

GTCW Headteacher Data Analysis – August 2013

Data taken from the Register of Qualified Teachers on 1st March 2013

The data is split into two sections:

- **section 1 - tables analysing single date fields**
- **section 2 - cross tabulation analysing more than one data field**

Notes

- All data provided relates to “registered teachers” and the numbers are displayed as “actuals” rather than “full-time equivalents”;
- The number of registered teachers is “real time” and can go up or down, depending on new registrations and de-registrations.
- The data is based on the first employment record held regardless of the number of employment records a teacher may have;
- There is no legal obligation for headteachers, teachers, schools or LAs to notify GTCW of changes for teaching staff within a school or their personal information on the Register.

Key Findings

- The number of headteachers who are registered with GTCW has fallen annually since the Annual Statistics Digest was introduced. This is explained by the reduction in the number of schools in Wales and increasingly headteachers covering more than one school particularly in rural areas. As at the 1st March 2013, 60 (3.7%) registered headteachers covered two or more schools;
- The number of female headteachers has increased annually over the last 10 years. However, if one considers that 75% of all registered teachers in Wales are female compared to 57% of all headteachers there remains an underrepresentation of female headteachers in Wales. This is particularly apparent in the secondary sector where only 29.6% of headteachers are female;
- 0.2% of registered headteachers have declared a disability compared to 0.3% of the total number of Registrants. Given that approximately 8% of the UK population have declared a disability it suggests that the number of registered headteachers with a disability appears to be under represented on the Register;
- 12.4% of all registered teachers have failed to make a declaration regarding their ethnicity. This is higher for registered headteachers (24.2%) although the number unknown is reducing each year. Of those headteachers who have made a declaration, 97% have described themselves as either White:British or White:Any other white background. This percentage correlates with the overall number of registered teachers where the same percentage (97%) have declared their ethnicity as White:British or White:Any other white background;
- The percentage of Welsh speaking headteachers (42%) is notably higher than the percentage of all registered teachers (32.5%) and deputy and assistant headteachers (33%) and considerably higher than the 19% national figure shown in the 2011 Census. This trend is mirrored when considering those headteachers who have declared that they are able to teach through the medium of Welsh (37.2%) compared to all registered teachers (27%) and deputy and assistant headteachers (27%);
- The age profile of headteachers is improving in that heads are getting younger. This improvement is particularly apparent in the primary phase. Interestingly, this pattern is not evident in “other school settings”, such as special schools and pupil referral units;

Section 1

I. Number of headteachers in-service registered with GTC Wales

	Headteachers					
	March 2004	March 2009	March 2010	March 2011	March 2012	March 2013
Headteachers	1,870	1,779	1,738	1,750	1,680	1,614

In considering the above data in respect of headteachers please note:

- some headteachers are in charge of more than one school
- some schools are open on Welsh Government records but are not staffed as they are either pending closure or have only recently opened
- some schools have vacant posts with no acting headteacher or are so small in staff size no headteacher has been appointed
- some Pupil Referral Units do not have and will not be appointing a headteacher

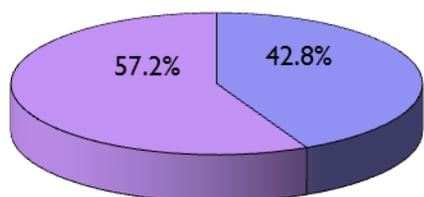
2a. Number of headteachers in-service registered with GTC Wales by gender

	Headteachers						
	March 2004	March 2009	March 2010	March 2011	March 2012	March 2013	
	Percentage (%)	Number of Headteachers	Percentage (%)				
Male	50.6	46.8	45.2	44.7	43.5	691	42.8
Female	49.4	53.2	54.8	55.3	56.5	923	57.2
TOTAL	100%	100%	100%	100%	100%	1,614	100%

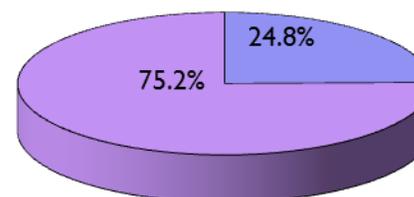
2b. Number of registered teachers in-service registered with GTC Wales by gender

	Number of Teachers						
	March 2004	March 2009	March 2010	March 2011	March 2012	March 2013	
	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)	Number of Teachers	Percentage (%)
Male	27.0	25.6	25.4	25.3	25.0	9,386	24.8
Female	73.0	74.4	74.6	74.7	75.0	28,476	75.2
TOTAL	100%	100%	100%	100%	100%	37,862	100%

March 2013 - Headteachers



March 2013 - Number of Teachers



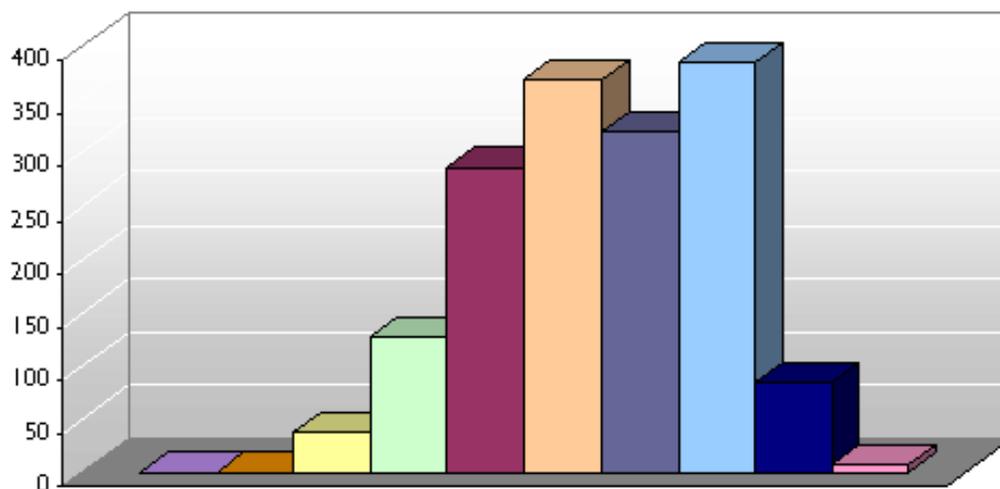
Male Female

3. Number of headteachers in-service registered with GTC Wales by age

	Headteachers											
	March 2004		March 2009		March 2010		March 2011		March 2012		March 2013	
	Number of Headteachers	Percentage (%)										
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25 to 29	3	0.2	3	0.2	4	0.2	2	0.1	1	0.1	0	0
30 to 34	37	2.0	41	2.3	26	1.5	35	2.0	30	1.8	37	2.3
35 to 39	107	5.7	141	7.9	152	8.7	144	8.2	141	8.4	127	7.9
40 to 44	181	9.7	269	15.1	275	15.8	282	16.1	277	16.5	286	17.7
45 to 49	378	20.2	258	14.5	281	16.2	311	17.8	338	20.1	369	22.9
50 to 54	613	32.8	494	27.8	428	24.6	382	21.8	350	20.8	319	19.8
55 to 59	480	25.6	482	27.1	474	27.3	471	26.9	433	25.8	385	23.9
60 to 64	68	3.6	91	5.1	97	5.6	119	6.8	103	6.1	84	5.2
65 +	3	0.2	0	0	1	0.1	4	0.2	7	0.4	7	0.4
TOTAL	1,870	100%	1,779	100%	1,738	100%	1,750	100%	1,680	100%	1,614	100%



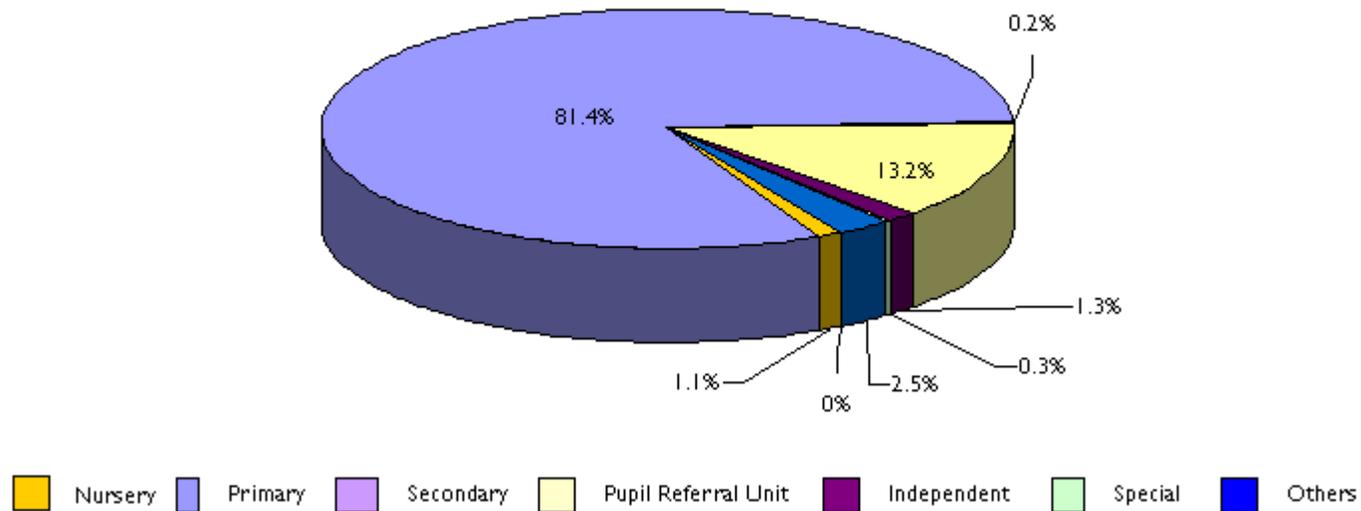
March 2013 - Headteachers



4. Number of headteachers in-service registered with GTC Wales by phase

	Headteachers						
	March 2004	March 2009	March 2010	March 2011	March 2012	March 2013	
	Percentage (%)	Number of Headteachers	Percentage (%)				
Nursery	1.7	1.5	1.4	1.3	1.1	17	1.1
Primary	82.9	81.7	81.4	81.6	81.7	1,313	81.4
Middle	N/A	N/A	N/A	N/A	N/A	4	0.2
Secondary	12.0	12.5	12.8	12.8	13.2	213	13.2
Pupil Referral Unit	0.6	1.5	1.5	1.3	1.3	21	1.3
Independent	0.5	0.2	0.3	0.3	0.3	5	0.3
Special	2.3	2.5	2.5	2.6	2.5	41	2.5
Others	0	0.2	0.1	0.1	0	0	0
TOTAL	100%	100%	100%	100%	100%	1,614	100%

March 2013 - Headteachers



5. Number of headteachers in-service registered with GTC Wales by Ethnic Group

	Headteachers									
	March 2009		March 2010		March 2011		March 2012		March 2013	
	Number of Headteachers	Percentage (%)								
Any other ethnic group	0	0	0	0	0	0	0	0	0	0
Asian or Asian British: Any other Asian background	0	0	0	0	0	0	0	0	0	0
Asian or Asian British: Bangladeshi	0	0	0	0	0	0	0	0	0	0
Asian or Asian British: Indian	1	0.1	1	0.1	1	0.1	1	0.1	1	0.1
Asian or Asian British: Pakistani	0	0	0	0	1	0.1	1	0.1	1	0.1
Black or Black British: African	1	0.1	0	0	0	0	0	0	0	0
Black or Black British: Any other Black background	0	0	0	0	0	0	0	0	0	0
Black or Black British: Caribbean	0	0	0	0	0	0	0	0	0	0
Chinese or Chinese British	0	0	0	0	0	0	0	0	0	0
Mixed: Any other mixed background	6	0.3	5	0.3	3	0.2	3	0.2	2	0.1
Mixed: White and Asian	1	0.1	2	0.1	2	0.1	2	0.1	2	0.1
Mixed: White and Black African	1	0.1	0	0	0	0	0	0	0	0
Mixed: White and Black Caribbean	0	0	0	0	0	0	0	0	0	0
White: Any other white background	26	1.5	24	1.4	25	1.4	23	1.4	23	1.4
White: British	1,121	63.0	1,088	62.6	1,212	69.3	1,171	69.7	1,159	71.8
I do not wish my ethnic group to be recorded in any way	36	2.0	38	2.2	47	2.7	37	2.2	35	2.2
Unknown	586	32.9	580	33.4	459	26.2	442	26.3	391	24.2
TOTAL	1,779	100%	1,738	100%	1,750	100%	1,680	100%	1,614	100%

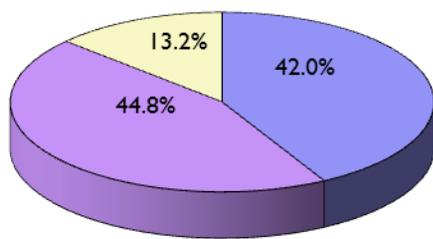
6. Number of headteachers in-service registered with GTC Wales who have made a declaration regarding their disability in accordance with the Equality Act 2010

	Headteachers									
	March 2009		March 2010		March 2011		March 2012		March 2013	
	Number of Headteachers	Percentage (%)								
Yes	4	0.2	3	0.2	2	0.1	2	0.1	3	0.2
No	1,775	99.8	1,735	99.8	1,748	99.9	1,678	99.9	1,611	99.8
TOTAL	1,779	100%	1,738	100%	1,750	100%	1,680	100%	1,614	100%

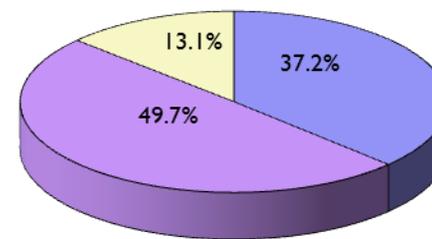
7. Number of headteachers in-service registered with GTC Wales by the Welsh Language

	Headteachers											
	Welsh speaker						Able to teach through medium of Welsh					
	March 2009	March 2010	March 2011	March 2012	March 2013		March 2009	March 2010	March 2011	March 2012	March 2013	
	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)	Number of Headteachers	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)	Percentage (%)	Number of Headteachers	Percentage (%)
Yes	41.9	42.3	42.3	41.7	678	42.0	36.6	37.5	37.4	37.1	600	37.2
No	40.1	40.3	43.8	44.0	723	44.8	45.2	45.2	48.5	48.6	802	49.7
Unknown	18.0	17.4	13.9	14.3	213	13.2	18.2	17.4	14.1	14.3	212	13.1
TOTAL	100%	100%	100%	100%	1,614	100%	100%	100%	100%	100%	1,614	100%

Welsh speaker - March 2013



Able to teach through medium of Welsh - March 2013



8. Registered Headteachers in-service aged 55 & Over by LA working

	March 2010		March 2011		March 2012		March 2013	
	Total	Percentage (%)						
Blaenau Gwent	25	2.7	20	2.4	17	2.5	9	1.9
Bridgend	43	4.7	31	3.8	26	3.9	19	4.0
Caerphilly	44	4.8	41	5.0	36	5.4	28	5.9
Cardiff	73	8.0	65	7.9	51	7.6	38	8.0
Carmarthenshire	61	6.7	58	7.1	43	6.4	29	6.1
Ceredigion	31	3.4	30	3.6	20	3.0	12	2.5
Conwy	34	3.7	30	3.6	24	3.6	16	3.4
Denbighshire	29	3.2	28	3.4	19	2.8	16	3.4
Flintshire	42	4.6	39	4.7	29	4.3	22	4.6
Gwynedd	47	5.2	43	5.2	35	5.2	25	5.3
Isle of Anglesey	33	3.6	32	3.9	27	4.0	23	4.8
Merthyr Tydfil	24	2.6	22	2.7	18	2.7	14	2.9
Monmouthshire	19	2.1	19	2.3	17	2.5	12	2.5
Neath Port Talbot	54	5.9	48	5.8	37	5.5	25	5.3
Newport	33	3.6	28	3.4	25	3.7	21	4.4
Pembrokeshire	40	4.4	37	4.5	34	5.1	27	5.7
Powys	57	6.3	53	6.4	42	6.3	30	6.3
Rhondda Cynon Taff	75	8.2	66	8.0	55	8.2	28	5.9
Swansea	60	6.6	54	6.6	43	6.4	27	5.7
Torfaen	15	1.6	13	1.6	12	1.8	12	2.5
Vale of Glamorgan	35	3.8	30	3.6	27	4.0	22	4.6
Wrexham	36	4.0	35	4.3	31	4.6	21	4.4
Total	910	100.0	822	100.0	668	100.0	476	100.0

Section 2

9. Number of headteachers in-service registered with GTC Wales by age

	Number of Headteachers - March 2013				
	Number of Headteachers in-service within the Primary Sector	Number of Headteachers in-service within the Middle Sector	Number of Headteachers in-service within the Secondary Sector	Number of Headteachers in-service within all Other Sector	Total Number of Headteachers
55	72	1	23	4	100
56	69	0	8	6	83
57	54	1	16	8	79
58	52	0	12	5	69
59	39	1	9	6	55
60	33	0	2	4	39
61	22	0	1	1	24
62	6	0	0	1	7
63	8	0	0	1	9
64	3	0	0	1	4
65 +	7	0	0	0	7
TOTAL	365	3	71	37	476

	Number of Headteachers in-service in Wales	Number of Headteachers in-service in Wales Aged 55 and Over	Percentage (%) of Headteachers Aged 55 and Over
TOTAL Headteachers in-service in Wales	1,614	476	29.5%

10. Registered Headteachers in-service aged 55 & Over by LA working & split by Gender

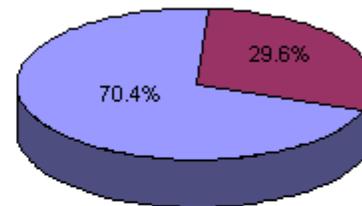
	March 2010			March 2011			March 2012			March 2013		
	Male	Female	Total									
Blaenau Gwent	11	14	25	8	12	20	7	10	17	2	7	9
Bridgend	19	24	43	14	17	31	11	15	26	6	13	19
Caerphilly	19	25	44	19	22	41	16	20	36	15	13	28
Cardiff	35	38	73	31	34	65	23	28	51	16	22	38
Carmarthenshire	29	32	61	27	31	58	18	25	43	14	15	29
Ceredigion	15	16	31	13	17	30	10	10	20	7	5	12
Conwy	17	17	34	16	14	30	10	14	24	5	11	16
Denbighshire	17	12	29	17	11	28	9	10	19	7	9	16
Flintshire	18	24	42	16	23	39	11	18	29	8	14	22
Gwynedd	23	24	47	20	23	43	14	21	35	12	13	25
Isle of Anglesey	17	16	33	17	15	32	13	14	27	12	11	23
Merthyr Tydfil	10	14	24	9	13	22	9	9	18	6	8	14
Monmouthshire	11	8	19	10	9	19	9	8	17	8	4	12
Neath Port Talbot	25	29	54	22	26	48	15	22	37	10	15	25
Newport	15	18	33	12	16	28	9	16	25	6	15	21
Pembrokeshire	16	24	40	17	20	37	15	19	34	12	15	27
Powys	19	38	57	15	38	53	12	30	42	10	20	30
Rhondda Cynon Taff	30	45	75	27	39	66	21	34	55	11	17	28
Swansea	35	25	60	30	24	54	24	19	43	15	12	27
Torfaen	8	7	15	7	6	13	8	4	12	9	3	12
Vale of Glamorgan	17	18	35	14	16	30	10	17	27	9	13	22
Wrexham	14	22	36	14	21	35	12	19	31	9	12	21
Total	420	490	910	375	447	822	286	382	668	209	267	476

II. Number of headteachers in-service registered with GTC Wales by Gender & Phase

Secondary Sector Working

	March 2004		March 2013	
	Headteachers		Headteachers	
	Number of Headteachers	Percentage (%)	Number of Headteachers	Percentage (%)
Male	187	83.5	150	70.4
Female	37	16.5	63	29.6
TOTAL	224	100%	213	100%

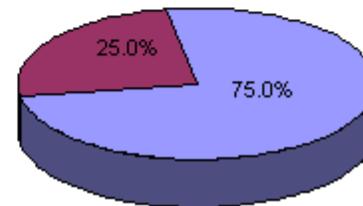
March 2013 - Headteachers



Middle Sector Working

	March 2004		March 2013	
	Headteachers		Headteachers	
	Number of Headteachers	Percentage (%)	Number of Headteachers	Percentage (%)
Male	0	0.0	3	75.0
Female	0	0.0	1	25.0
TOTAL	0	0%	4	100%

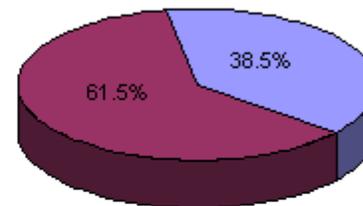
March 2013 - Headteachers



Primary Sector Working

	March 2004		March 2013	
	Headteachers		Headteachers	
	Number of Headteachers	Percentage (%)	Number of Headteachers	Percentage (%)
Male	719	46.4	506	38.5
Female	832	53.6	807	61.5
TOTAL	1,551	100%	1,313	100%

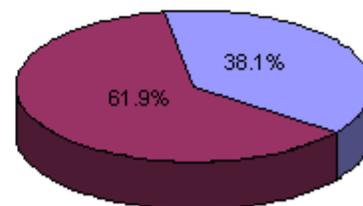
March 2013 - Headteachers



All Other Sectors

	March 2004		March 2013	
	Headteachers		Headteachers	
	Number of Headteachers	Percentage (%)	Number of Headteachers	Percentage (%)
Male	41	43.2	32	38.1
Female	54	56.8	52	61.9
TOTAL	95	100%	84	100%

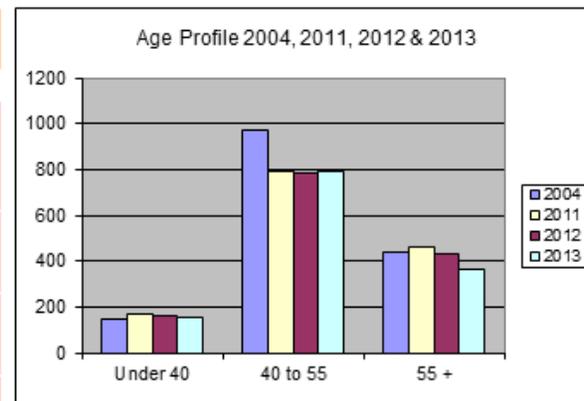
March 2013 - Headteachers



12. Number of headteachers in-service registered with GTC Wales by age & Split by Phase Working

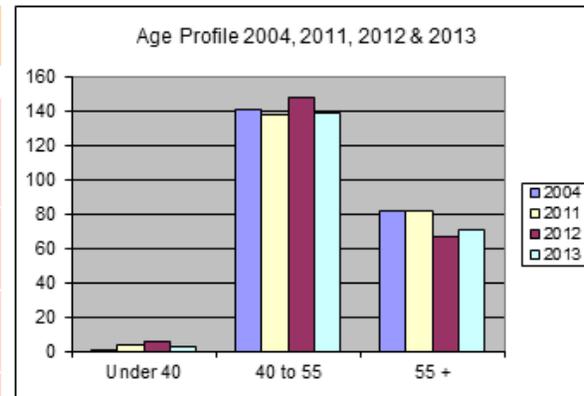
Primary Sector - Phase Working				
	March 2004		March 2013	
	Number of	Percentage	Number of	Percentage
	Headteachers	(%)	Headteachers	(%)
Under 25	0	0	0	0
25 to 29	3	0.2	0	0
30 to 34	37	2.4	36	2.7
35 to 39	103	6.6	118	9.0
40 to 44	155	10.0	255	19.4
45 to 49	315	20.3	309	23.5
50 to 54	502	32.4	230	17.5
55 to 59	382	24.6	285	21.7
60 to 64	52	3.4	73	5.6
65 +	2	0.1	7	0.5
TOTAL	1,551	100%	1,313	100%

	March 2004 Age Group Percentage (%)	March 2013 Age Group Percentage (%)
Under 40	9.2%	11.7%
40 to 55	62.7%	60.5%
55 +	28.1%	27.8%
TOTAL	100%	100%



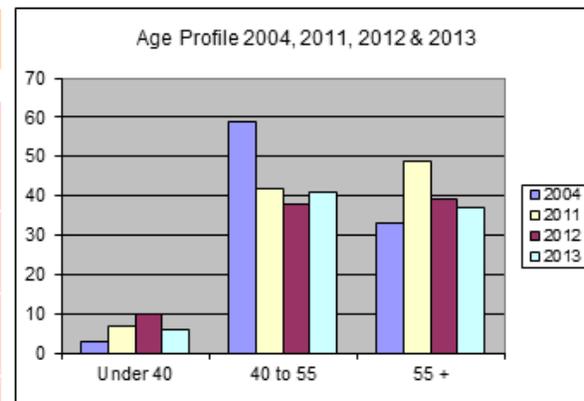
Secondary Sector - Phase Working				
	March 2004		March 2013	
	Number of	Percentage	Number of	Percentage
	Headteachers	(%)	Headteachers	(%)
Under 25	0	0	0	0
25 to 29	0	0	0	0
30 to 34	0	0	1	0.5
35 to 39	1	0.4	2	0.9
40 to 44	18	8.0	24	11.3
45 to 49	46	20.5	50	23.5
50 to 54	77	34.4	65	30.5
55 to 59	73	32.6	68	31.9
60 to 64	8	3.6	3	1.4
65 +	1	0.4	0	0
TOTAL	224	100%	213	100%

	March 2004 Age Group Percentage (%)	March 2013 Age Group Percentage (%)
Under 40	0.4%	1.4%
40 to 55	62.9%	65.3%
55 +	36.6%	33.3%
TOTAL	100%	100%



Other Sectors - Phase Working				
	March 2004		March 2013	
	Number of	Percentage	Number of	Percentage
	Headteachers	(%)	Headteachers	(%)
Under 25	0	0	0	0
25 to 29	0	0	0	0
30 to 34	0	0	0	0.0
35 to 39	3	3.2	6	7.1
40 to 44	8	8.4	7	8.3
45 to 49	17	17.9	10	11.9
50 to 54	34	35.8	24	28.6
55 to 59	25	26.3	29	34.5
60 to 64	8	8.4	8	9.5
65 +	0	0	0	0.0
TOTAL	95	100%	84	100%

	March 2004 Age Group Percentage (%)	March 2013 Age Group Percentage (%)
Under 40	3.2%	7.1%
40 to 55	62.1%	48.8%
55 +	34.7%	44.0%
TOTAL	100%	100%



There are currently 4 Headteachers in service in Wales working within the Middle Sector, we have no trend for previous years