

Data Insight: NPQH 2025



Mae'r ddogfen hon hefyd ar gael yn Gymraeg

1. NPQH - 2025

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The Education Workforce Council (EWC) is the independent, professional regulator for the education workforce in Wales. All data included in this summary is derived from the EWC Register of Education Practitioners and relates specifically to the National Professional Qualification for Headship (NPQH). All data provided relates to school teachers registered with the EWC on 1 March 2025. For the purpose of this data, the National Professional Qualification for Headship (NPQH) is a statutory requirement for all those wishing to become headteachers in local authority maintained schools including special schools in Wales. The Welsh Government is the awarding body for the NPQH and in partnership with the four regional education consortia, funds, administers and delivers the national assessment program which focuses on the required skills and attributes of headship as articulated in the The Head Teachers' Qualifications and Registration (Wales) Regulations 2005 leadership standards.

In this insight, we will breakdown various characteristics for all registered categories in leadership positions who either hold or not hold the National Professional Qualification for Headship (NPQH) qualification in 2025. The data will focus on those in headteacher, deputy headteacher and assistant headteacher roles who were in an 'in-service' employment.

Introduction to the Education Workforce Council's NPQH Data Insight for 2025

These statistics have been produced using data from the Register of Education Practitioners. The information that we are able to hold on the Register is set out in the Education Workforce Council (Main Functions) (Wales) Regulations 2015, as amended.

The Register is real time and provides a unique source of data about the 13 registered education groups in Wales. No equivalent data is available from any other body or organisation. Consequently, comparison should not be made with other sources such as the Welsh Government School Workforce Annual Census (SWAC), also published annually. For the school sector in particular, unlike SWAC, our data includes all supply staff, peripatetic workers, freelance workers, and others who provide education or training in a school, as well as other education settings. We also hold significant historic data which enables us to provide trend information.

The statistics in this report are based on the following criteria:

- registrant numbers are recorded as actuals, rather than full-time equivalent
- the census date used for the data taken from the Register is 1 March each year
- where a registrant has more than one employment record on the Register (e.g. school teacher in a school and a further education teacher in a college) the relevant employment information is recorded in each category they are registered in
- the information recorded on the Register is obtained directly from the practitioner and/or their employer
- percentages may not total 100 due to rounding

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1. NPQH - 2025

1.1 Registered total in 2025

Table 1.1: Number of those registered and in service leadership positions by whether NPQH is held.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Yes	1,187	88.4	385	37.4	132	14.4
No	156	11.6	644	62.6	785	85.6
Total	1,343	100	1,029	100	917	100

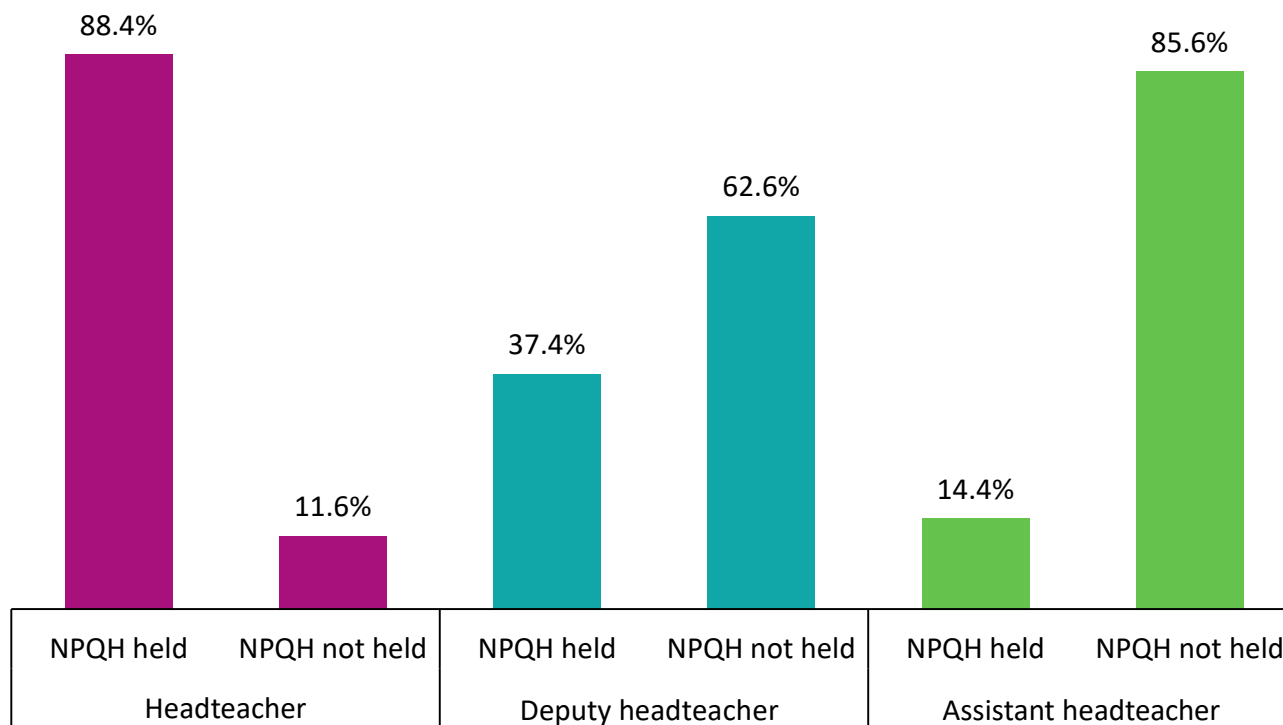


Chart 1: Percentage of those in leadership by NPQH qualification in 2025.

1.2 Gender

Table 1.2a: Number of registrants in leadership positions with NPQH by gender.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Female with NPQH	731	61.6	238	61.8	81	61.4
Male with NPQH	456	38.4	147	38.2	51	38.6
Total	1,187	100	385	100	132	100

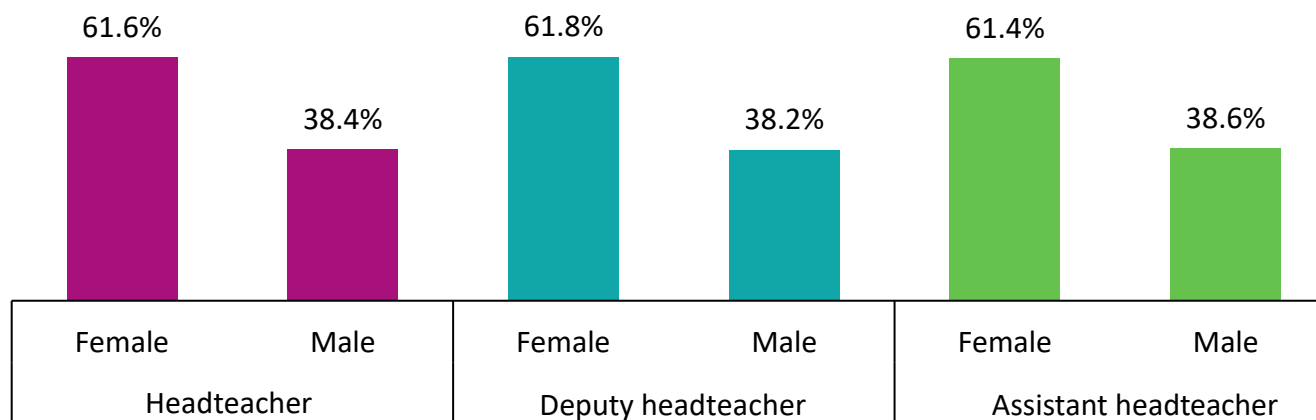


Chart 2: Leadership with NPQH by gender.

Table 1.2b: Number of registrants in leadership positions without NPQH by gender.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Female without NPQH	98	62.8	477	74.1	519	66.1
Male without NPQH	58	37.2	167	26.9	266	33.9
Total	156	100	644	100	785	100

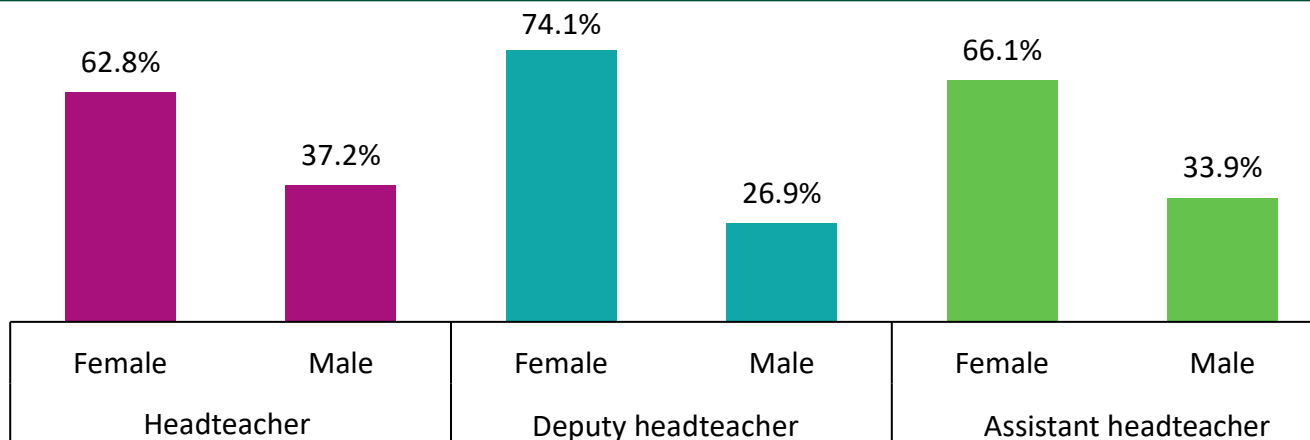


Chart 3: Leadership without NPQH by gender.

1.3 Age

Table 1.3a: Number of registrants in leadership positions with NPQH by age.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
30 to 34	10	0.8	7	1.8	0	0.0
35 to 39	81	6.8	27	7.0	17	12.9
40 to 44	156	13.1	86	22.3	19	14.4
45 to 49	289	24.3	105	27.3	36	27.3
50 to 54	390	32.9	93	24.2	38	28.8
55 to 59	223	18.8	54	14.0	18	13.6
60 to 64	36	3.0	12	3.1	4	3.0
65+	2	0.2	1	0.3	0	0.0
Total	1,187	100	385	100	132	100

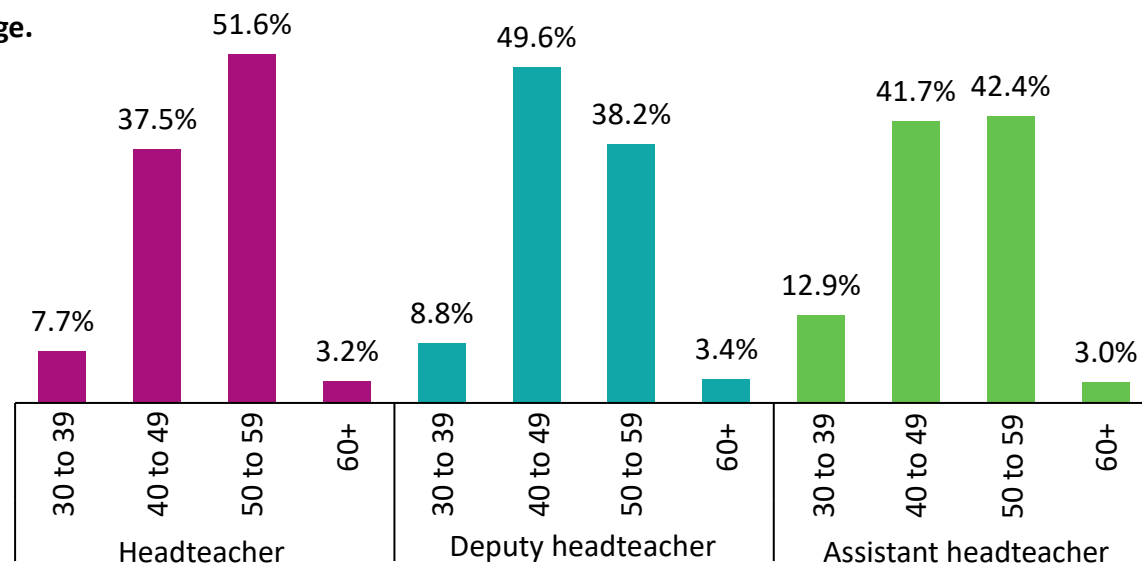


Chart 4: Percentage of leadership with NPQH by age.

Table 1.3b: Number of registrants in leadership positions without NPQH by age.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
25 to 29	0	0.0	6	0.9	3	0.4
30 to 34	5	3.2	35	5.4	46	5.9
35 to 39	15	9.6	94	14.6	114	14.5
40 to 44	12	7.7	145	22.5	167	21.3
45 to 49	27	17.3	152	23.6	207	26.4
50 to 54	42	26.9	146	22.7	172	21.9
55 to 59	34	21.8	55	8.5	64	8.2
60 to 64	15	9.6	10	1.6	10	1.3
65+	6	3.8	1	0.2	2	0.3
Total	156	100	644	100	785	100

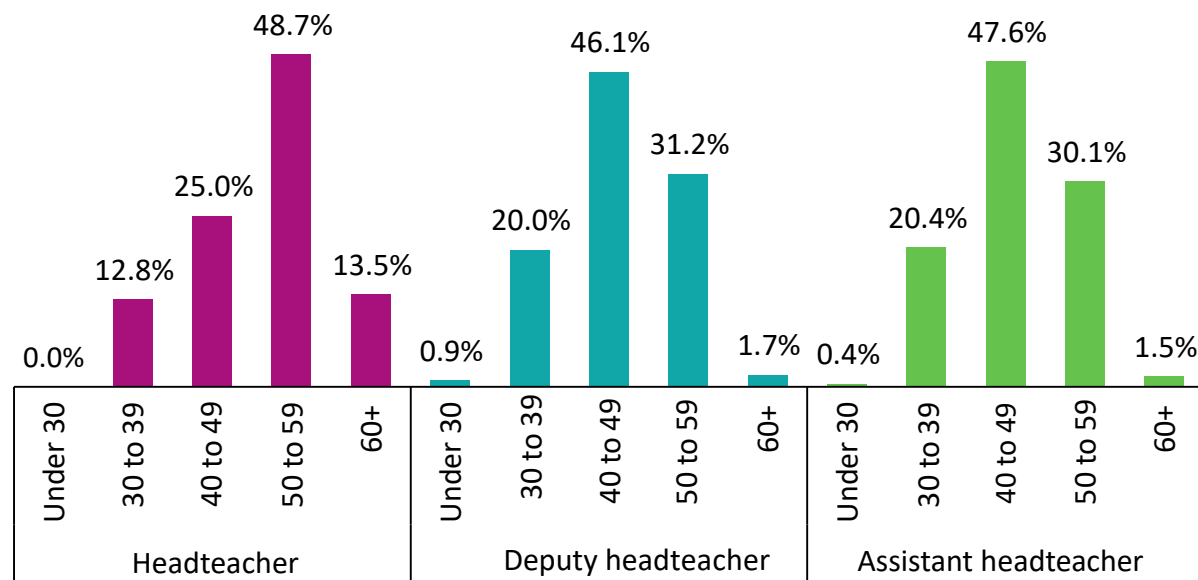


Chart 5: Percentage of leadership without NPQH by age.

1.4 Ethnic group

The data below is provided in an aggregate format to prevent the disclosure of registrants. The ethnic group options as detailed on the Register of Education Practitioners can be found on the [Government Analysis function website](#).

Table 1.4a: Number of registrants in leadership positions with NPQH by ethnic group.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
White	1,031	86.9	338	87.8	116	87.9
Mixed or multiple ethnic groups	4	0.3	0	0.0	0	0.0
Asian or Asian British	2	0.2	1	0.3	0	0.0
Black, African, Caribbean or Black British	0	0.0	1	0.3	0	0.0
Other ethnic group	1	0.1	0	0.0	0	0.0
Does not wish to record ethnic group	19	1.6	3	0.8	2	1.5
Unknown	130	11.0	42	10.9	14	10.6
Total	1,187	100	385	100	132	100

Table 1.4b: Number of registrants in leadership positions without NPQH by ethnic group.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
White	131	84.0	595	92.4	710	90.4
Mixed or multiple ethnic groups	1	0.6	3	0.5	5	0.6
Asian or Asian British	0	0.0	0	0.0	0	0.0
Black, African, Caribbean or Black British	0	0.0	0	0.0	0	0.0
Other ethnic group	0	0.0	0	0.0	0	0.0
Does not wish to record ethnic group	4	2.6	7	1.1	6	0.8
Unknown	20	12.8	39	6.1	64	8.2
Total	156	100	644	100	785	100

1.5 National Identity

Table 1.5a: Number of registrants in leadership positions with NPQH by national identity.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Welsh	736	62.0	225	58.4	79	59.8
British	269	22.7	100	26.0	32	24.2
English	46	3.9	16	4.2	8	6.1
Scottish, Irish or Northern Irish	7	0.6	3	0.8	0	0.0
Other	0	0.0	1	0.3	0	0.0
Does not wish to record national identity	9	0.8	1	0.3	1	0.8
Unknown	120	10.1	39	10.1	12	9.1
Total	1,187	100	385	100	132	100

Table 1.5b: Number of registrants in leadership positions without NPQH by national identity.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Welsh	82	52.6	432	67.1	483	61.5
British	32	20.5	129	20.0	162	20.6
English	16	10.3	32	5.0	60	7.6
Scottish, Irish or Northern Irish	2	1.3	8	1.2	8	1.0
Other	1	0.6	4	0.6	5	0.6
Does not wish to record national identity	4	2.6	3	0.5	2	0.3
Unknown	19	12.2	36	5.6	65	8.3
Total	156	100	644	100	785	100

1.6 Disability

For the purposes of this release, a person is considered to have a disability if they have a self-reported long-standing illness, condition or impairment that causes difficulty with day-to-day activities. This definition is consistent with the [Equality Act 2010](#) and the [Government Statistical Service's \(GSS's\) harmonised definition](#).

Table 1.6a: Number of registrants in leadership positions with NPQH and have made a declaration regarding their disability.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Yes	2	0.2	1	0.3	1	0.8
No	1185	99.8	384	99.7	131	99.2
Total	1,187	100	385	100	132	100

Table 1.6b: Number of registrants in leadership positions without NPQH and have made a declaration regarding their disability.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Yes	0	0.0	2	0.3	1	0.1
No	156	100	642	99.7	784	99.9
Total	156	100	644	100	785	100

1.7 Years since QTS

Table 1.7a: Number of registrants in leadership positions with NPQH and their years since completing Qualified Teaching Status (QTS).

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
6 to 10	6	0.5	3	0.8	0	0.0
11 to 15	61	5.1	28	7.3	14	10.6
16 to 20	172	14.5	87	22.6	29	22.0
21 to 25	313	26.4	116	30.1	38	28.8
26+	635	53.5	151	39.2	51	38.6
Total	1,187	100	385	100	132	100

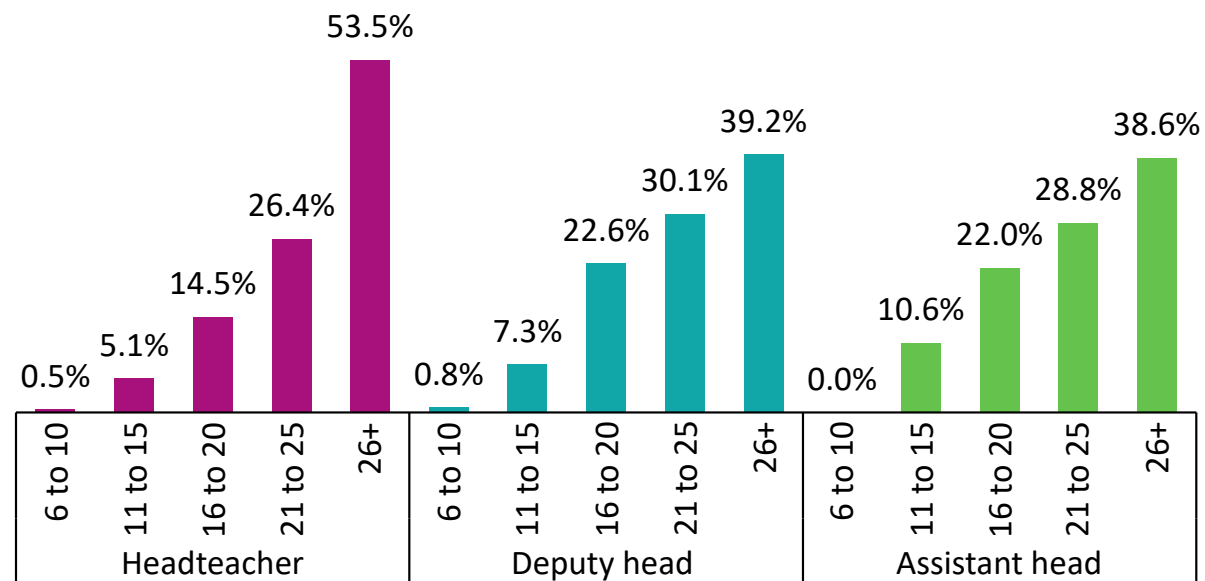


Chart 6: Percentage of leadership with NPQH by years since QTS.

Table 1.7b: Number of registrants in leadership positions without NPQH and their years since completing Qualified Teaching Status (QTS).

	Headteacher		Deputy head teacher		Assistant head teacher	
	Number	%	Number	%	Number	%
0 to 5	0	0.0	2	0.3	7	0.9
6 to 10	1	0.6	48	7.5	34	4.3
11 to 15	20	12.8	101	15.7	132	16.8
16 to 20	14	9.0	145	22.5	179	22.8
21 to 25	23	14.7	155	24.1	186	23.7
26+	98	62.8	193	30.0	247	31.5
Total	156	100	644	100	785	100

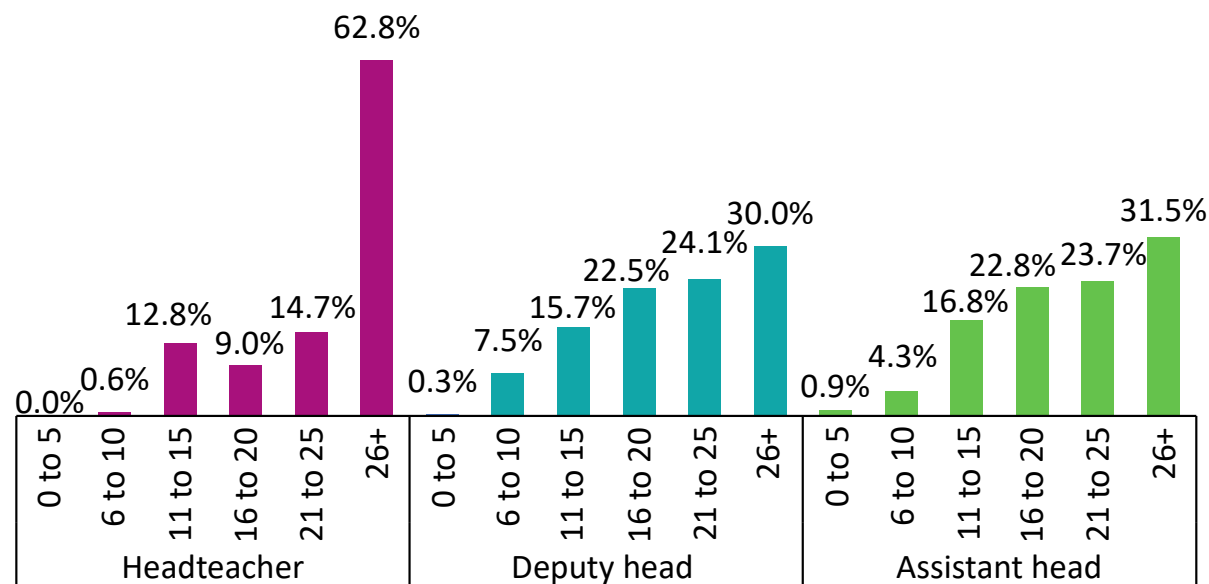


Chart 7: Percentage of leadership without NPQH by years since QTS.

1.8 Initial teacher education (ITE)

Table 1.8a: Number of registrants in leadership positions with NPQH and where they completed their Initial Teacher Education (ITE).

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
ITE Wales	1015	85.5	319	82.9	108	81.8
ITE England	170	14.3	66	17.1	24	18.2
Other*	2	0.2	0	0.00	0	0.00
Total	1,187	100	385	100	132	100

*Other includes other UK establishments, EU countries and non-EU countries.

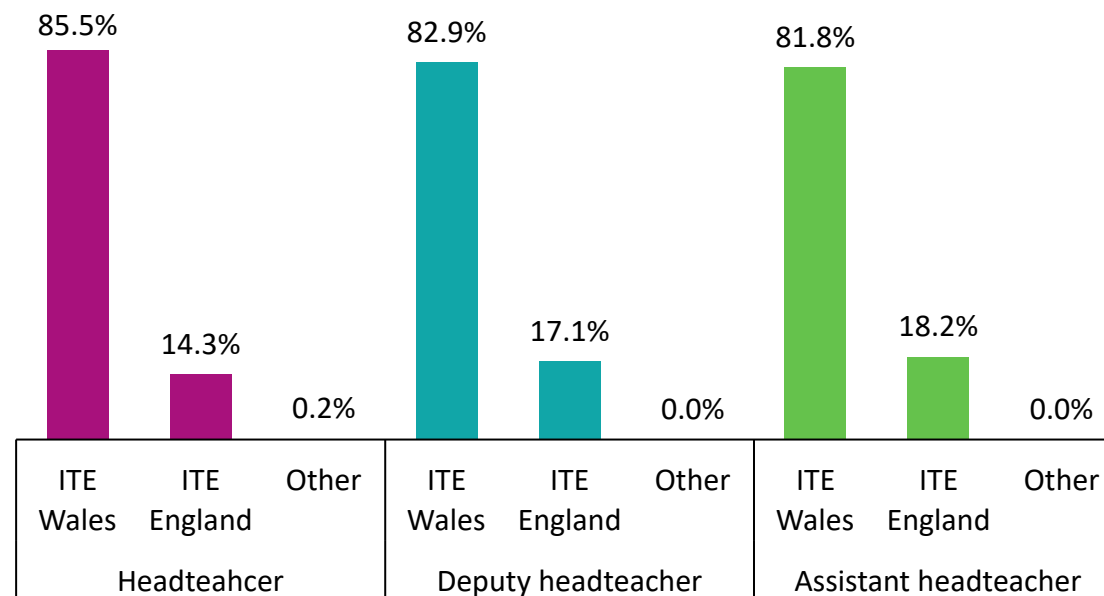


Chart 8: Percentage of leadership with NPQH by Initial Teacher Education.

Table 1.8b: Number of registrants in leadership positions without NPQH and where they completed their Initial Teacher Education (ITE).

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
ITE Wales	114	73.1	546	84.8	632	80.5
ITE England	40	25.6	94	14.6	151	19.2
Other*	2	1.3	4	0.6	2	0.3
Total	156	100	644	100	785	100

*Other includes other UK establishments, EU countries and non-EU countries.

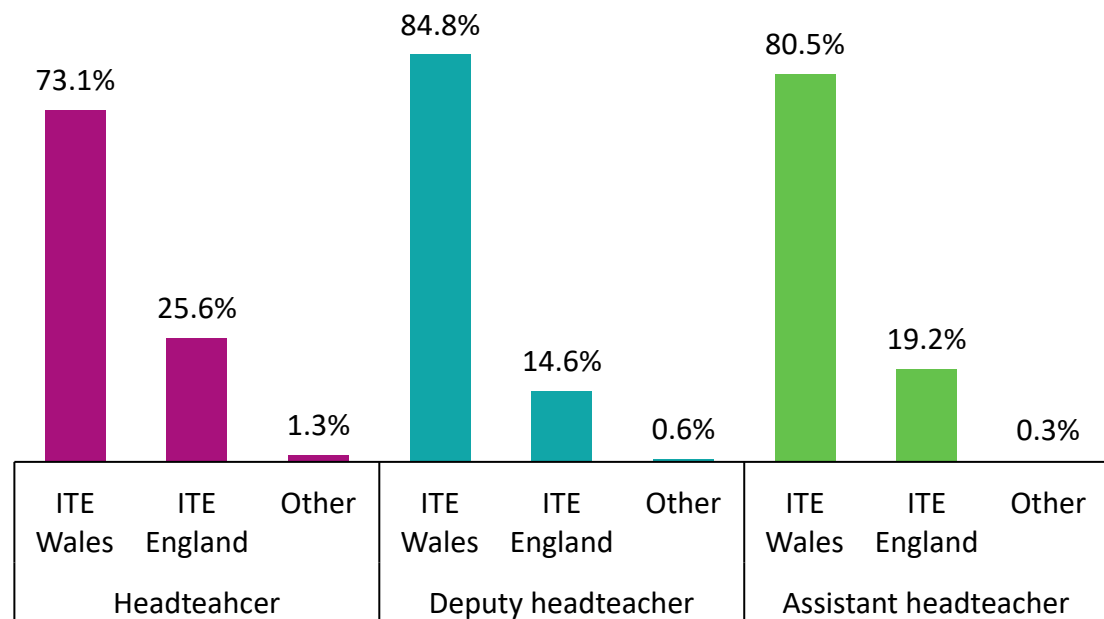


Chart 9: Percentage of leadership without NPQH by Initial Teacher Education.

1.9: Employment by phase

Table 1.9a Number of registrants in leadership positions with NPQH by phase employed.

	Headteacher		Deputy headteacher		Assistant head teacher	
	Number	%	Number	%	Number	%
Nursery	3	0.3	0	0.0	0	0.0
Primary	958	80.7	254	66.0	46	34.8
Middle	24	2.0	12	3.1	12	9.1
Secondary	158	13.3	107	27.8	67	50.8
Pupil referral unit	9	0.8	0	0.0	1	0.8
Special	35	2.9	12	3.1	6	4.5
Total	1,187	100	385	100	132	100

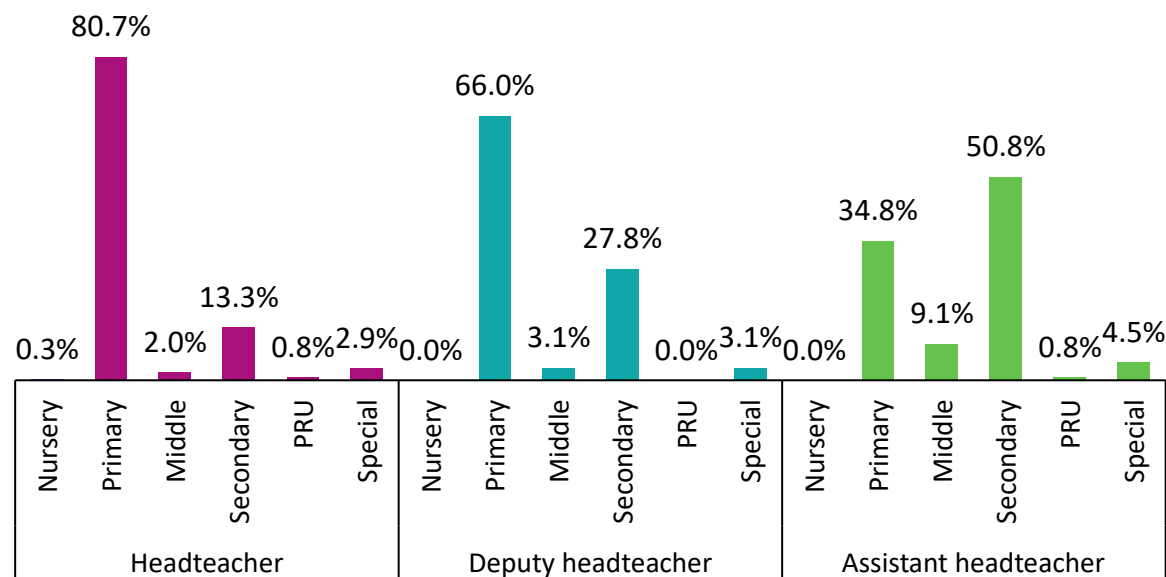


Chart 10: Percentage of leadership with NPQH by phase employed.

Table 1.9b: Number of registrants in leadership positions without NPQH by phase employed.

	Head teacher		Deputy head teacher		Assistant head teacher	
	Number	%	Number	%	Number	%
Nursery	0	0.0	1	0.2	0	0.0
Primary	125	80.1	510	79.2	234	29.8
Middle	4	2.6	15	2.3	64	8.2
Secondary	14	9.0	82	12.7	437	55.7
Pupil referral unit	7	4.5	7	1.1	3	0.4
Special	6	3.8	29	4.5	47	6.0
Total	156	100	644	100	785	100

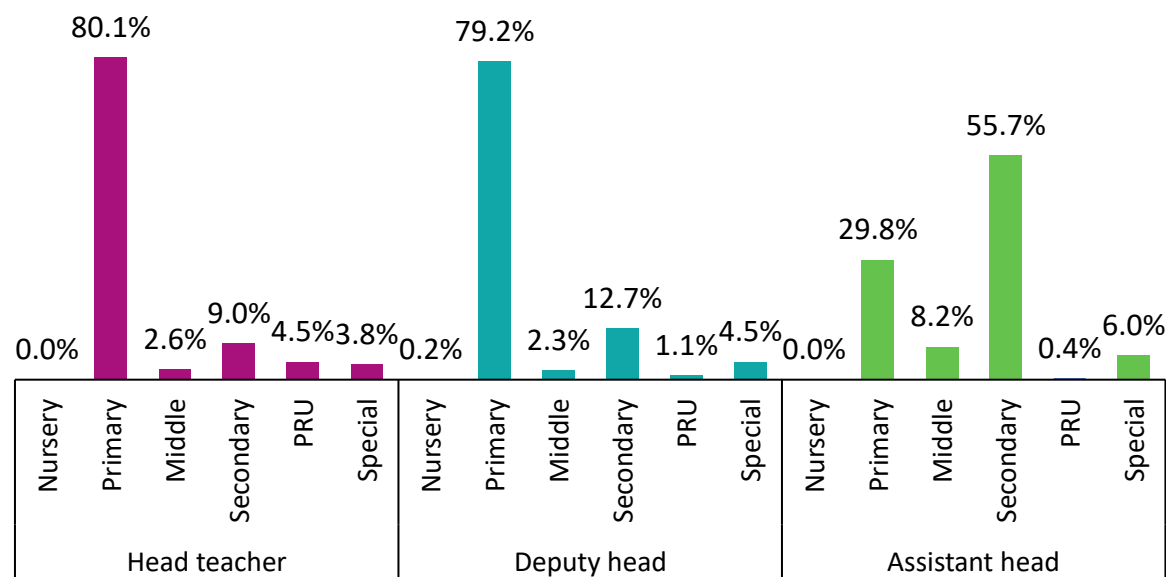


Chart 11: Percentage of leadership without NPQH by phase employed.

1.10 Employment by local authority

Table 1.10a: Number of registrants in headteacher positions without NPQH by local authority employment.

	Headteacher with NPQH		Headteacher without NPQH		Total	
	Number	% of row	Number	% of row	Number	% of row
Blaenau Gwent	21	87.5	3	12.5	24	100
Bridgend	51	96.2	2	3.8	53	100
Caerphilly	60	88.2	8	11.8	68	100
Cardiff	112	91.1	11	8.9	123	100
Carmarthenshire	78	82.1	17	17.9	95	100
Ceredigion	26	78.8	7	21.2	33	100
Conwy	44	84.6	8	15.4	52	100
Denbighshire	41	89.1	5	10.9	46	100
Flintshire	68	89.5	8	10.5	76	100
Gwynedd	64	84.2	12	15.8	76	100
Isle of Angelsey	39	90.7	4	9.3	43	100
Merthyr Tydfil	25	89.3	3	10.7	28	100
Monmouthshire	28	90.3	3	9.7	31	100
Neath Port Talbot	60	98.4	1	1.6	61	100
Newport	49	90.7	5	9.3	54	100
Pembrokeshire	40	85.1	7	14.9	47	100
Powys	64	77.1	19	22.9	83	100
Rhondda Cynon Taf	103	97.2	3	2.8	106	100
Swansea	93	93.9	6	6.1	99	100
The Vale of Glamorgan	26	81.3	6	18.8	32	100
Torfaen	45	90.0	5	10.0	50	100
Wrexham	50	79.4	13	20.6	63	100
Total	1,187	88.4	156	11.6	1,343	100

1.10 Continued

Table 1.10b: Number of registrants in deputy headteacher positions without NPQH by local authority in 2025.

	Deputy headteacher with NPQH		Deputy headteacher without NPQH		Total	
	Number	% of row	Number	% of row	Number	% of row
Blaenau Gwent	4	19.0	17	81.0	21	100
Bridgend	24	41.4%	34	58.6	58	100
Caerphilly	32	51.6	30	48.4	62	100
Cardiff	41	39.0	64	61.0	105	100
Carmarthenshire	16	48.5	17	51.5	33	100
Ceredigion	5	27.8	13	72.2	18	100
Conwy	13	28.9	32	71.1	45	100
Denbighshire	15	45.5	18	54.5	33	100
Flintshire	19	38.0	31	62.0	50	100
Gwynedd	14	38.9	22	61.1	36	100
Isle of Angelsey	7	36.8	12	63.2	19	100
Merthyr Tydfil	7	35.0	13	65.0	20	100
Monmouthshire	9	39.1	14	60.9	23	100
Neath Port Talbot	23	34.8	43	65.2	66	100
Newport	23	33.8	45	66.2	68	100
Pembrokeshire	12	40.0	18	60.0	30	100
Powys	14	25.0	42	75.0	56	100
Rhondda Cynon Taf	42	46.2	49	53.8	91	100
Swansea	32	35.6	58	64.4	90	100
The Vale of Glamorgan	6	18.2	27	81.8	33	100
Torfaen	11	37.9	18	62.1	29	100
Wrexham	16	37.2	27	62.8	43	100
Total	385	37.4	644	62.6	1,029	100

1.10 continued

Table 1.10b: Number of registrants in assistant headteacher positions without NPQH by local authority in 2025.

	Assistant headteacher with NPQH		Assistant headteacher without NPQH		Total	
	Number	% of row	Number	% of row	Number	% of row
Blaenau Gwent	2	9.5	19	90.5	21	100
Bridgend	5	11.6	38	88.4	43	100
Caerphilly	7	19.4	29	80.6	36	100
Cardiff	15	16.0	79	84.0	94	100
Carmarthenshire	10	11.1	80	88.9	90	100
Ceredigion	3	10.3	26	89.7	29	100
Conwy	7	14.6	41	85.4	48	100
Denbighshire	4	12.5	28	87.5	32	100
Flintshire	7	11.7	53	88.3	60	100
Gwynedd	6	23.1	20	76.9	26	100
Isle of Angelsey	5	22.7	17	77.3	22	100
Merthyr Tydfil	1	4.2	23	95.8	24	100
Monmouthshire	3	20.0	12	80.0	15	100
Neath Port Talbot	4	14.8	23	85.2	27	100
Newport	1	1.9	53	98.1	54	100
Pembrokeshire	10	27.8	26	72.2	36	100
Powys	12	21.1	45	78.9	57	100
Rhondda Cynon Taf	7	15.2	39	84.8	46	100
Swansea	10	16.9	49	83.1	59	100
The Vale of Glamorgan	2	9.5	19	90.5	21	100
Torfaen	5	18.5	22	81.5	27	100
Wrexham	6	12.0	44	88.0	50	100
Total	132	14.4	785	85.6	917	100

1.11 Welsh speaking

The below information is based on those registrants who have declared whether they are fluent, or fairly fluent, in the Welsh language.

Table 1.11a: Number of registrants in leadership positions with NPQH by their ability to speak Welsh.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Yes	481	40.5	118	30.6	44	33.3
No	644	54.3	244	63.4	77	58.3
Unknown	62	5.2	23	6.0	11	8.3
Total	1,187	100	385	100	132	100

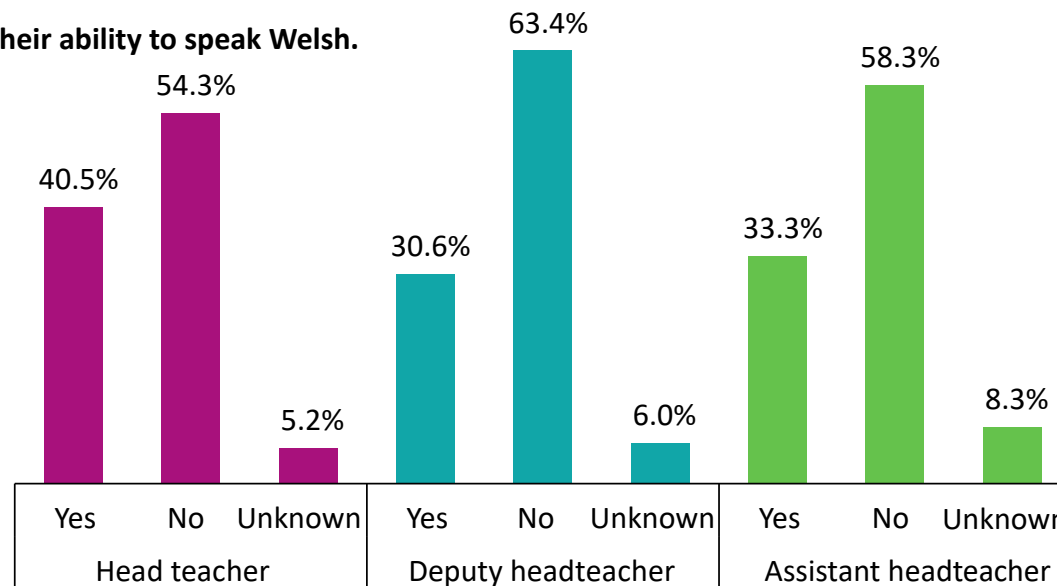


Chart 12: Percentage of leadership with NPQH by their ability to speak the Welsh language.

Table 1.11b: Number of registrants in leadership positions without NPQH by their ability to speak Welsh.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Yes	66	42.3	223	34.6	285	36.3
No	81	51.9	395	61.3	469	59.7
Unknown	9	5.8	26	4.0	31	3.9
Total	156	100	644	100	785	100

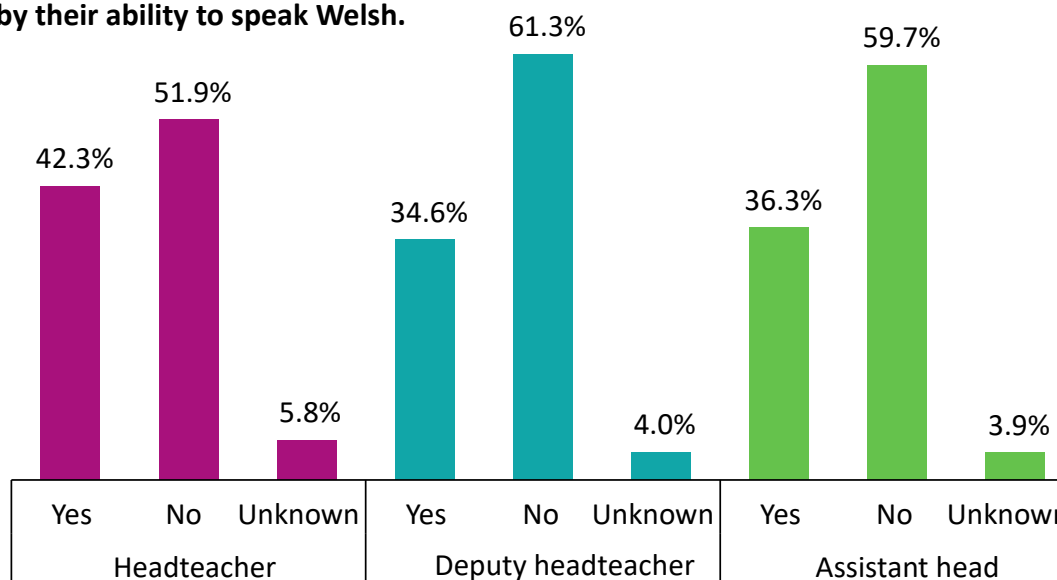


Chart 13: Percentage of leadership without NPQH by their ability to speak the Welsh language.

1.12 Welsh medium working

The below information is based on those registrants who have declared whether they were either trained to work, currently work, or have ever worked through the medium of Welsh or feel confident to do so.

Table 1.12a: Number of registrants in leadership positions with NPQH by their ability to work through the medium of Welsh.

	Head teacher		Deputy head teacher		Assistant head teacher	
	Number	%	Number	%	Number	%
Yes	401	33.8	90	23.4	38	28.8
No	723	60.9	272	70.6	83	62.9
Unknown	63	5.3	23	6.0	11	8.3
Total	1,187	100	385	100	132	100

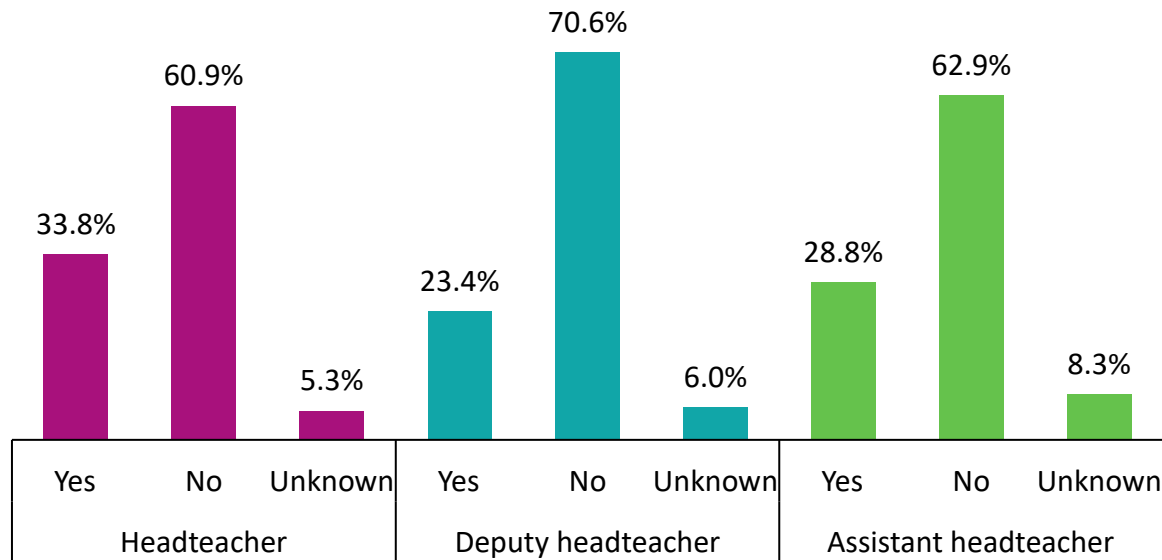


Chart 13: Percentage of leadership with NPQH by their ability to work through the medium of Welsh.

Table 1.12b: Number of registrants in leadership positions without NPQH by their ability to work through the medium of Welsh.

	Headteacher		Deputy headteacher		Assistant headteacher	
	Number	%	Number	%	Number	%
Yes	60	38.5	172	26.7	231	29.4
No	87	55.8	445	69.1	523	66.6
Unknown	9	5.8	27	4.2	31	3.9
Total	156	100	644	100	785	100

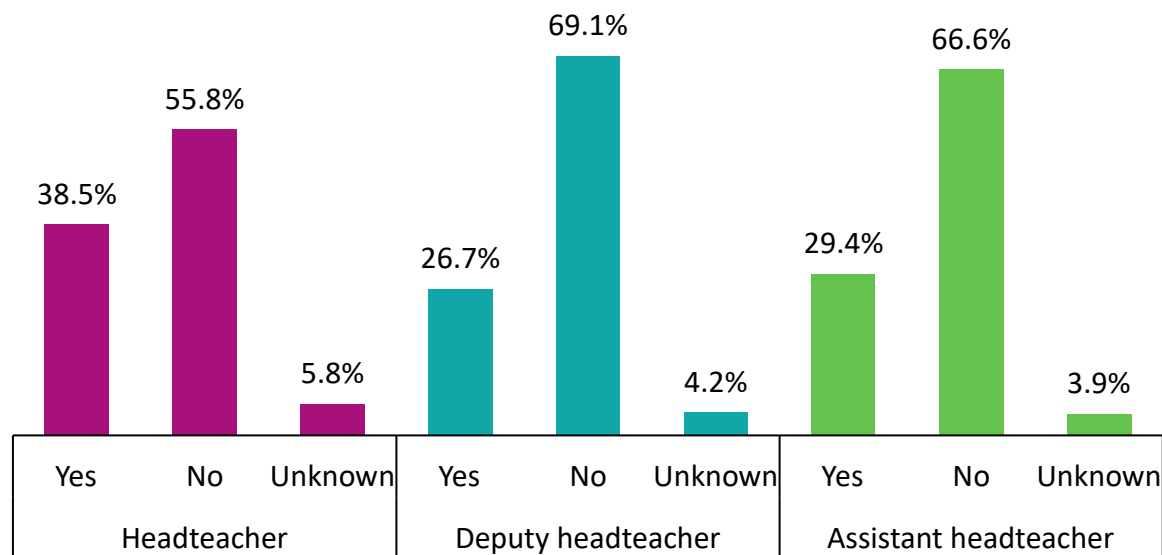


Chart 14: Percentage of leadership without NPQH by their ability to work through the medium of Welsh.