

EDUCATION WORKFORCE COUNCIL
CYNGOR Y GWEITHLU ADDYSG

**MINUTES OF THE TWENTY-SIXTH MEETING OF THE
EDUCATION WORKFORCE COUNCIL**

DATE: 17 November 2022

LOCATION: EWC offices, 10th Floor, Eastgate House, 35 – 43 Newport Road, Cardiff CF24 0AB

Present:

Members:

Angela Jardine	Sue Walker
David Williams	Berni Tyler
Rosemary Lait	Jane Setchfield
Gwawr Taylor	Kelly Edwards
Kevin Pascoe	Nicola Stubbins
Steve Drowley	

Apologies:

Eithne Hughes
Clare Jones
Anne Pitman

Officers:

Hayden Llewellyn	Chief Executive
Elizabeth Brimble	Director of Qualifications, Registration and Fitness to Practise
Bethan Stacey	Director of Professional Development, Accreditation and Policy
Lisa Winstone	Director of Finance and Corporate Services
Beverley Curtis	Corporate Governance Officer (<i>minutes</i>)
Mark Phipps	Qualifications and Registration Manager (<i>observing</i>)
Llinos Huws	HEO, Professional Development and Funding (<i>observing</i>)
Ellie Hutchinson	Corporate Support Officer (<i>observing</i>)

1. Welcome and preliminaries

- 1.1 Angela Jardine, (*Chairperson*), welcomed members and officers to the twenty-sixth meeting of the Education Workforce Council (EWC).
- 1.2 Apologies had been received from Eithne Hughes, Clare Jones and Anne Pitman.

Briefing from Jeremy Miles, Minister for Education and Welsh language

- The Minister joined the meeting via Microsoft Teams accompanied by Claire Horton (*Head of Legislation & Governance Branch, Welsh Government*) The Minister addressed Council with a briefing on the current educational landscape in Wales and answered a number of questions from members.

2. Declarations of Interest

- 2.1 Kelly Edwards declared an ongoing interest in agenda items EWC 45/22 and EWC 52/22 as an employee of Colegau Cymru.
- 2.2 Steve Drowley declared an ongoing interest in agenda item EWC 51/22 as the Chair of ETS.
- 2.3 There were no further declarations of interest.

3. Chairperson's Correspondence and Report

- 3.1 The Chairperson updated members on Welsh Government's process to appoint eight new Council members following the conclusion of the current Council's term on 31 March 2023. She reminded Council that following expressions of interest at the members' annual review meetings and subsequent Ministerial approval, six of the currently serving members had been reappointed for another term. The closing date for applications for the remaining eight vacancies was 9 November 2022 and the panel would be shortlisting on 29 November 2022. She informed Council that the selection panel comprised of herself, Claire Horton (*Welsh Government*) and David Pritchard (*Director of Regulation, Social Care Wales*).
- 3.2 Members were informed that the annual 'Four Nations' meeting took place on 6 and 7 October 2022 where the Chairperson and Chief Executive met with their counterparts from teaching Councils in the UK and Ireland. Following the legislation brought forward for the dissolution of the General Teaching Council for Northern Ireland, a public consultation had taken place regarding the functions and future of the body which looked at other regulatory bodies' operating models including the EWC. She reported that the consultation report had been published and was publically available. It was reported that the General Teaching Council for Scotland and Teaching Council Ireland were undergoing reviews, with opportunities for development and additional functions.
- 3.3 The Chairperson reported that she had attended and presented an award, sponsored by Educators Wales, at the Wales STEM Awards ceremony on 27 October 2022. She noted the success of the event in promoting positive links within the wider community and the education network.
- 3.4 Members were reminded of the number of upcoming EWC events and were encouraged to attend where possible. The next event would be held in collaboration with BAMEed Wales and Educators Wales on 24 November 2022 on the subject of moving from non-racist to anti-racist practice.

4. Draft minutes of the Council meeting of 7 July 2022

- 4.1 The Chairperson introduced the draft minutes of the Council meeting of 7 July 2022. Members were content to approve the minutes as an accurate record of that meeting.
- 4.2 There were no matters arising.

5. To receive notification of any issues which members wish to raise in respect of the 'for information' agenda items

5.1 There were no issues notified.

6. Draft minutes of the Executive Committee meeting of 20 September 2022

6.1 The Chief Executive presented the Executive Committee minutes and reported that there were no matters arising to draw to members' attention that were not covered later on the agenda.

6.2 No queries were raised by members.

7. Draft minutes of the Registration and Regulation Committee meeting of 20 September 2022

7.1 Steve Drowley, Chair of the Registration and Regulation Committee, presented the minutes and reported that there were no matters arising to draw to members' attention that were not covered later on the agenda.

7.2 No queries were raised by members.

8. Draft minutes of the Audit and Scrutiny Committee meeting of 22 September 2022

8.1 In the absence of Clare Jones, Chair of the Audit and Scrutiny Committee, the Chief Executive presented the minutes and reported that there were no matters arising to draw to members' attention that were not covered later on the agenda.

8.2 No queries were raised by members.

9. Report from the Chief Executive

EWC 42/22

9.1 The Chief Executive presented the report updating Council on a range of matters not covered elsewhere on the agenda, and invited members' comments and queries.

9.2 Referring members to paragraph six, he reported EWC representation on a number of newly established groups since the last meeting of Council notably spanning all seven registrant groups.

9.3 Following approval by Council at its meeting in March 2022, it was agreed that EWC officers would work with Welsh Government officials on refining the EWC's position paper on supply before publication. Discussions were still ongoing.

9.4 Following a member's query regarding what the Anti-racist Wales Action Plan mentioned at paragraph nine entailed, the Chief Executive responded that the work was in its early stages and members would be updated accordingly following the establishment and subsequent meeting of the Support and Challenge Group on which the EWC would be represented.

9.5 Responding to a member's request for an update on the first meeting of the External Implementation Group regarding Welsh language reported at paragraph 10, the Chief

Executive said that the vision communicated to the group was ambitious and would require a collaborative approach across all organisations involved.

- 9.6 As outlined at paragraph 19, a new working group had been established on professional registration of the Childcare and Play workforce. The third meeting attended by the Chief Executive and Liz Brimble (*Director of Qualifications, Registration and Fitness to Practise*) had taken place on 14 November 2022. Discussions were in the early stages and members would continue to be updated on developments.
- 9.7 Referring members to paragraph 27, the Chief Executive reported that the next IFTRA (International Forum of Teaching Regulatory Authorities) conference would be hosted by the Queensland College of Teachers on behalf of the Australian Teacher Regulatory Authorities in May / June 2024. The subsequent conference in 2026 would be held in South Africa led by the Africa Federation of Teaching Regulatory Authorities (AFTRA).
- 9.8 The Chief Executive reminded members of the upcoming EWC events as listed at paragraph 29. He particularly highlighted that Michael Fullen would be speaking at the Council's annual lecture Professionally Speaking and encouraged members to attend.
- 9.9 Members had no further questions and were content to receive the report.

10. Quarterly review 1 July – 30 September 2022 EWC 43/22

- 10.1 The Chief Executive presented this paper which reviewed the progress against the targets and performance indicators outlined in the Council's Operational Plan and other related plans and strategies. He noted the progress that had been made during the second quarter of the financial year and reported that the EWC had been successful in meeting the objectives as outlined in the review.
- 10.2 In response to a member's query regarding vacancies within the organisation, Lisa Winstone (*Director of Finance and Corporate Services*) reported that there had been a number of internal staff movements which had resulted in more vacancies. She also noted that following discussions with network colleagues, the increase in recruitment was typical of the current climate and similar across many organisations.
- 10.3 Responding to a member's suggestion regarding a traffic light system being put in place to reflect the progress against the Council's objectives, the Chief Executive said that this had been discussed previously and it was agreed that there were more appropriate mechanisms for reporting on performance. He noted that in particular, it was important that officers highlighted any objectives / actions to Council that were delayed.
- 10.4 The Council posed no further questions and was content to receive the review.

11. Six month financial review EWC 44/22

- 11.1 Lisa Winstone introduced this paper which reviewed the Council's financial position at the six month mark of the financial year.
- 11.2 She noted that the review indicated an end of year surplus of £2,269,711 however members were reminded that this forecast was misleading as the accounts showed a full year's

income against a half year expenditure. She referred members to the detailed breakdown at paragraph three.

- 11.3 As reported at paragraph four, at the six month mark the forecast outturn for the 2022-23 financial year was a deficit of £53,230. She reported that this was lower than originally budgeted primarily due to an increase in revenue from registration fee income of approximately £235,000. Officers had historically budgeted this revenue prudently but had especially taken caution when drafting the budget for this reporting year given the ongoing unknown impact of Covid on the education workforce.
- 11.4 Referring members to paragraphs 8-9, Lisa Winstone reported an estimated overspend of £20,119 within staff costs. The main area of overspend was on recruitment costs, forecast to be £12,875 overspent. A number of vacancies had required the use of recruitment agencies to fill the position resulting in placement fees having to be paid.
- 11.5 The largest proportion of direct costs specifically related to the Fitness to Practise function as reported at paragraphs 11-15. A total of 61 hearings were currently scheduled to be completed by the end of March, compared to a budget of 65 hearings. Overall, the forecast outturn had identified a potential underspend against budget of £114,258 for total direct costs.
- 11.6 Members were reminded of the designated reserves balances reported at paragraph 20 and Lisa Winstone confirmed that no changes were proposed to amend the reserve balances at this time.
- 11.7 Responding to a member's query regarding the usage of the meeting rooms on floor 10 of Eastgate House given that hearings were taking place virtually by default, Lisa Winstone confirmed that the Council's lease for the both floors of the building was until 2028. Officers would consider the situation upon its conclusion.
- 11.8 Given the current uncertainty of the financial climate, one member queried the risk involved with the Council's work undertaken on behalf of the Welsh Government reliant on grant funding. The Chief Executive confirmed that the Welsh Government hadn't indicated any concerns in this regard and reminded members that the Grant Offer letter was signed and agreed on an annual basis and so was reviewed regularly taking the overall financial landscape into account.
- 11.9 Referring to the increased number of registrants, one member queried the potential risk of the Council not being financially able to deliver all its objectives given that the registration subsidy from the Welsh Government had not increased. The Chief Executive responded that officers continued to budget cautiously to ensure that all objectives were met as evidenced in the Quarterly Reviews reported to Council.
- 11.10 Lisa Winstone confirmed that the next financial review at the eight month mark would be presented to the Executive Committee at its meeting in January 2023. Members had no further queries and were content to receive the update.

12. QTS, Registration and Induction progress report

EWC 45/22

- 12.1 Liz Brimble introduced this progress report which updated members on the EWC's work in relation to Registration and administering the award of Qualified Teacher Status (QTS) and Induction.

- 12.2 It was reported that over 85,000 practitioners had registered which was the highest number of registrants recorded to date. Between 50-60 applications for registration continued to be received on a daily basis with the school learning support sector category seeing the biggest increase in numbers with over 4,400 more individual registrants than the same period last year.
- 12.3 Members were reminded that the Welsh Government had consulted on new registration categories for the EWC. As outlined at paragraphs 7 -10, it had been determined that two proposals consulted on were not being taken forward. The EWC had raised its concerns regarding safeguarding and would escalate the matter with the Minister further if necessary. Officers had been informed that, subject to the consultation amendments to the legislation on the other anomalies would be enacted in spring 2023.
- 12.4 As outlined at paragraph 12 and annex B, Liz Brimble reported the number of data and reporting projects currently being undertaken by the EWC. As an update to the paper, she noted that a launch date of mid-January 2023 had been agreed for the FE sector workforce survey.
- 12.5 Members asked several clarifying questions relating to the data referenced at annex B. Council was content to receive the progress report.

13. Fitness to Practise progress report

EWC 46/22

- 13.1 Liz Brimble introduced this progress report on the Council's Fitness to Practise work and associated procedural matters.
- 13.2 As reported at paragraph eight, the Council had taken the decision to conduct hearings virtually by default unless registrants requested otherwise. She reported that a face to face hearing was scheduled for December 2022 and would take place in the hearing suite on the 10th floor of Eastgate House.
- 13.3 As an update to paragraph 11, Liz Brimble confirmed that following a prior adjournment, a Suitability Committee had met and refused an application for registration.
- 13.4 Members were informed that officers continued to deliver a high volume of training sessions and presentations requested by stakeholders. As reported at paragraph 20, 28 sessions had been concluded since 1 April 2022 with a further 11 scheduled and additional enquiries and requests continued to be received. Responding to a member's query on creating videos / webinars as training materials for staff and governors, Liz Brimble reported that the Council's Communications Team was working closely with senior officers in creating a suite of materials for this purpose.
- 13.5 Liz Brimble noted that the annual stakeholder update sessions had been scheduled for November – December 2022 as reported at paragraph 21. The meetings engaged with employer leads across each of the registrant groups as well as the private supply agencies.
- 13.6 Responding to queries regarding the disparity in the number of referrals from local authorities and college bodies, Liz Brimble confirmed that officers continued to engage with HR leads, local government, governing bodies and ADEW to highlight each local authority's legislative duty to refer cases to the EWC.

13.7 One member noted the three Interim Suspension Orders imposed since 1 April 2022 as reported at paragraph six and queried if the Council's procedures for the Orders had worked efficiently given that the EWC's power in this area was fairly new. Liz Brimble confirmed that the processes that had been put in place to deal with such cases were robust and had been effective in implementing the Orders to date.

13.8 Members had no further comments and were content to receive the update.

14. EWC draft good practice guide – Mental Health and Wellbeing EWC 47/22

14.1 Bethan Stacey (*Director of Professional Development, Accreditation and Policy*) presented the latest draft good practice guide to compliment the range of existing guides already published to support registrants with adhering to the Code of Professional Conduct and Practice. The draft had previously been presented to the Executive Committee for comment and was now presented to Council for approval.

14.2 She noted the extensive research undertaken by officers to develop the guide as outlined at paragraphs 3 -4. The draft had also been informed by conversations with and feedback from colleagues at the Education Support (ES) charity who had agreed to endorse the guide as a jointly badged EWC / ES document.

14.3 Members were overall positive about the draft and made some suggestions to include further relevant references as well as a change in tone / language in some areas to make the guidance more adaptable to an education workplace environment.

14.4 With the suggestions made incorporated into the draft, Council was content to approve the guide for publication.

15. Promotion of careers in education EWC 48/22

15.1 Bethan Stacey introduced this paper and referred members to paragraph three. She reported that the new 'Application Tracking System', developed within the Educators Wales website to track individuals' career paths, was live. It was hoped that once embedded, the system would produce key data to further inform recruitment and retention for the education workforce in Wales.

15.2 As reported at paragraphs 2 and 22, following consultation by the Welsh Government and the Higher Education (HE) sector, no further action was required by EWC officers as plans to incorporate HE content and functionality to the Educators Wales portal had formally been rescinded.

15.3 Referring to paragraph four, it was reported that officers were currently working with four Local Authorities in developing and piloting new software which would automatically duplicate any education job vacancies from their website onto the Educators Wales website. Dependent on the success of the pilot, officers would consider the implications of rolling out the software to other employers, including all local authorities in Wales.

15.4 Members noted the positive progress that had been made on building usage and driving traffic to the Educators Wales website by officers attending a high volume of events as well

as the advocacy service. The focused engagement ongoing with the three priority recruitment groups identified by the Welsh Government in STEM, Welsh Language and people from ethnic minority backgrounds was particularly highlighted.

15.5 Council was content to note the progress outlined in the report.

16. Accreditation of Initial Teacher Education EWC 49/22

16.1 Bethan Stacey introduced this paper which provided members with a progress report on the Council's statutory role to accredit programmes of Initial Teacher Education (ITE) in Wales.

16.2 As outlined at paragraph three, CaBan Bangor had submitted a new PGCE ALN programme of ITE for accreditation. Accreditation of the programme had been declined, with full reasons set out in the decision report.

16.3 As reported at paragraph seven, the interim monitoring process had commenced. As a result of a monitoring visit, Aberystwyth Partnership's programme had been deemed to be noncompliant with the Criteria and the Partnership was required to submit an action plan to address this. The action plan was subsequently approved and a further visit to determine the outcomes associated with the changes identified would take place during 2022-23. Further interim monitoring visits to two further Partnerships had been agreed for November / December 2022.

16.4 Referring members to paragraph 11, Bethan Stacey reported that the Welsh Government would be undertaking a review and refresh of the Criteria. She noted that the underlying vision of the Criteria would be unchanged and would instead focus on technical changes to improve application and encompass Welsh Government policy priorities.

16.5 Responding to a member's query on the Welsh Government's recruitment targets, Bethan Stacey confirmed that officers continued to discuss the matter with officials and Partnerships.

16.6 Members had no further questions and were content to receive the progress report.

17. Funding of Induction progress report EWC 50/22

17.1 Bethan Stacey introduced the report and invited members to note the progress with the Council's work in administering funding, tracking and recording arrangements for school teacher Induction.

17.2 Members were referred to paragraphs 3 and 4 which reported the number of notification forms processed for NQTs commencing Induction in September 2022. Bethan Stacey noted that 325 less NQTs were undertaking Induction via a known period of employment in a school and 132 more NQTs completing induction via short term supply work compared to the same period last year.

17.3 Referring members to paragraphs 18 – 22, Council was reminded that Welsh Government had undertaken a review of the induction programme and structure. Following the publication of the consultation report on 20 July 2022, a number of changes had been implemented requiring amendments to existing legislation. The new regulations were

subsequently approved by the Senedd and came into force on 7 November 2022. Members were assured that these changes had not impacted the EWC in delivering the work.

17.4 Members had no comments and were content to receive the update report.

18. Quality Mark for Youth Work in Wales

EWC 51/22

18.1 The Chief Executive introduced this paper which provided members with a progress report on the delivery of the Quality Mark for Youth Work in Wales. He invited any comments or queries from members deriving from the report.

18.2 He reminded members that the three year contract for the EWC to undertake this work was due to end on 13 January 2023. As an update to the paper, he confirmed that it had been agreed with the Welsh Government that the contract would be extended for a further 12 months after which there would be a tendering process.

18.3 Council noted the positive and significant progress that had been made with this work.

19-21. Information items

Members received in “for information” papers on:

- **Annual Workforce Statistics** **(EWC 52/22)**
- **EWC responses to external consultations** **(EWC 53/22)**
- **Secretariat to the IWPRB** **(EWC 54/22)**

22. Any other business

22.1 No other business was raised and the public meeting was closed.

Council moved into private session