quick and efficient registration process for these practitioners.

As part of our consultation response, we highlighted to Welsh Government potential issues that may be caused by the new legislation in relation to the composition of our fitness to practise panels. We welcomed Welsh Government's response in which they committed to working with us to address these issues.

## Objective 2: Support professionalism and learning within the education workforce

### Professional learning

#### Induction

We administer funding, recording, and tracking arrangements for school teachers' induction on behalf of Welsh Government. This involves working closely with local authorities, the regional consortia, mentors, newly qualified teachers (NQTs), and Welsh Government. This work included:

- supporting over 2,700 new teachers, over 1,185 induction mentors, over 470 external verifiers, and over 890 schools as part of the induction programme
- settling funding payments for induction of over £2.71 million to schools, equating to 2,684 payments for those participating in induction
- releasing over £2.89 million to the regional consortia for the provision of the external verifier role
- providing tailored administrative support to each of the regional consortia (including leading the matching of external mentors to teachers in induction for two regions)
- providing online services, helpdesk facilities, and demonstrations to all registered practitioners accessing their induction profile, external verifiers, the regional consortia, local authorities, and schools

#### Professional Learning Passport (PLP)

We continued to develop and maintain a [national e-portfolio \(PLP\)](#) for our registrants. Since its launch in September 2016, over 38,000 practitioners have created their PLP and are using it to plan, record, and reflect upon their professional learning, and interact with their professional standards. We are also pleased to report an increase of over 6,500 accounts since 1 April 2022.

We have continued to offer online training and support throughout the year, helping registrants to use the PLP. We have also worked with partners to develop bespoke workbooks within the PLP for the National Masters in Education, the National Additional Learning Needs programmes, Welsh Government's National Professional Enquiry Project, and the Diversity and Anti-Racism Professional Learning (DARPL) programme.



## In focus

### Using the PLP to support professional learning

The PLP aims to support registrants to reflect on their practice. This allows them to stop and think about their experiences to gain value from them, and to use them to inform their learning, development, and future practice.

Throughout the year we have worked with partners to help embed a culture of reflection in the education workforce through the PLP. We have incorporated and further developed the PLP to support many national, regional, and local programmes of professional learning, constructing bespoke templates, to guide users through the reflective process and tailored to the needs of the specific organisation or programme. These templates contain a series of questions or prompts, allowing the user to review the impact of their experiences or learning on their practice.

To support registrants in getting the most from their PLP, we held a webinar in October 2022 that provided a demonstration of the PLP, and gave users a step-by-step guide on how to capture and map their learning experiences.

You can [watch the session back on our YouTube channel](#).

To ensure that the PLP remains prominent to our registrants in supporting their professional learning, we have worked to refresh and develop the PLP brand, the launch of which will take place early in 2023-24.



### Professional learning events

We host a range of professional learning events, featuring world-class speakers and covering a wide variety of topics.

## In focus

### Professionally Speaking

In January 2023, we were delighted to welcome world-renowned expert on educational reform Professor Michael Fullan, to deliver our annual Professional Speaking lecture.

In his keynote speech, Michael discussed the findings of his ground-breaking research undertaken in close partnership with education leaders from across the globe. Throughout the event, he explored the concept of children and young people being 'changemakers for the future', and how leaders can be effective in complex times. He also provided examples of successful change at both school and

community levels, along with potential implications for all leaders to consider.

Over 300 people attended the event, which also included a lively Q&A hosted by the internationally acclaimed researcher and author, Professor Alma Harris.

The [video of the event is now available to view on our YouTube channel](#).



In April 2022, distinguished Professor at UC Berkeley, Ronald E Dahl, hosted a one hour event summarising the emerging evidence from scientific study on adolescent development. In June 2022, we celebrated Youth Work Week with a special event showcasing the invaluable contribution youth work makes to the lives of young people within the education sector as a whole.

We also worked with our partner organisations throughout the year to offer a number of webinars. In June, we hosted an event in partnership with Education Support which looked at practical strategies to support mental health and wellbeing. In

November 2022, we worked with Parentkind to look at ways to help improve relationships with parents and increase parental participation.

We continued our series of 'twilight webinars' designed to shine a spotlight on some of the topics raised in our 2021 event 'Moving from non-racist to anti-racist practice'. In June 2022, we heard from several schools who shared their experiences of working towards being anti-racist. Our final session in November 2022 welcomed race equality campaigner Sunil Patel, who discussed the importance of reporting racism and addressing inclusion.

## Supporting practitioner research

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In line with our research strategy, we have continued to promote and support research engagement across our registrant groups.

We offer a range of online resources for registrants to encourage close to practice research, including providing free access to the EBSCO package of academic journals and e-books. We used [Meddwl Mawr](#), our book and journal club, to raise awareness of EBSCO and encourage registrants to engage with this free resource. During 2022-23, we recommended 16 books and three journal articles covering topics such as wellbeing, supporting learners with dyslexia, and equitable education. We also shared a guest recommendation from Professor John

Furlong, and featured on the 'Emma and Tom Talk Teaching' podcast.

### Supporting the National Strategy for Educational Research and Enquiry (NSERE)

On behalf of Welsh Government, we have been acting as secretariat to support the embedding of the NSERE. Throughout the year, this has focused on setting up the NSERE infrastructure through the NSERE Cross-Sectoral Oversight and Realisation Board, and the NSERE Early Career Educational Research Programme group (now known as the Welsh Education Research Fellowship).

## Communication and engagement

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Over the past year, we have continued to build and maintain our profile amongst registrants, future registrants, employers, trade unions, and other stakeholders, raising awareness and understanding of our role and remit by creating consistent and co-ordinated communications.

We delivered online training, support sessions and presentations, with a high demand for sessions on topics such as the Code, and the "do's and don'ts" of social media for registrants. Over 340 such sessions took place in 2022-23.

During the year, our Chief Executive has presented at many high profile events, and worked internationally.

We communicate directly with our registrants and stakeholders through our regular [e-newsletters](#).

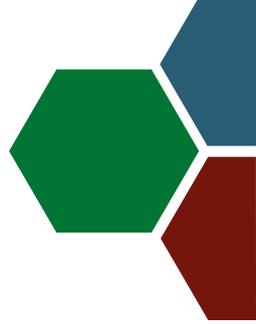
We have developed our website throughout the year, regularly introducing new material. This included the creation of two animations, one a general overview of the EWC, and the second to promote EWC as a place to work. This has helped us to attract over 1,775,397 page views of our website (our

highest annual figure to date). We continued to use [Twitter](#) and [LinkedIn](#) to promote key messages to our registrants and stakeholders. In November 2022, to broaden our reach with our audiences, we launched an EWC [Facebook](#) page.

We carried out a review of our website this year, and have identified a number of improvements in areas such as accessibility, user journey, branding, and layout. We have begun work on a full redesign of our website,

and look forward to launching this in spring/summer 2023.

We featured extensively in the media, with particular interest in our fitness to practise work. However there has also been press interest in other topics such as the Quality Mark for Youth Work, the results of our 2021 workforce survey, and our work to improve the diversity of the education workforce.



**18,839** telephone calls received.



Over **340** presentations and support sessions delivered.



**1,775,397** page views on our website.



**8,619** followers on Twitter.



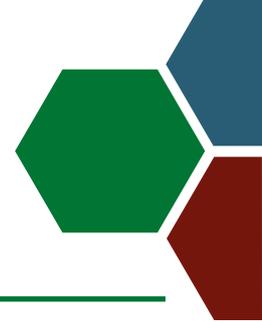
**4** guest blogs published from prominent figures in education.



**4** stakeholder newsletters issued.

**4** registrant newsletters issued.

## Objective 3: Seek to shape and influence educational policy in Wales for the benefit of the education workforce



### Supporting educational policy

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We are committed to contributing to, and influencing, the development of policy in the interests of our registrants.

The Chair, Chief Executive, and senior officers meet regularly with key figures in education in Wales, including the Minister for Education and Welsh language, senior Welsh Government officials, and education leads from each of the political parties represented in the Senedd. We also work closely with a range of organisations such as trade unions, regional consortia, employers, Estyn, Qualifications Wales, the National Academy for Educational Leadership, Higher Education Funding Council for Wales, Colleges Wales, the National Training Federation for Wales, the Principal Youth Officers Group, and the Council for Wales of Voluntary Youth Services.

We participated in, and contributed to, over 50 high-profile national groups with remits extending across schools, FE, WBL, and youth work. These have covered key workforce matters such as workload, recruitment and retention, professional learning, wellbeing, and research engagement.

We regularly respond to consultations to advocate on behalf of the education workforce, and use our knowledge and expertise to positively influence the education system in Wales. In 2022-23, we responded to six formal consultations and 19 requests for evidence or advice. This included Welsh Government's consultations on registration categories for the EWC, an oral evidence session for a Senedd Committee enquiry into Welsh-medium education, with specific focus on Welsh in education strategic plans, and written and oral evidence to the Independent Welsh Pay Review Body's strategic review of teachers' pay, terms and conditions in Wales.

The EWC is frequently asked to contribute to policy development at a UK and international level. During the year, we were invited to present to the Organisation for Economic Co-operation and Development (OECD) on the topic of teacher professionalism and at a range of international fora.

### Evidence-based policy advice

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#### Data and analysis

Our Register offers a wealth of information to inform and influence policy and workforce planning in Wales. We are strongly committed to sharing our data and the insights we derive from it with our registrants and partners.

In September 2022, we published our [Annual Education Workforce Statistics for Wales 2022](#). It details the composition of the workforce of registered practitioners across schools, further education, work-based learning, and youth work settings in Wales. We also published a range of data analyses covering matters such as the supply workforce, school leaders, and newly qualified teachers.

The data provided by our Register also provides valuable information to help understand the recruitment and retention challenges in education in Wales. We are able to use this to provide advice and guidance to Welsh Government and other stakeholders.

We have continued to experience high demand for our data and have provided large scale data packages to support Welsh Government and others such as the IWPRB and regional consortia. Our data continues to be used nationally to inform and influence policy development and workforce planning, and is frequently quoted and referenced in the Senedd, by trade unions and the media.

## National Further Education and Work-based Learning Workforce Survey

We were commissioned by Welsh Government to undertake the [National Further Education and Work-based Learning Workforce Survey](#), which we launched in March 2023. Since publishing the results of our 2021 workforce survey, the national workload steering group (Joint Trade Unions, Colegau Cymru, and Welsh Government) has been working to address the concerns that were raised.

The 2023 survey was launched to assess the progress that has been made to date, and measure how much has been achieved. We will be publishing the results later in 2023.

## Research and policy

This year we were commissioned by Welsh Government to scope the development of an apprenticeship route, or vocational qualifications, for learners in post-16 education and training as a pathway into teaching (with a specific focus on Welsh medium). This was as a result of a commitment in Welsh Government's 10 year Welsh in Education Plan (action 1 under objective 1.3). Our research, which consisted of a wide range of desktop research, interviews and focus groups, informed a series of recommendations for Welsh Government to consider.

## Championing equality and diversity, and health and wellbeing

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We know that a diverse education profession is essential to building an inclusive environment for practitioners and learners.

Throughout the year we have worked with partners to promote awareness of equality and diversity issues within the education workforce. This has included:

- two twilight webinars on the topics of how to talk to your staff and learners about race, and the importance of reporting racism and addressing inclusion
- focusing our February 2023 Meddwl Mawr recommendations on the topic of equitable education
- working closely with DARPL (Diversity and Anti-Racist Professional Learning) and other stakeholders to develop a National Leadership Conference, which will take place in June 2023

We also seek to raise awareness of, and identify ways to support, registrants' mental health and wellbeing. This year we have:

- developed a new good practice guide to support registrants' mental health and wellbeing, in collaboration with Education Support
- focused our June 2022 and January 2023 Meddwl Mawr recommendations on the topic of wellbeing
- hosted an event in partnership with Education Support which looked at practical strategies to support mental health and wellbeing

## Promoting careers in education

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Throughout the reporting year, we have continued to build the [Educators Wales](#) brand and platform to support recruitment and progression in the education professions.

We have continued to populate the website with new and engaging content, and have seen 777,812 visitors to the website.

We have enhanced the Educators Wales jobs portal to support employers in advertising job vacancies and making it easier for educators (new and existing) to find their next role. We also began work on developing new interactive tools to support the youth work and PCET sectors, which will be launched in 2023-24.

## In focus

### Supporting recruitment and retention through our advocacy service

Alongside developing the Educators Wales website, we have embedded our recruitment and advocacy service, offering support to individuals, employers, and education establishments. We have worked with partners across all sectors to implement specific action plans for priority recruitment areas. This includes supporting ITE partnerships to implement dedicated plans to recruit to priority subjects, and black, Asian and minority ethnic, and Welsh language educators.

This year, our recruitment and support officers have attended over 200 events and engaged with thousands of individuals interested in a career in education.

Have a query about working in education in Wales? [Get in touch with the Educators Wales team.](#)



## ADDYSGWYR CYMRU EDUCATORS WALES



**777,812** visitors to the Educators Wales website



**2,234** vacancies posted on the jobs portal



**622** queries or requests for advice



**221** recruitment events attended



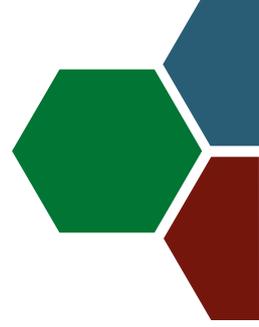
**144** demonstrations of the platform to organisations and employers

### Independent Welsh Pay Review Body (IWPRB)

As the independent secretariat to the IWPRB, we played a key role in facilitating the IWPRB to successfully submit its report and pay recommendations to the Minister for Education and Welsh language in May 2022.

We also supported the IWPRB to produce a report on supply teachers, which was submitted to the Minister for Education and Welsh language in April 2023, and to effectively commence work on its strategic review, due later in 2023.

## Objective 4: Be a resilient, capable, and financially sustainable organisation that offers value for money to registrants



### Finance

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Our Annual Report and Annual Accounts were laid at the Senedd in July 2022. We received an unqualified audit opinion. For all five internal audit reviews completed in 2022–23, we received the highest audit opinion of substantial assurance and no recommendations were made.

For the financial year ending 31 March 2023, we reported a surplus of £247,000 (£466,000 surplus in 2021–22) and total net assets of £5,535,000 (£5,296,000 at 31 March 2022).

We have also maintained sufficient financial reserves in order to ensure that the services we provide are protected from any risks that may arise from unexpected events.

### IT security

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We have robust mechanisms in place to ensure the security of our IT network and the data held within it. We achieved Cyber Essentials certification in May 2022, and undertook PCI compliance checks on a

#### Cost effective services

As our core functions of registration and regulation are funded by registration fees, it is essential that we operate within our means and use our resources efficiently. We strive to maintain registration fees at as low a level as possible, whilst providing the highest level of service in fulfilling our statutory duties.

We continued to make improvements to our IT infrastructure and facilities to ensure we offer value for the annual fees our registrants pay. For example, 99% of registration applications are now made online, whilst the majority of our fitness to practise hearings and accreditation assessments now take place online.

quarterly basis. We provided online cyber security training to all staff and carried out regular phishing testing to maintain staff awareness of cyber issues.

### Legislative responsibilities

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In March 2023, our regulatory compliance arrangements (including Freedom of Information, Welsh Language Standards, and duties in relation to equality and biodiversity) were subject to an internal audit. We received substantial assurance with no recommendations.

#### Data protection

We have robust policies and procedures in place to monitor and ensure compliance with data protection requirements. ‘Data champions’ within each team have offered day to day advice and guidance to colleagues and training is provided for all staff, Council members, and panellists.

In 2022–23, we responded to nine subject access requests and nine freedom of information requests.

#### Welsh language

We are committed to the Welsh language and proud to operate as a bilingual organisation, offering services to registrants in both Welsh and English.

We are required to comply with 148 Welsh language standards covering service delivery, operational matters, policy making, and record keeping. All staff members have a responsibility to ensure that we meet these standards.

We published our [Annual Welsh Language Standards Monitoring Report](#) in July 2022, setting out our commitment and compliance with the Standards.

## Equality

We are committed to working towards inclusivity and equality within the sector and to ensuring that we, as employers, promote fairness and diversity. Our [Strategic Equality Plan](#) sets out how we will work towards the goal of achieving equality of opportunity, both within our organisation and across the

wider education workforce in Wales.

We have published an [Annual Equality Report](#), reviewing our progress against the objectives in the Strategic Equality Plan.

## Our people

We are committed to equal opportunities and have well-established approaches to the recruitment, development, and promotion of staff. Recruitment processes are continually monitored to ensure compliance with [Welsh Language Standards](#) and equality responsibilities.

The past few years have allowed us to see the advantage of hybrid office and home working. This led to us introducing a new hybrid working policy in February 2023. Developed in consultation with staff, through our employee forum, the policy established a three-day minimum office working expectation. This helps to ensure effective communication and collaborative working across the organisation, whilst supporting staff to maintain a healthy work-life balance.

### Staff development

We recognise that our staff are our key asset. As such, we provide training and development opportunities to enable them to flourish. We have a comprehensive staff training programme, in line with organisational objectives. During 2022-23, we held sessions on equality impact assessments and unconscious bias. Individual staff are also able to request training as part of the performance and development review process.

### Staff wellbeing

Our aim is to create a workplace environment and working culture that promotes positive physical, and mental, health and wellbeing.

## In focus

### Supporting staff wellbeing

We aim to be an open and supportive organisation where staff feel able to talk about their physical and mental health. All staff have regular meetings with managers and monthly all-staff meetings are held to keep staff up to date on developments across the organisation.

We provide staff with free access to the Employee Assistance Support helpline through which they can receive confidential advice on a range of issues. We've shared information about free daily webinars from Care First with staff on weekly basis. Staff also have access to four trained mental health first aiders throughout the organisation.

This year we launched our new wellbeing programme.

Throughout the year staff have engaged with a range of activities, including:

- Time to Talk Day
- introduction to fitness, led by one of our staff members
- menopause awareness session
- painting club
- 'Tea with a Twist' with Huggle Pets

Feedback from staff who have engaged with the programme has been extremely positive. Wellbeing is a standing agenda item at our Employee Forum, and through the forum, staff have suggested a range of ideas for topics and activities, which have been incorporated into our programme for 2023-24.



## Supporting members

Appointments to the Council are made through the Welsh Government public appointments process every four years. The current term of EWC Council members ended on 31 March 2023, with six members continuing for a further term of four years. Following the public appointments process, the Minister for Education and Welsh Language confirmed six new appointments to Council, who will commence their term on 1 April 2023. Further recruitment activity is continuing for the remaining two vacancies. Following a recruitment exercise by the Chair and senior staff, a new lay member of our Audit and Scrutiny Committee was also appointed, to commence from 1 April 2023.

Council members have an extensive range of experience, with knowledge spanning all of the EWC's seven registrant groups

as well as a lay presence. An annual training day for Council members took place in April 2022 and featured a number of external speakers. An induction day for the new Council will take place in April 2023.

We also maintain and support a pool of independent Fitness to Practise Panel members, ITE Accreditation Board members, and Quality Mark for Youth Work assessors. Throughout the year we have undertaken a number of recruitment exercises to ensure we have sufficient numbers of members with the appropriate knowledge and expertise. We provided training to all members throughout the year to support them in fulfilling their roles.

## Environmental and community matters

We are committed to minimising our impact on the environment in line with the duties outlined within the Environment (Wales) Act 2016. We have published a [statement on the Section 6 Biodiversity and Resilience of Ecosystems Duty](#) on our website, which we reviewed this year.

## In focus

### Reducing our impact on the environment

As a small body, opportunities to reduce our environmental impact are limited however, wherever possible, we seek to do so.

We recycle general waste such as plastic, cardboard and tins, along with toner cartridges. A number of paper recycling points are provided throughout the office. In our open plan office, sensors are in place to ensure efficient use of lighting. In smaller rooms (where sensors are not in place) staff are encouraged to turn off lights when not in use, and signage to that effect has been placed across the office.

We have a hybrid working policy in place which means officers combine working in the office (for a minimum of three days per week) and working from home. As such, travel requirements have been reduced. The EWC office has excellent public transport

links and, where external meetings are necessary, staff are encouraged to use public transport. Shower facilities and bicycle stands are available at our office. In addition, the move to virtual fitness to practise hearings, accreditation visits, presentations, and training sessions has also significantly reduced travel requirements, both for officers and for external attendees.

We're continuing to move towards becoming a paperless office. We communicate with registrants and stakeholders via email (where possible) to reduce the need for print material. All fitness to practise hearings and ITE accreditation visits are paperless and 99% of applications for registration are completed online.





### Employees

We recognise the importance of communication with all employees and of keeping them informed of internal and external developments.

As well as our formal annual staff review arrangements, we have a range of more informal means of working collaboratively. This includes regular all-staff meetings and team meetings, use of the staff library, and email bulletins on developments from the senior management team, as and when necessary. We also hold an annual staff planning day, where staff discuss and inform the development of our Strategic Plan.

We continue to issue a quarterly Cymraeg ar Waith (Welsh at Work) e-newsletter to all staff. This supports staff in complying with the Welsh Language Standards, providing ideas, opportunities, and resources to encourage and enable staff to use Welsh.

The Employee Forum provides staff with an opportunity to discuss and influence the EWC's work in areas such as health and safety, wellbeing, and the Welsh language.

### Stakeholders

We use a range of channels to engage and consult with our partners in the education sector. We meet regularly with stakeholders and consult informally on a range of activities.

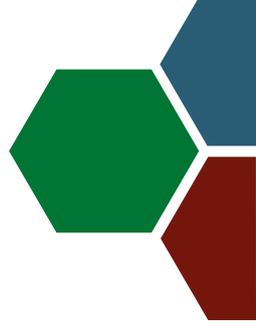
We have had two formal consultations this year in relation to the revised Code of Professional Conduct and Practice, and our Strategic Plan for 2023-26.

We have also engaged widely with registrants and stakeholders across all sectors as part of the numerous projects we have led on this year, as detailed throughout this report.

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**Hayden Llewellyn**  
**Chief Executive**

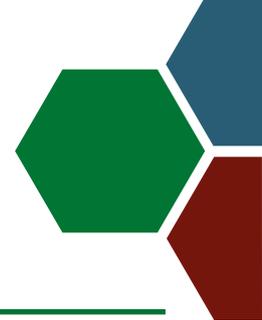
7 August 2023



# Accountability report

## Corporate governance report

# Directors' report



## Council

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The Council has 14 members including seven members appointed by Welsh Ministers from nominees of organisations set out in Schedule 2 of the Education Workforce Council (Membership and Appointment) (Wales) Regulations 2014, and seven members appointed directly by Welsh Ministers. The Council governance and committee structure is covered in more detail in the [performance report](#).

Members for the period, 1 April 2022 to 31 March 2023 were:

Angela Jardine, Chairperson	Jane Setchfield
Anne Pitman	Kelly Edwards
Berni Tyler	Kevin Pascoe
Clare Jones	Nicola Stubbins
Dave Williams	Rosemary Lait
Eithne Hughes	Steve Drowley
Gwawr Taylor	Sue Walker

In addition, the Audit & Scrutiny Committee includes one lay member (Andrew Bellamy).

## Senior officers

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Senior officers for the period 1 April 2022 to 31 March 2023 were:

<b>Chief Executive</b>	Hayden Llewellyn
<b>Director of Qualifications, Registration &amp; Fitness to Practise</b>	Elizabeth Brimble
<b>Director of Finance &amp; Corporate Services</b>	Lisa Winstone
<b>Director of Professional Development, Accreditation &amp; Policy</b>	Bethan Holliday-Stacey

The Council maintains a Register of Members' interests, available on the EWC website, which reports any interests which are, or may be, relevant to their work as a member of Council. Senior officers are required not to hold any remunerated post which would conflict with their duties for the Council, and any other unpaid positions are reported. Details of transactions with related parties including Council members and senior officers are disclosed at [note 19](#) to the Accounts.

# Statement of the EWC and Chief Executive's responsibilities

Under Paragraph 21 of Schedule 1 to the Education (Wales) Act 2014, the EWC is required to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the EWC's state of affairs at the year-end, and of its income and expenditure and cash flows for the financial year.

In preparing the accounts, the EWC is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the Accounts Direction issued by Welsh Government, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis
- make judgements and estimates on a reasonable basis
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements
- prepare the financial statements on an going concern basis

The responsibilities of the Chief Executive, including responsibility for the propriety and regularity of the public finances for which the Chief Executive is answerable, for keeping proper records, and for safeguarding the EWC assets, are set out in Managing Welsh Public Money, published by the Welsh Government.

As Chief Executive, I confirm that:

- as far as I am aware, there is no relevant audit information of which the EWC's auditors are unaware
- I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the EWC's auditors are aware of that information
- this Annual Report and Accounts as a whole is fair, balanced, and understandable, and that I take personal responsibility for this Annual Report and Accounts and the judgments required for determining that it is fair, balanced, and understandable



# Annual Governance Statement



The EWC is committed to achieving high standards of governance in the performance of its corporate objectives, including the proper management and control of its resources. This statement describes the governance arrangements for the EWC in 2022-23 and the EWC's risk and control framework, concluding with an assessment of their effectiveness in the year.

As an independent, professional regulator and a non-sponsored Government body, the EWC is not legislatively bound by the central government Corporate Governance

Code although chooses to follow many of its principles to nourish its practices. As part of their terms of appointment and subsequent suite of governing procedures, Council members are required to adopt the Nolan principles of public life through the EWC's Code of Conduct and Best Practice for Members. This Code is influenced by the Code of Conduct for Board Members of a Public Body (issued by the Cabinet office in 2011 and reviewed in 2019), Committee on Standards in Public Life (The Nolan Committee), and the additional principles outlined in The Conduct of Members (Principles) (Wales) Order 2001.

## Role of the Education Workforce Council

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The principal aims and functions of the EWC are to:

- contribute to improving the standards of teaching and the quality of learning in Wales
- maintain and improve standards of professional conduct amongst teachers and others who support teaching and learning in Wales
- safeguard the interests of learners, parents, and the public and maintain public trust and confidence in the education workforce

## Governance framework

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The governance framework consists of the systems and processes employed in the achievement of its activities, and is underpinned by the mission, vision, and values of the EWC. It enables the EWC to monitor and control its operations.

The Education Workforce Council is a body corporate, established by the Education (Wales) Act 2014 and various Welsh Government Regulations, including the EWC (Main Functions)(Wales) Regulations 2015. The Council members (refer to [director's report](#) for further information) are required to comply with the [Code of Conduct and Best Practice for Members](#).

Members sit on one of three Council standing committees: Executive Committee, Registration & Regulation Committee, and Audit & Scrutiny Committee. The Council meets three times annually, and typically each committee also meets three times annually, with business reported to the next

Council meeting. In addition, the Council has established a Performance Review Committee, consisting of the Chairperson and two other members which agrees the performance assessment of the Chief Executive, confirms the award of any increment, and sets the objectives for the future year.

The governance framework is formalised through the Council's Standing Orders which set out how the Council and Committees function. In support of that are a series of policies and procedures detailing how the Council operates and the process for achievement of corporate objectives. These make up the Council's system of internal control.

The Chairperson is responsible for providing effective strategic leadership on matters such as formulating the Council's strategy for discharging its statutory duties, encouraging high standards of propriety, and promoting

efficient and effective use of staff and other resources throughout the Council, and ensuring that the Council, in reaching decisions, takes proper account of its statutory responsibilities.

Members' roles are strategic and include focussing on corporate strategy, key strategic objectives and targets, approval of major policy documents, and major decisions involving the use of financial and other resources. Under Standing Orders, the Council may delegate responsibility for specified matters to committees of the Council, the Chairperson, or the Chief Executive. Council members and officers have complementary responsibilities with regard to the formulation and implementation of EWC policy.

Responsibility for day to day management is delegated to the Chief Executive and senior staff, within a clear framework of strategic control by members. The Chief Executive has responsibility, under the Council, for the overall organisation, management and staffing of the EWC, including, for ensuring that the Council complies with all relevant legislation, and for monitoring compliance with EWC's internal policies and regulations, and staff conduct and discipline. He is responsible for the Council's proper corporate governance, the effective management of the executive, its financial management, and communications with stakeholders. In his absence, the Chief Executive has established deputising arrangements in place with the Director of Qualifications, Registration and Fitness to Practice covering the role.

The Chief Executive is supported by his senior management team (SMT) which comprises of three directors as senior officers, listed in the [directors' report](#). The SMT meets on a monthly basis. Its remit is to advise the Chief Executive on progress against its primary activities, to confirm resource allocation, to

monitor and control management accounts based on agreed budgets, to review and amend the Risk Register, and to review and approve new and revised policies affecting all aspects of the EWC's operations.

In 2022-23, the Council committed to four corporate objectives, namely to:

- be an effective regulator, working in the public interest and building confidence in the education workforce
- support professionalism and learning within the education workforce
- seek to shape and influence educational policy in Wales for the benefit of the education workforce
- be a resilient, capable, and financially sustainable organisation that offers value for money to registrants

Objectives are interpreted into activities via the three-year strategic and annual operational plans. Operational and financial performance is overseen by the Executive Committee via quarterly reviews which report on achievements against objectives for the reported period. Financial accountability is achieved via the annual budget setting, based on approved plans, with production of monthly management accounts, which are scrutinised by the SMT. The format of the annual accounts is based on the Treasury's Financial Reporting Manual. This ensures clarity about disclosure of financial performance. These Accounts, and the supporting financial systems, are then subject to external audit, confirming their accuracy and disclosure compliance and the regularity of financial transactions.



## Risk and control framework

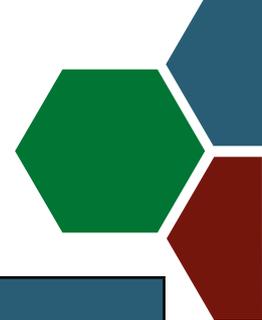
The risk and control framework is underpinned by the Risk Management policy which forms a key strand of the EWC's internal control and corporate governance arrangements. The policy is aligned to the main principles outlined in HM Treasury Orange Book, although this has not been formally adopted as an approach for the EWC. The policy acknowledges that it is not possible to eliminate all risk, but through the Risk Register, documents the processes by which risk is reduced to an acceptable level. It also notes that whilst the SMT is responsible for managing the risks, all staff have a role in identifying new potential risks. The policy is reviewed bi-annually and was last reviewed in July 2021.

The Risk Register details all key threats to achieving the corporate objectives, agreed in the Strategic and Operational plans. Each key risk is given a score based on its potential impact on the business of the EWC and its likelihood of occurring. The management strategy involves accepting, avoiding, reducing, or transferring risks in response. Specific actions required are identified, allocated to a senior manager, and actioned by set deadlines. The Risk Register includes an evaluation of the level of 'residual risk' after the application of the control. Both opening and residual risks are represented using the traffic light warning system, and are coloured accordingly (red/amber/green). All risks were considered at the quarterly review.



At the year-end, the Risk Register included the following main risks:

 Inherent risk       Residual risk



	Principal risk	Key mitigations
 	If we do not register and regulate registrant groups in line with Welsh Government legislation, then our reputation would be damaged and could result in legal action being taken.	<ul style="list-style-type: none"> <li>• Monitor volume of applications and FtP cases</li> <li>• Arrangements in place to support employer eligibility checks</li> <li>• Have in place non-compliance procedures with employers</li> </ul>
 	If operational activity is such that Council expenditure exceeds registration fee income, then there could be insufficient funds available to deliver our objectives	<ul style="list-style-type: none"> <li>• Set prudent budgets</li> <li>• Close scrutiny and monitoring of registration numbers and expenditure</li> <li>• Identify cost and efficiency savings</li> <li>• Highlight any concerns to Welsh Government</li> <li>• Maintain adequate level of financial reserves</li> </ul>
 	If a Fitness to Practise Committee makes a decision that is challenged in the High Court and lost, then there will be financial and reputational implications for the organisation.	<ul style="list-style-type: none"> <li>• Competencies for panel members and recruitment against these</li> <li>• Procedures in place for members and officers</li> <li>• Annual training for panel members and half yearly training for Chairs</li> <li>• High quality legal support for panels and Presenting Officer services</li> <li>• Communications and media handling protocols in place</li> <li>• Professional Indemnity insurance in place</li> </ul>
 	Following the ONS classification of EWC as a Public Body and its subsequent inclusion in the Government Wales Act 2006 (Budget Motions and Designated Bodies), then EWC resources could be subject to Welsh Parliament controls resulting in our budget being 'voted' by the Senedd and our reserves no longer controlled by EWC.	<ul style="list-style-type: none"> <li>• Regular meetings are held with Welsh Government officials to discuss how working arrangement will operate</li> <li>• Seek legal advice on key documentation and information</li> <li>• Keep up to date with sector on the classification and designation processes</li> </ul>
 	Failure to have a registration database in place which is fit for purpose resulting in the inability to discharge our statutory responsibilities.	<ul style="list-style-type: none"> <li>• Contract in place to deliver the upgraded database</li> <li>• Project plan developed to monitor and manage the project delivery</li> <li>• New system to be in place prior to the end of IT support of the existing database</li> </ul>

The Risk Register is reviewed quarterly by senior officers, and at meetings of the Audit & Scrutiny Committee, which has a remit to oversee the EWC's Risk Management policy. Progress is reported and new risks and controls identified during the regular review by the SMT. One new risk has been added to the register in 2022-23, this is included in the table above and is in relation to the upgrade to the registration database.

The Risk Register is taken to Council for consideration once annually, when members confirm that the overall assessment is consistent with Council's overall risk appetite. This is currently defined as being risk averse and was last reviewed in July 2022.

Financial risks are controlled by a detailed suite of Financial Control Procedures setting out controls, specifying responsibilities and levels of delegation. Compliance with these procedures promotes high standards of good governance. These were last reviewed in March 2022 to ensure up to date and fit for purpose.

The EWC is determined to ensure that fraud is not accepted or tolerated. It has a number of steps in place to ensure that fraud is prevented including separation of functions set out in the Financial Control Procedures, regular financial monitoring and reconciliation, a Staff Code of Conduct describing the standards expected of EWC officers, clear line management systems, and a Whistleblowing Policy. There were no whistleblowing incidents in the year, nor were any allegations of misconduct received otherwise.

The system of internal control is designed to manage risk to a reasonable level - rather than to eliminate all risk of failure - to achieve policies, aims and objectives, it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the EWC's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively, and economically. The system of internal control has been in place in the Council for the year ended 31 March 2023 and

up to the date of approval of the annual report and accounts, and accords with Treasury guidance.

The EWC's Business Continuity and Disaster Recovery plan addresses key risks to the EWC in the event of a threat to business continuity relating to buildings or information systems. This includes an annual testing of the plan. The scenario this year was based on a fire in Eastgate House resulting in both floors being out of use for staff, the server room destroyed, and how we would manage such a situation, including getting systems and servers back online. This helped to inform an updated Business Continuity and Disaster Recovery plan for the organisation.

The EWC is a data-rich organisation in respect of the education workforce in Wales. Data is contained within the EWC's databases with the appropriate safeguards in place and where relevant shared with individual registrants and specified information with employers/other organisations. Other internal data is stored securely and managed in accordance with the data protection principles. There have been no reportable data breaches to the ICO during the year, as confirmed at monthly meetings of the SMT.

Due to the continued increase in global alert levels around cyber security in 2022-23, we have continued to invest in our IT infrastructure to ensure our internal and external systems remain robust. Information security is supported by the nightly backup of EWC data to an off-site cloud-based backup service.

The EWC has a published Standards of Service document with a system and timescale for dealing with complaints. There have been no complaints this financial year.

The EWC is committed to deploying its human resources to promote strong corporate governance. It is committed to developing competent and well-trained people to perform the various EWC and executive functions. During the year, it continued with an all-staff training programme - covering specific and general topics. This is in addition to individual identified training provision, including support for studying toward relevant professional qualifications.





An annual training day was held with Council members in April 2022 which covered a variety of topics including, governance matters, briefing from the Professional Standards Authority, briefing on key issues for school learning support staff in schools and FE, an update on the Interim Youth Work Board's first report 'Achieving a sustainable delivery model for youth work in Wales', a briefing on key issues in FE and Work based learning, and a session on Developing and delivering EWC's Strategic Equality Plan. An induction day is also planned for new and existing Council members on 19 April 2023. In addition, the Minister for Education briefed members on Welsh Government policy developments in the November 2022 Council meeting.

The EWC has its own annual Performance and Development Review (PDR) programme, which assesses officers' performance over the previous year and identifies specific objectives and training needs for the following year.

All officers are obliged to comply with the Code of Conduct for Council Officers. The EWC has a range of HR policies to ensure consistent expectations and levels of support. Staff have recourse to a Whistleblowing Policy including named Council members, should the need arise. No matters were raised in 2022-23.

## Review of Council's effectiveness

Members' attendance at meetings held during 2022-23 is detailed in the following table:

Member	Council attendance (total possible in brackets)	Standing Committee attendance (total possible in brackets)		
		Executive	Registration & regulation	Audit & scrutiny
Angela Jardine	3(3)	3(3)		
Anne Pitman	1(3)			3(3)
Berni Tyler	3(3)			2(3)
Clare Jones*	2(3)			3(3)
Dave Williams	3(3)	2(3)		
Eithne Hughes	2(3)	3(3)		
Gwawr Taylor	2(3)	1(3)		
Jane Setchfield	3(3)		2(3)	
Kelly Edwards	3(3)		3(3)	
Kevin Pascoe	3(3)			3(3)
Nicola Stubbins	3(3)		3(3)	
Rosemary Lait	3(3)		2(3)	
Steve Drowley	2(3)		3(3)	
Sue Walker	3(3)	3(3)		

\*Chairperson of Audit & Scrutiny Committee

Members participate in an annual members' review process – including an annual self-assessment of performance by members themselves, and also an assessment of performance of all members by the Chairperson. This has recently been completed for the 2022-23 year, and continues to be very successful.

Achievements against operational objectives are reported and reviewed regularly throughout the year via quarterly reviews. These reviews note achievement on the short-term outcomes and highlight

any action remaining. This document is considered by the Chief Executive and the SMT and is overseen by the Executive Committee. A summary of the EWC's achievements of objectives in 2022-23 is given in the [performance report](#).

In addition, in respect of activities which are publicly funded, regular meetings are held with Welsh Government officials to monitor the achievement of those specific operational objectives. All operational targets were achieved.

## Audit & Scrutiny Committee

The Audit & Scrutiny Committee plays a significant role in the corporate governance structure, and through its review, advises the Chief Executive on the efficacy of policies, systems, and procedures. Its Terms of Reference are included within Council's Standing Orders.

During the year, it has received and reviewed various reports from both internal and external auditors, completed an

assessment of internal and external auditors' performance, and reviewed the Risk Register at each meeting. The committee also received an annual report on compliance with the Freedom of Information Act and Data Protection Act, and an annual report on IT services.

All committee activity has supported a positive assessment of the Council's governance arrangements.

### Internal audit

TIAA acted as internal auditors for the year ending 31 March 2023. Within an over-arching three year plan which ensures cyclical coverage of all areas, an annual programme of work is agreed prior to the financial year. As reviews are completed during the year, reports are presented to the Audit & Scrutiny Committee. The results of the year are summarised in an annual report.

A total of five reports were completed in 2022-23, covering, the induction process, financial systems – budgetary control and payroll, governance – regulatory compliance, business continuity planning, and human resources. The following table summarises the level of assurance, and recommendations from each review:

Area	Assurance	Recommendations: priority		
		High	Medium	Low
Induction	Substantial	-	-	-
Finance: budgetary control and payroll	Substantial	-	-	-
Governance: regulatory compliance	Substantial	-	-	-
Business continuity planning	Substantial	-	-	-
Human resources	Substantial	-	-	-

The Annual Report concluded that “...for the areas reviewed during the year, the Education Workforce Council has reasonable and effective risk management, control and governance processes in place.”

## External audit

Assessment on the effectiveness of the governance framework is also implicit in the findings and reports of the financial audit. The Auditor General for Wales (AGW) is the statutory external auditor of the Education Workforce Council, appointed under the Education (Wales) Act 2014. The audit of the 2022–23 Annual Accounts was completed on his behalf by Audit Wales.

Comments on the audit of the 2021–22 Annual Accounts were positive, with the AGW issuing an unqualified audit opinion and confirming that no significant matters had arisen as a result of audit testing, and noting that auditors had not found any material instances where resources have not been properly used and accounted for.

## Significant governance issues

The EWC has not identified any significant governance issues in the year. Nor have any areas of concern been identified which require strengthening or improvement.

My operational focus has been on:

1. ensuring that the EWC effectively managed the impact of COVID on its operations and staff, and continued to deliver the objectives set in its operational plan
2. registering and regulating each of the seven registrant groups set out in legislation
3. working with Welsh Government to initiate changes to legislation in the areas of registration and regulation
4. implementing ITE accreditation processes as set out in legislation
5. delivering all Welsh Government grant funded activities to standards agreed

6. ensuring that the EWC made a significant contribution to policy development in Wales across all of its registrant groups. This included supporting the recovery to the COVID pandemic
7. understanding the implications for EWC as a result of being classified as a public body and designated by Welsh Government in the Government of Wales Act 2006 (Budget Motions and designated bodies) (Amendment) Order 2023

There were no losses or special payments incurred in the year.

In addition, there were no referrals to the Information Commissioner in respect of activity in-year and no complaints have been raised.

## Statement by Chief Executive

In summary, I am satisfied that the governance framework of the EWC during the year has been effective, giving assurance of the proper stewardship of resources in performance of its objectives.

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**Hayden Llewellyn**  
Chief Executive

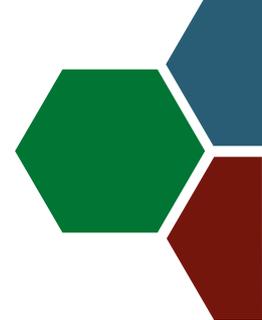
7 August 2023



# Accountability report

## Remuneration and staff report

# Remuneration policy



The Remuneration and Staff Report details remuneration practices in respect of Council members and staff.

## Service contracts

Staff appointments are made in accordance with the EWC's Recruitment and Selection policy, which requires appointments to be on merit on the basis of fair and open competition, but also includes the circumstances when appointments may otherwise be made.

The senior staff covered by this report hold appointments which are open-ended. Early termination, other than for misconduct,

would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

With the exception of the Chief Executive, all staff salaries are based on Welsh Government salary scales. The Chief Executive's remuneration is based on an incremental scale, and any progression is approved by the Chairperson and confirmed by the Performance Review Committee. No bonuses are payable.

## Members' remuneration\*

The Chairperson is the only member of Council who may be remunerated, the office is not entitled to membership of the EWC's pension scheme.

Angela Jardine has continued as Chairperson of the Council, having been re-elected to serve for the period until March 2023. As a serving teacher, this appointment is treated as a secondment and a proportion of salary is reimbursed to her employer. Mrs Jardine received no remuneration directly

nor any benefits in kind. The Chairperson's commitment is estimated at an average two days per week.

All other Council members are paid for their expenses, including the reimbursement of costs incurred in travelling to meetings and also payment of supply cover to their employers or equivalent costs, as appropriate. This expenditure is reported as Members' costs at [note 3](#) (Direct programme costs).

	2022-23 £'000	2021-22 £'000
Reimbursement of costs to employer - Chairperson: Angela Jardine	37	35

\*This information is subject to audit

## Senior staff remuneration\*

The salary, pension entitlements, and the value of any taxable benefits in kind of the most senior officers of the EWC were, as follows

Single total figure of remuneration*								
	Salary £'000		Bonus payments £'000		Pension benefits £'000 <sup>1</sup>		Total £'000	
	2022- 23	2021- 22	2022- 23	2021- 22	2022- 23	2021- 22	2022- 23	2021- 22
<b>Hayden Llewellyn (M)</b> Chief Executive	100-105	95-100	-	-	-12	24	90-95	120-125
<b>Elizabeth Brimble (F)</b> Director of Qualifications, Registration & Fitness to Practice	85-90	80-85	-	-	6	25	90-95	105-110
<b>Lisa Winstone (F)</b> Director of Finance & Corporate Services	75-80	75-80	-	-	30	29	105-110	105-110
<b>Bethan Holliday-Stacey (F)</b> Director of Professional Development, Accreditation & Policy	75-80	70-75	-	-	16	44	95-100	115-120

\*This information is subject to audit

<sup>1</sup> The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increase excludes increases due to inflation or any increase or decrease due to a transfer of pension rights.

## Salary

'Salary' includes gross salary, overtime, reserved rights to London weighting or London allowances, recruitment and retention allowances, private office allowances, and any other allowance to the extent that it is subject to UK taxation. This report is based on payments made by the Council and thus recorded in these accounts.

No bonuses are payable by the EWC.

## Fair pay disclosures\*

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the remuneration of the organisation's workforce.

	2022-23	2021-22
Band of highest paid individual's remuneration (£'000)	100-105	95-100
% change from the previous financial year for the highest paid director	5.13%	0%
Average salary and allowances (excluding highest-paid director)	£37,372	£36,419
% change from previous financial year for the employees as a whole	2.62%	4.22%

The banded remuneration of the highest-paid director in the EWC in the financial year 2022-23 was £100,000 - £105,000 (2021-22, £95,000 - £100,000). The percentage change from the previous financial year is 5.13% (2021-22 0%). The average salary and allowances (excluding the highest paid director) has increased by 2.62% (2021-22 4.22%) due to the implementation of an all staff pay award with effect from 1 April 2022.

Pay Ratios	2022-23	2021-22
25th percentile total pay and benefits	£30,610	£29,427
25th percentile pay ratio	3.4	3.3
Median total pay and benefits	£31,535	£29,427
Median pay ratio	3.3	3.3
75th percentile total pay and benefits	£39,690	£39,127
75th percentile pay ratio	2.6	2.5

The remuneration of the highest paid director was 3.4 times (2021-22 3.3) the 25th percentile remuneration of the workforce, which was £30,610 (2021-22 £29,427), 3.3 times (2021-22 3.3) the median remuneration of the workforce, which was £31,535 (2021-22 £29,427), and 2.6 times (2021-22 2.5) the 75th percentile remuneration of the workforce, which was £39,690 (2021-22 £39,127). All pay ratios have slightly increased this year. This reflects the all staff pay award which was implemented with effect from 1 April 2022. All staff grades AA to G7 were awarded a 4% pay award and G6 and above (including the highest paid director) were awarded a

2% consolidated and 2% non-consolidated pay award.

In 2022-23, no employees (2021-22, nil) received remuneration in excess of the highest-paid director (the Chief Executive). Remuneration ranged from £25,620 to £101,006 (2021-22, £24,630 to £99,025).

Total remuneration includes salary, non-consolidated performance-related pay, and benefits in kind. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

## Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the EWC and treated by HM Revenue and Customs as a taxable emolument. No benefits in kind were paid during the year.

## Pension benefits\*

	Accrued pension at pension age as at 31/3/23 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/3/23	CETV at 31/3/22	Real increase in CETV
	£'000	£'000	£'000	£'000	£'000
<b>Hayden Llewellyn (M)</b> Chief Executive	45-50 plus a lump sum of 80-85	0-2.5 plus a lump sum of 0	861	792	-25
<b>Elizabeth Brimble (F)</b> Director of Qualifications, Registration & Fitness to Practice	30-35	0-2.5	545	493	-6
<b>Lisa Winstone (F)</b> Director of Finance & Corporate Services	20-25	0-2.5	226	197	13
<b>Bethan Holliday-Stacey (F)</b> Director of Professional Development, Accreditation & Policy	30-35 plus a lump sum of 60-65	0-2.5 plus a lump sum of 0	499	443	3

Pension benefits are provided through the Civil Service pension arrangements. From 1 April 2015, a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or **alpha**, which provides benefits on a career average basis with a normal pension age equal to the member's State Pension Age (or 65 if higher). From that date, all newly appointed civil servants and the majority of those already in service joined **alpha**. Prior to that date, civil servants participated in the Principal Civil Service Pension Scheme (PCSPS). The PCSPS has four sections, three providing benefits on a final salary basis (**classic**, **premium** or **classic plus**) with a normal pension age of 60, and one providing benefits on a whole career basis (**nuvos**) with a normal pension age of 65.

These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under **classic**, **premium**, **classic plus**, **nuvos** and **alpha** are increased annually in line with Pensions Increase legislation. Existing members of the PCSPS who were within 10 years of their normal pension age on 1 April 2012 remained in the PCSPS after 1 April 2015. Those who were between 10 years and 13 years and five months from their normal pension age on 1 April 2012 switch into **alpha** sometime between 1 June 2015 and 1 February 2022. Because the Government plans to remove discrimination identified by the courts in the way that the 2015 pension reforms were introduced for some members, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period (and this may affect the [Cash Equivalent Transfer Values](#) shown in this report – see below). All members who switch to **alpha** have their PCSPS benefits 'banked', with those with earlier benefits in one of the final salary sections of the PCSPS having those benefits based on their final salary when they leave **alpha**. (The pension figures quoted for members show pension earned in PCSPS or **alpha** – as appropriate. Where the member has benefits in both the PCSPS and **alpha**, the figure quoted is the combined value of their benefits in the two schemes.) Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a defined

contribution (money purchase) pension with an employer contribution (**partnership** pension account).

Employee contributions are salary-related and range between 4.6% and 8.05% for members of **classic**, **premium**, **classic plus**, **nuvos** and **alpha**. Benefits in **classic** accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years initial pension is payable on retirement. For **premium**, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike **classic**, there is no automatic lump sum. **classic plus** is essentially a hybrid with benefits for service before 1 October 2002 calculated broadly as per **classic** and benefits for service from October 2002 worked out as in **premium**. In **nuvos** a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March), the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is updated in line with Pensions Increase legislation. Benefits in **alpha** build up in a similar way to **nuvos**, except that the accrual rate is 2.32%. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The **partnership** pension account is an occupational defined contribution pension arrangement which is part of the Legal & General Mastertrust. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member). The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over

pension age. Pension age is 60 for members of **classic**, **premium** and **classic plus**, 65 for members of **nuvos**, and the higher of 65 or State Pension Age for members of **alpha**. (The pension figures quoted for officials show pension earned in **PCSPS** or **alpha** – as appropriate. Where the official has benefits in both the **PCSPS** and **alpha** the figure quoted

is the combined value of their benefits in the two schemes, but note that part of that pension may be payable from different ages.)

Further details about the Civil Service pension arrangements can be found at the website [www.civilservicepensionscheme.org.uk](http://www.civilservicepensionscheme.org.uk).



## Cash Equivalent Transfer Values

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A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

## Real increase in CETV

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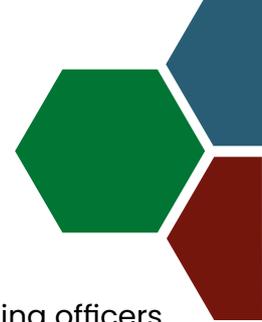
This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

## Compensation for loss of office

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No compensation payments for loss of office were made in the year to those staff included in this Remuneration and Staff Report, or any other employees.

# Staff report



## Number of persons employed by employment type\*

During 2022-23, the EWC employed an average of 55.1 staff~ (2021-22 – 50.9) (including officers on maternity leave), as follows:

	EWC	WG	Total	2021-22
Permanent contract	36.3	17.8	54.1	48.9
Fixed term contract	1	0	1	2
Temporary	0	0	0	0
<b>Total</b>	<b>37.3</b>	<b>17.8</b>	<b>55.1</b>	<b>50.9</b>

~ Full Time Equivalents

The staff composition by gender as at the end of the financial year was, as follows:

By gender	31 March 2023			31 March 2022		
	Male	Female	Total	Male	Female	Total
Senior	1	3	4	1	3	4
General	19	34	53	16	33	49
Temporary	0	0	0	0	0	0
<b>Total</b>	<b>20</b>	<b>37</b>	<b>57</b>	<b>17</b>	<b>36</b>	<b>53</b>

The average age of the EWC's staff on 31 March 2023 was 41 years (40 years, at 31st March 2022).

## Sickness absence

The EWC monitors sickness absence on an ongoing basis, reviewing both cumulative and long-term absences. In 2022-23, employees reported a total of 218.5 days sickness absence (211 days, 2021-22) of which 20.6% was in respect of long-term sickness (65.4%, 2021-22).

Absence due to sickness is lower than the national average, reporting an average of 4.01 days per employee (4.16 days, 2021-22). In March 2023, the UK Government reported that the average for civil service staff in the year ending 31 March 2022 was 7.9 days per worker.

There were no retirements on the grounds of ill health.

## Staff costs\*

	EWC		WG activities		2022-23	2021-22
	Permanent staff £'000	Other £'000	Permanent staff £'000	Other £'000	Total £'000	Total £'000
Salaries	1,355	0	710	0	2,065	1,852
Social security costs	151	0	80	0	231	195
Pension costs	368	0	195	0	563	504
<b>Total</b>	<b>1,874</b>	<b>0</b>	<b>985</b>	<b>0</b>	<b>2,859</b>	<b>2,551</b>
Agency costs	0	0	0	0	0	0
<b>Total</b>	<b>1,874</b>	<b>0</b>	<b>985</b>	<b>0</b>	<b>2,859</b>	<b>2,551</b>

No agency staff have been utilised during 2022-23 (2021-22, nil).

The Principal Civil Service Pension Scheme (PCSPS) and the Civil Servants and Others Pension Scheme (CSOPS), known as 'alpha', are unfunded, multi-employer defined benefit schemes, but the EWC is unable to identify its share of the underlying assets and liabilities. The scheme actuary valued the scheme as at 31 March 2020. You can find details in the [resource accounts of the Cabinet Office: Civil Superannuation](#).

For 2022-23, employers' contributions of £563,185 were payable to the PCSPS (2021-22, £504,016) at one of four rates in the range 26.6% to 30.3% of pensionable earnings, based on salary bands. The Scheme Actuary reviews employer contributions usually every four years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits accruing during 2022-23 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a **partnership** pension account, a stakeholder pension with an employer contribution. No EWC employees took up this option, and therefore no employer's contributions were made.

### Off-payroll arrangements

No payments were made under off-payroll arrangements during the year (2021-22, nil).

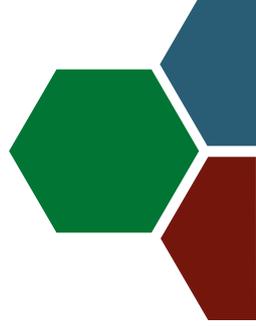
### Exit packages

There were no redundancy or other departure costs in the year (2021-22, £nil).

\*The above information is subject to audit.

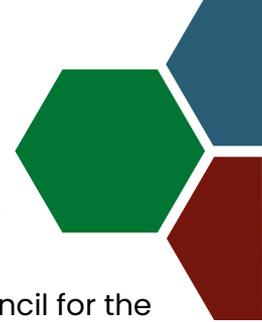
**Hayden Llewellyn**  
Chief Executive

7 August 2023



# Accountability report

## Audit report



## Opinion on financial statements

I certify that I have audited the financial statements of the Education Workforce Council for the year ended 2022–23 under the Education (Wales) Act 2014.

The financial statements comprise the Statements of Comprehensive Income, Financial Position, Cash Flows, Changes in Taxpayers' Equity, and related notes, including the significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual.

In my opinion, in all material respects, the financial statements:

- give a true and fair view of the state of the Council's affairs as at 31st March 2023 and of its surplus on ordinary activities for the year then ended
- have been properly prepared in accordance with UK adopted international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual
- have been properly prepared in accordance with Welsh Ministers' directions issued under the Education (Wales) Act 2014

## Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by the Senedd and the financial transactions recorded in the financial statements conform to the authorities which govern them.

## Basis of opinions

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my certificate.

My staff and I are independent of the body in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

## Conclusions relating to going concern

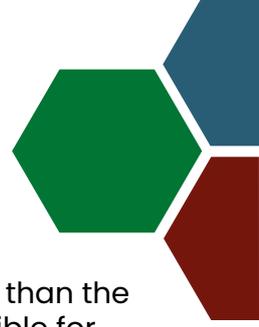
In auditing the financial statements, I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the body's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Chief Executive with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Council is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial

statements where it anticipated that the services which they provide will continue into the future.



## Other information

The other information comprises the information included in the annual report other than the financial statements and my auditor's report thereon. The Chief Executive is responsible for the other information in the annual report. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon. My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

## Opinion on other matters

In my opinion, the part of the Remuneration Report to be audited has been properly prepared in accordance with Welsh Ministers' directions made under the Education (Wales) Act 2014.

In my opinion, based on the work undertaken in the course of my audit:

- the parts of the Accountability Report subject to audit have been properly prepared in accordance with Welsh Ministers' directions made under the Education (Wales) Act 2014
- the information given in the Foreword, Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements

## Matters on which I report by exception

In the light of the knowledge and understanding of the body and its environment obtained in the course of the audit, I have not identified material misstatements in the Foreword, Performance Report and Accountability Report.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- I have not received all of the information and explanations I require for my audit
- proper accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my team
- the financial statements and the audited part of the Accountability Report are not in agreement with the accounting records and returns
- information specified by Welsh Ministers regarding remuneration and other transactions is not disclosed
- certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual are not made or parts of the Remuneration and Staff Report to be audited are not in agreement with the accounting records and returns
- the Governance Statement does not reflect compliance with HM Treasury's guidance

## Responsibilities of the Council and Chief Executive for the financial statements

As explained more fully in the Statement of the Council's and Chief Executive's Responsibilities, the Chief Executive is responsible for:

- maintaining proper accounting records
- the preparation of the financial statements and Annual Report in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view
- ensuring that the Annual Report and financial statements as a whole are fair, balanced and understandable
- ensuring the regularity of financial transactions
- internal controls as the Chief Executive determines is necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error
- assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Chief Executive anticipates that the services provided by the Council will not continue to be provided in the future

## Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Education (Wales) Act 2014.

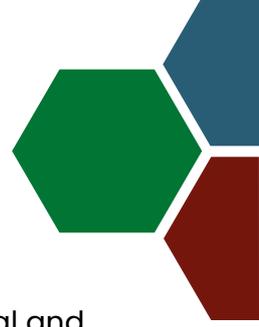
My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- enquiring of management, the audited entity's head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Council's policies and procedures concerned with:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud
  - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations
- considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition, expenditure recognition, and the posting of unusual journals
- obtaining an understanding of the Council's framework of authority as well as other legal and regulatory frameworks that the Council operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Council
- obtaining an understanding of related party relationships

In addition to the above, my procedures to respond to identified risks included the following:



- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above
- enquiring of management, the Audit Committee and legal advisors about actual and potential litigation and claims
- reading minutes of meetings of those charged with governance and the Senior Management Team
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias, and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business

I also communicated relevant identified laws and regulations and potential fraud risks to all audit team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the Council's controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the [Financial Reporting Council's website](#). This description forms part of my auditor's report.

### Other auditor's responsibilities

I obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Senedd and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

### Report

I have no observations to make on these financial statements.

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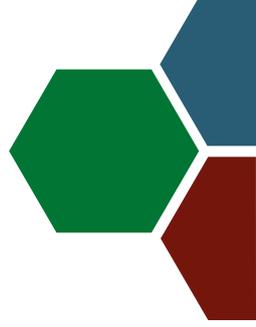
Ann-Marie Harkin

for and on behalf of the  
Auditor General for Wales

8 August 2023

1 Capital Quarter  
Tyndall Street  
Cardiff  
CF10 4BZ

The maintenance and integrity of the Council's website is the responsibility of the Chief Executive; the work carried out by auditors does not involve consideration of these matters and accordingly auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.



# Financial statements

# Statement of comprehensive income for the year ending 31 March 2023



	Note	2022-23 £'000	2021-22 £'000
<b>Income</b>			
Grant from Welsh Government		9,389	8,192
Registration fees		2,644	2,570
Other income	<a href="#">2</a>	103	99
Release from Accommodation Reserve	<a href="#">15</a>	53	55
<b>Total income</b>		<b>12,189</b>	<b>10,916</b>
<b>Expenditure</b>			
Staff costs	*	2,859	2,551
Direct programme costs	<a href="#">3</a>	1,546	1,415
Induction programme costs	<a href="#">4</a>	6,615	5,649
Other operating costs	<a href="#">5</a>	383	393
Depreciation	<a href="#">7</a>	84	100
Amortisation	<a href="#">8</a>	424	349
Right of Use lease depreciation	<a href="#">9</a>	122	-
Finance charges – lease	<a href="#">17</a>	7	-
<b>Total expenditure</b>		<b>12,040</b>	<b>10,457</b>
<b>Surplus/(Deficit) on ordinary activities</b>		<b>149</b>	<b>459</b>
Interest receivable	<a href="#">6</a>	98	7
<b>Net income for the year transferred to reserves</b>		<b>247</b>	<b>466</b>

All Council-funded activities are continuing.

\*A breakdown of staff costs is included in the [staff report](#).

The [notes on pages 63–74](#) form part of these Accounts.

## Statement of financial position as at 31 March 2023

	Note	31 March 2023 £'000	31 March 2022 £'000
<b>Non-current assets</b>			
Property, plant and equipment	<a href="#">7</a>	89	144
Intangible assets	<a href="#">8</a>	904	958
Right of use asset – lease	<a href="#">9</a>	638	-
<b>Total non-current assets</b>		<b>1,631</b>	<b>1,102</b>
<b>Current assets</b>			
Short-term investments		2,503	2,503
Trade and other receivables	<a href="#">10</a>	723	780
Cash and cash equivalents	<a href="#">11</a>	5,403	4,872
<b>Total current assets</b>		<b>8,629</b>	<b>8,155</b>
<b>Total assets</b>		<b>10,260</b>	<b>9,257</b>
<b>Current liabilities</b>			
Trade and other payables	<a href="#">12</a>	(3,829)	(3,485)
Provisions for liabilities and charges	<a href="#">13</a>	-	-
<b>Total current liabilities</b>		<b>(3,829)</b>	<b>(3,485)</b>
<b>Non-current assets +/- net current assets/ liabilities</b>		<b>6,431</b>	<b>5,772</b>
<b>Non-current liabilities</b>			
Deferred grant income	<a href="#">12</a>	(351)	(431)
Deferred creditor	<a href="#">12</a>	-	(45)
Right of use lease liability	<a href="#">17</a>	(545)	-
<b>Total non-current liabilities</b>		<b>(896)</b>	<b>(476)</b>
<b>Assets less liabilities</b>		<b>5,535</b>	<b>5,296</b>
<b>Financed by: Taxpayers' equity</b>			
General reserve		4,401	4,109
Database reserve	<a href="#">15</a>	797	800
Fitness to Practise reserve	<a href="#">15</a>	300	300
Accommodation reserve	<a href="#">15</a>	37	87
<b>Total capital and reserves</b>		<b>5,535</b>	<b>5,296</b>

**Hayden Llewellyn**  
Chief Executive

7 August 2023

The [notes on pages 63-74](#) form part of these Accounts.

## Statement of cash flows for the year ending 31 March 2023

	Note	2022-23 £'000	2021-22 £'000
Cash flows from operating activities	<a href="#">14</a>	1,052	1,368
Cash flows from investing activities			
Interest received	<a href="#">6</a>	98	7
Purchase of property, plant and equipment	<a href="#">7</a>	(30)	(44)
Purchase of intangible assets	<a href="#">8</a>	(488)	(490)
Increase in short-term investments		(0)	(3)
Right of use asset: lease payments	<a href="#">17</a>	(95)	-
Right of use asset: interest charge	<a href="#">17</a>	(6)	-
<b>Net Increase/(Decrease) in cash and cash equivalents</b>		<b>531</b>	<b>838</b>
<b>Cash and cash equivalents at 1 April</b>		<b>4,872</b>	<b>4,034</b>
<b>Cash and cash equivalents at 31 March</b>		<b>5,403</b>	<b>4,872</b>

## Statement of changes in taxpayers' equity for the year ending 31 March 2023

	General reserve £'000	Designated reserves £'000	Total £'000	2021-22 £'000
Balance at 1 April	4,109	1,187	5,296	4,885
Surplus for the year	247	-	247	466
Transfers to/(from) designated reserves (Note 15)	45	(53)	(8)	(55)
<b>Balance at 31 March</b>	<b>4,401</b>	<b>1,134</b>	<b>5,535</b>	<b>5,296</b>

The [notes on pages 63–74](#) form part of these Accounts.

# Notes to the accounts



## 1. Accounting policies

### 1.1 Accounting Convention

These financial statements have been prepared in accordance with the 2022–23 Government Financial Reporting Manual (FRoM) issued by HM Treasury. The accounting policies contained in the FRoM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FRoM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Education Workforce Council (the Council) for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Council are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

Accounting standards issued, not yet effective:

- IFRS 17 Insurance Contracts has not yet been adopted by the public sector and the date of adoption is yet to be confirmed. The underlying aim of IFRS 17 is to make risk transfer contracts more comparable between different entities. As the Council does not hold any insurance contracts, this is unlikely to have an impact on the Council's financial statements when this is adopted.

Accounting standards adopted in year:

- IFRS 16 Leases has been adopted with effect from 1 April 2022. Refer to [note 1.10](#).

### 1.2 Registration fee income

The registration year runs from 1 April to 31 March annually with the fee becoming due on 1 April every year. The fee is required to be paid in full regardless of the date a practitioner actually registers with the Council, there is no reduction for part-year registration.

Fee income was credited to the Statement of Comprehensive Income on an accruals basis, with any fees received in advance for the following financial year being treated

as pre-paid income and recorded in the Statement of Financial Position as a liability.

### 1.3 Induction expenditure

Induction programme expenditure is recognised on the basis of the academic term in which the training activity was completed. Grant expenditure and income due in respect of the Spring term is included within Accruals (grant expenditure due to schools) and Receivables (grant due from the Welsh Government) depending on the timing of payment and receipt of relevant grants. Spring term could occasionally span two financial years, although this is not always the case as Easter determines the spring term end date. For this reason, and as approved by audit historically, the spring term, regardless of when it finishes, is accounted for in the year where **all or the majority** of sessions occur.

### 1.4 Non-current assets

Non-current assets are defined as any single piece of equipment, costing more than £1,000 (inclusive of VAT) that has an estimated economic/operational life of more than one year. Where it is more usual to treat individual components as a group, these are treated as assets so long as their collective value exceeds the capitalisation threshold.

Non-current assets have been valued at historic cost at the year-end as, in the opinion of the Council, any revaluation adjustments are not material.

### 1.5 Depreciation

Depreciation is provided on all non-current assets at rates calculated to write off the cost, less any estimated residual value of each asset, evenly over their expected useful lives as follows:

- all electrical equipment, including computers and office equipment, is depreciated on a straight-line basis over three years
- furniture and fixtures and fittings are depreciated on a straight-line basis over five years

In all cases, depreciation will commence from the month following purchase.

### 1.6 Intangible assets

Software development work and website content and licences costing more than £1,000 (inclusive of VAT) and with an estimated economic/operational life of more than one year are capitalised.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset over its expected useful life:

- database and website development work is amortised on a straight line basis over three years
- software licences are amortised on a straight line basis over their life

In both cases, amortisation will commence from the month following purchase.

### 1.7 Government grants

The Council receives grant income from Welsh Government (WG) for the following areas:

- administering the award of QTS
- administering funding, tracking and recording arrangements for induction
- developing and hosting the PLP
- hearing induction appeals and issuing induction certificates
- promoting careers in the education professions
- acting as the Secretariat to the IWPRB
- data analysis
- leading a range of national initiatives and research projects on specific teaching and learning matters

Grants received are credited to the Statement of Comprehensive Income in the year they are received (on an accruals basis), with any outstanding balances credited to accrued or deferred income at the year-end accordingly.

Where funding is received in respect of the purchase of non-current and intangible assets, grant income is treated as deferred (Long Term Liability) and released in proportion to the value of the asset consumed annually.

### 1.8 Pension costs

Past and present employees are covered

by the provisions of the Civil Service Pension Schemes which are described within the Remuneration and Staff Report. The defined benefit elements of the schemes are unfunded. The Council recognises the expected costs of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the Principal Civil Service Pension Schemes (PCSPS) of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS and the Civil Servant and Other Pension Scheme (CSOPS). In respect of the defined contribution elements of the schemes, the Council recognises the contributions payable for the year.

### 1.9 Value Added Tax (VAT)

Most of the Council's activities are outside the scope of VAT and, in general, output tax does not apply and input tax on purchases is not recoverable. Irrecoverable VAT is charged to the relevant expenditure category or capitalised if related to a fixed asset. Where output tax is charged or input VAT is recoverable, the amounts are stated net of VAT.

### 1.10 Right of use assets

In accordance with IFRS 16, at inception of a contract, we assess whether or not a contract is, or contains a lease. A contract or parts of a contract that convey the right to use an asset in exchange for consideration are classified as leases and are accounted for in accordance with IFRS 16.

A contract is, or contains a lease, if:

- the contract involves the use of an identified asset
- we have the right to obtain and substantially all of the economic benefit from the use of the asset throughout the period of use
- we have the right to direct the use of the asset

When a lease is recognised in a contract we recognise a right of use asset and lease liability at the commencement date. The right of use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for initial direct costs, prepayments and incentives.



The right of use asset is depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right of use asset or the end of the lease term. The estimated useful lives of the right of use assets are determined on the same basis as those of property, plant and equipment assets.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, using the HMT issued incremental borrowing rate.

We have excluded contracts for low value items costing less than £5,000 and contracts with a term shorter than twelve months.

### **Implementation and assumptions**

IFRS 16 has been applied using the modified retrospective approach and therefore the comparative information has not been restated and continues to be reported under IAS 17 'Leases' and IFRIC 4 'Determining whether an arrangement contains a lease'. IAS 17 operating leases are now included within the SoFP as a lease liability and right of use asset.

### **Previous treatment**

In the comparative year, leases other than finance leases are classified as operating leases. Assets previously held under operating leases were not recognised in the Statement of Financial Position. Payments were recognised in the Statement of Comprehensive Income on a straight line basis over the term of the lease. Lease incentives were recognised as an integral part of the total lease expense, over the term of the lease.

#### **1.11 Prepayments**

The Council has adopted a de minimis threshold of £1,200 (£100 monthly equivalent charge) for the recognition of prepayments. Other than for full month prepayments, the profiled charge will commence from the month following payment.

#### **1.12 Provisions for liabilities and charges**

The Council provides for all legal or constructive obligations that are of uncertain timing or amount at the Statement of Financial Position date on the basis of the

best estimate of the expenditure required to settle the obligation. In accordance with IAS 37, provisions are only recognised where the transfer of economic benefit is probable, and the amount can be reasonably estimated.

#### **1.13 Short term investments**

In accordance with its Cash Management policy, the Council holds short-term investments, for up to 12 months, on deposit with one of the main high-street banks.

#### **1.14 Employee benefits**

As required, the Council recognises the cost of employee benefits including:

- short-term employee benefits, being the 'cost' of untaken annual leave at the year-end
- post-employment benefits, in respect of termination benefits

#### **1.15 Cash and cash equivalents**

The Council's core functions are funded from fee income from the statutory annual registration of practitioners, and other activities completed on behalf of the Welsh Government are funded by grant. Fee income is received annually in advance and grant funding is drawn down on a quarterly and then monthly basis, as required. Because of the non-trading nature of these activities and these sources of funding, the Council is not exposed to any degree of financial risk.

Its cash balances are held in commercial bank accounts: the Council is exposed to minimal interest rate risk. Although the Council can borrow funds, it has not required to do so in this financial year.

#### **1.16 Foreign exchange**

Transactions which are denominated in a foreign current are translated into sterling at the exchange rate ruling on the date of the transaction.

## 2. Other income

	2022-23 £'000	2021-22 £'000
Miscellaneous income	27	25
YWQM contract with Welsh Government	76	74
<b>Total</b>	<b>103</b>	<b>99</b>

EWC is contracted by the Welsh Government to administer and further develop the Quality Mark for Youth Work in Wales. The contract has been extended until January 2024.

## 3. Direct programme costs

	Council £'000	WG £'000	2022-23 total £'000	2021-22 total £'000
Members' costs	32	7	39	36
Panel members' costs	94	-	94	98
ITE accreditation board costs	54	4	58	40
Professional Learning Passport	-	117	117	148
IWPRB Secretariat	-	140	140	74
Promotion of Careers	-	251	251	74
Database maintenance and development	12	2	14	14
Legal and professional fees - FtP	784	-	784	876
Translation costs	16	-	16	17
Printing, postage, promotional costs & professional fees	32	1	33	38
<b>Total</b>	<b>1,024</b>	<b>522</b>	<b>1,546</b>	<b>1,415</b>

IWPRB Secretariat expenditure is higher this year due to the additional work required by Welsh Government as part of the remit letter. This has required additional panel member time and also the use of an external company to undertake the research required.

Promotion of Careers costs are higher this year due to the significant increase in advocacy and recruitment activity in 2022/23 and the cost of the social media and digital content contract which was not in place in the previous financial year. Fitness to practise legal fees are lower this year due to fewer hearings being held (60 in 2021/22 compared with 46 held in 22/23).

#### 4. Induction programme costs

All Welsh Government expenditure	2022-23 £'000	2021-22 £'000
Administration	85	72
Induction grant expenditure	6,530	5,577
<b>Total</b>	<b>6,615</b>	<b>5,649</b>

In Autumn term 2021, Welsh Government increased the level of funding which EWC released to schools who are providing NQTs with induction support from a maximum of £700 per term to £900 per term. Funding of £350 per term was also made available for those undertaking the induction mentor role. Whilst the number of NQTs receiving induction funding is lower than previous years, more payments have been made at the maximum termly rate of £1,250.

On behalf of Welsh Government, EWC administers funding to the regional consortia/local authorities/schools for the provision of the external verifier role (EV). In September 2022, Welsh Government announced that short term supply NQTs would be supported through induction by an external mentor (EM) who performs the dual role of induction mentor and external verifier. Funding for the role of EM is paid at £817 per NQT being supported, the role of external verifier is paid at £467 per NQT being supported. This academic year, the numbers of NQTs undertaking induction via short term supply work have increased significantly in comparison to academic year 2021-22. This has impacted upon the level of funding remitted and grant required to support the roles of EMs/EVs.

#### 5. Other operating costs

	Council £'000	WG £'000	2022-23 total £'000	2021-22 total £'000
Officer expenses	6	-	6	1
Training and recruitment	32	-	32	17
Rent and rates	54	-	54	169
Service charge and utilities	59	-	59	53
Professional fees	47	2	49	1
Insurance	20	-	20	15
Printing & stationery	3	-	3	3
Postage	23	-	23	9
Computer costs	67	-	67	57
Venue hire	3	-	3	-
Audit fees	18	-	18	18
Maintenance	1	-	1	2
Other costs	48	-	48	48
<b>Total</b>	<b>381</b>	<b>2</b>	<b>383</b>	<b>393</b>

Recruitment costs are higher this year due to an increase in the number of vacancies filled via recruitment agencies where placement fees needed to be paid. Rent and rates appears lower this year due to the new accounting treatment for IFRS 16 leases whereby the lease and associated costs are now included in the Statement of Financial Position rather than the Statement of Comprehensive Income. Professional fees are higher this year due to an increase in legal fees and the commissioning of a discovery project for a new registration database. Postage costs are higher this year due to a post out exercise for the new Code of Conduct.

## 6. Interest receivable

Interest of £97,819 (2021-22, £7,125) was received during the period in respect of the Council's bank accounts, including an accrual of £2,558 (2021-22, £1,482).

## 7. Non-current assets

	Office equipment £'000	Computer equipment £'000	Furniture and fittings £'000	Total £'000
<b>Cost or valuation</b>				
As at 1 April 2022	45	209	323	577
Additions	4	26	0	30
Disposals	(3)	(8)	(1)	(12)
<b>As at 31 March 2023</b>	<b>46</b>	<b>227</b>	<b>322</b>	<b>595</b>
<b>Depreciation</b>				
As at 1 April 2022	41	163	229	433
Charge for year	3	27	54	84
Disposals	(2)	(8)	(1)	(11)
<b>As at 31 March 2023</b>	<b>42</b>	<b>182</b>	<b>282</b>	<b>506</b>
<b>Net Book Value as at 31 March 2023</b>	<b>5</b>	<b>45</b>	<b>40</b>	<b>89</b>
<b>Net Book Value as at 1 April 2022</b>	<b>4</b>	<b>46</b>	<b>94</b>	<b>144</b>

Of the Net Book Value at 31 March 2023, £3,600 was in support of Welsh Government-funded activities (£4,700, as at 31 March 2022).

## 8. Intangible assets

	Database developments Restated £'000	Total £'000
<b>Cost or valuation</b>		
As at 1 April 2022	2,392	2,392
Additions	430	430
Disposals	(4)	(4)
<b>As at 31 March 2023</b>	<b>2,818</b>	<b>2,818</b>
<b>Amortisation</b>		
As at 1 April 2022	1,493	1,493
Charge for year	424	424
Disposals	(4)	(4)
<b>As at 31 March 2023</b>	<b>1,913</b>	<b>1,913</b>
<b>Net Book Value as at 31 March 2023</b>	<b>904</b>	<b>904</b>
<b>Net Book Value as at 1 April 2022</b>	<b>958</b>	<b>958</b>

Of the Net Book Value at 31 March 2023, £777,000 was in support of Welsh Government-funded activities (£913,000, as at 31 March 2022), mainly relating to the continuing development of the Educators Wales platform and the PLP.

Software licenses of £59,000 were incorrectly included as an intangible fixed asset addition in 2021/22 and have been removed from the opening balance as at 1 April 2022 stated above. The correction has also been included in additions in the Statement of Cashflows, however actual additions for the year were £430,000.

There has been no impairment of either Non-Current or Intangible assets, which are shown at cost and considered to be at 'fair value'.

## 9. Right of use asset - lease

	Office lease £'000	Total £'000
<b>Cost or valuation</b>		
As at 1 April 2022	-	-
Introduced in year	760	760
Additions	-	-
<b>As at 31 March 2023</b>	<b>760</b>	<b>760</b>
<b>Depreciation</b>		
As at 1 April 2022	-	-
Charge for year	122	122
<b>As at 31 March 2023</b>	<b>122</b>	<b>122</b>
<b>Net Book Value as at 31 March 2023</b>	<b>638</b>	<b>638</b>
<b>Net Book Value as at 1 April 2022</b>	<b>-</b>	<b>-</b>

IFRS16: Leases became effective from 1 April 2022. The Council has complied with this standard and adopted the simple approach to introducing right of use assets. These have been introduced as at 1 April 2022 and no adjustment has been made to comparative figures. The only right of use asset is the office lease for floors 9 and 10 of Eastgate House. The lease is due to end on 30 June 2028.

## 10. Trade and other receivables

	31 March 2023 £'000	31 March 2022 £'000
<b>Amounts falling due within one year</b>		
Other receivables	590	660
Prepayments	133	120
<b>Total</b>	<b>723</b>	<b>780</b>

The decrease in other receivables is mainly due to the timing and value of the WG year-end debtor.

## 11. Cash and cash equivalents

	2022-23 £'000	2021-22 £'000
Balance at 1 April	4,872	4,034
Net change in cash and cash equivalent balances	531	838
<b>Balance at 31 March</b>	<b>5,403</b>	<b>4,872</b>

The Council's cash balances were held in a commercial bank at year end. No balances were held with the Office of HM Paymaster General.

## 12. Trade and other payables

	31 March 2023 £'000	31 March 2022 £'000
<b>Amounts falling due within one year</b>		
Registration fees prepaid	815	576
Other payables	372	520
Right of use lease liabilities	125	-
Other taxation and social security	74	71
Pension	58	53
Deferred income: Welsh Government grant	555	472
Accruals	1,830	1,793
<b>Total</b>	<b>3,829</b>	<b>3,485</b>
<b>Amounts falling due after more than one year</b>		
Deferred income: Welsh Government grant	351	431
Deferred creditor	-	45
Right of use lease liabilities	545	-
<b>Total</b>	<b>896</b>	<b>476</b>

Accruals are higher this year largely due to the value of the year end Induction accrual (refer to [note 4](#)).

The Council received grant income from the Welsh Government toward the cost of non-current assets. Since these assets will be depreciated over their useful economic life, a deferred liability is recognised at purchase which will be released over the life of the assets.

## 13. Provisions for liabilities and charges

Provisions are recognised in the financial statements when the Council considers that as a result of a past event - it has a legal or constructive obligation which will probably result in the transfer of economic benefit and which can be reliably estimated.

	Buildings refurbishment £'000	Total £'000
Balance at 1 April	-	-
Provided in the year	-	-
Released in the year	-	-
<b>Balance as at 31 March</b>	<b>-</b>	<b>-</b>

## 14. Notes to the Cash Flow Statement

### Reconciliation of surplus on ordinary activities to net cash inflow from ordinary activities

	2022-23 £'000	2021-22 £'000
(Deficit)/Surplus on ordinary activities	149	459
Depreciation	<b>206</b>	<b>100</b>
Amortisation	424	349
Increase/(Decrease) in Trade and other payables	345	693
(Increase)/Decrease in Trade and other receivables	57	(186)
Increase/(Decrease) in Deferred creditor	(43)	(7)
Increase/(Decrease) in Deferred liability	(79)	15
Increase/(Decrease) in provisions	-	-
Release to/from designated reserves	(8)	(55)
<b>Net cash inflow/(outflow) from ordinary activities</b>	<b>1,052</b>	<b>1,368</b>

The depreciation figure above includes £122,000 for the right of use asset – lease.

### Analyses of changes in net funds during the period

	2022-23 £'000	2021-22 £'000
Net funds as at 1 April	<b>4,872</b>	4,034
Net cash inflow/(outflow)	<b>531</b>	838
<b>Net funds at 31 March</b>	<b>5,403</b>	<b>4,872</b>

All balances as at 31 March 2023 were held with a commercial bank (including an amount of £2,503,279 held in a 95 day notice account), and cash.

## 15. Designated reserves

In accordance with the Council's financial strategy, the following designated reserves have been established:

**Fitness to Practise (FtP) reserve** – to minimise the effect of fluctuation in the volume of referred cases on the Council's financial position and to provide for the costs of any legal challenge above and beyond those costs covered by Professional Indemnity Insurance.

**Database reserve** – to fund the replacement of the Register of Education Practitioners database.

**Accommodation reserve** – to support the Council's future costs in respect of its accommodation needs, including the requirement for additional space to host FtP hearings in-house.

	Database reserve £'000	Fitness to Practise reserve £'000	Accommodation reserve £'000	Total £'000
Balance at 1 April	800	-	87	1,187
Release from reserves	(3)	-	(50)	(53)
Addition to reserves	-	-	-	-
<b>Balance at 31 March</b>	<b>797</b>	<b>300</b>	<b>37</b>	<b>1,134</b>

## 16. Capital commitments

At 31 March 2023, the Council had capital commitments valued at £559,179 (2021-22, £159,563). This relates to the ongoing upgrade of the Registration database, development of digital content for Educators Wales and the development work required for additional registration categories within the existing registration database.

## 17. Right of Use Lease liabilities

	31 March 2023 £'000	31 March 2022 £'000
Leases introduced in the year	760	-
Repayments	(95)	-
Finance charges	6	-
<b>Total</b>	<b>671</b>	<b>-</b>
Annual commitment on building leases by year:		
Within one year	125	-
Between one year and five years	515	-
Beyond five years	31	-
	546	-
<b>Total</b>	<b>671</b>	<b>-</b>

## 18. Derivatives and other Financial Instruments

The Council has no borrowings and mitigates its exposure to liquidity risk by managing its resources.

All assets and liabilities are denominated in sterling, and so it is not exposed to currency risk.

## 19. Related Party Transactions

Welsh Government is regarded as a related party, and during the year the Council received grant totalling £9,389,000 (£8,192,000 2021-22). This includes a year-end debtor balance of £545,860, (£627,164 2021-22) for the final grant draw down for 2022-23 which is submitted to Welsh Government in June. In addition, as per [note 2](#), the Council has a contract with Welsh Government to administer and further develop the Quality Mark for Youth Work in Wales. During the year the Council received £75,766 (£74,136 2021-22) from Welsh Government for this contracted work. There have been no expenditure transactions with Welsh Government during 2022-23 (£nil 2021-22).

Council members may also hold positions with organisations that the Council has transactions with. However, Council members have no influence over these transactions as they occur in the normal course of the Council's activities.

During 2022-23 neither members nor senior officers, or any of their family were involved directly or indirectly in any transactions with the Council, apart from the normal payment of expenses and salary.

## 20. Contingent Liabilities

There are no contingent liabilities (2021-22, £nil).

## 21. Events after the reporting period

There are no events to report as at the date of signing of these Accounts.

The Chief Executive authorised these Accounts for issue on 7 August 2023.

