

Brîff Polisi

Policy Briefing

**RECRIWTIO A CHADW
ATHRAWON YNG
NGHYMRU**

**TEACHER RECRUITMENT
AND RETENTION
IN WALES**



@EWC_CGA



Llywodraeth Cymru
Welsh Government

Y bore 'ma byddwn yn...

- Rhannu'r data diweddaraf, tueddiadau ymddangosol ac edrych ar wledydd a phroffesiynau eraill
- Gwahodd panel o arbenigwyr i rannu'u barn ac ateb eich cwestiynau
- Arddangos y cynlluniau diweddaraf ar gyfer mynd i'r afael â materion sy'n ymwneud â recriwtio a chadw yng Nghymru
- Rhoi mewnwelediad i wefan genedlaethol a gwasanaeth newydd i hyrwyddo gyrfaedd a dilyniant gyrfaol mewn addysg

This morning we'll...

- Share the latest data, emerging trends and look at other countries and professions
- Invite a panel of experts to share their views and answer your questions
- Showcase the latest plans to tackle recruitment and retention issues in Wales
- Give exclusive insight to the new national website and service to promote careers and career progression in education



**Beth mae'r data'n ei
ddangos: dadansoddiad o'r
darlun recriwtio a chadw yng
Nghymru**

**What the data shows:
an analysis of the
recruitment and retention
picture in Wales**

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Trosolwg o'r Sesiwn

Recriwtio

Cadw

10 Canfyddiadau Allweddol

Ffynonellau Data:

Cofrestr Ymarferwyr Addysg CGA

Ffynonellau allanol ee. PLASC, SWAC, HESA,
HEFCW

Ansoddol

Session Overview

Recruitment

Retention

10 Key Findings

Data Sources:

EWC Register of Education Practitioners

External sources e.g. PLASC, SWAC,
HESA, HEFCW,

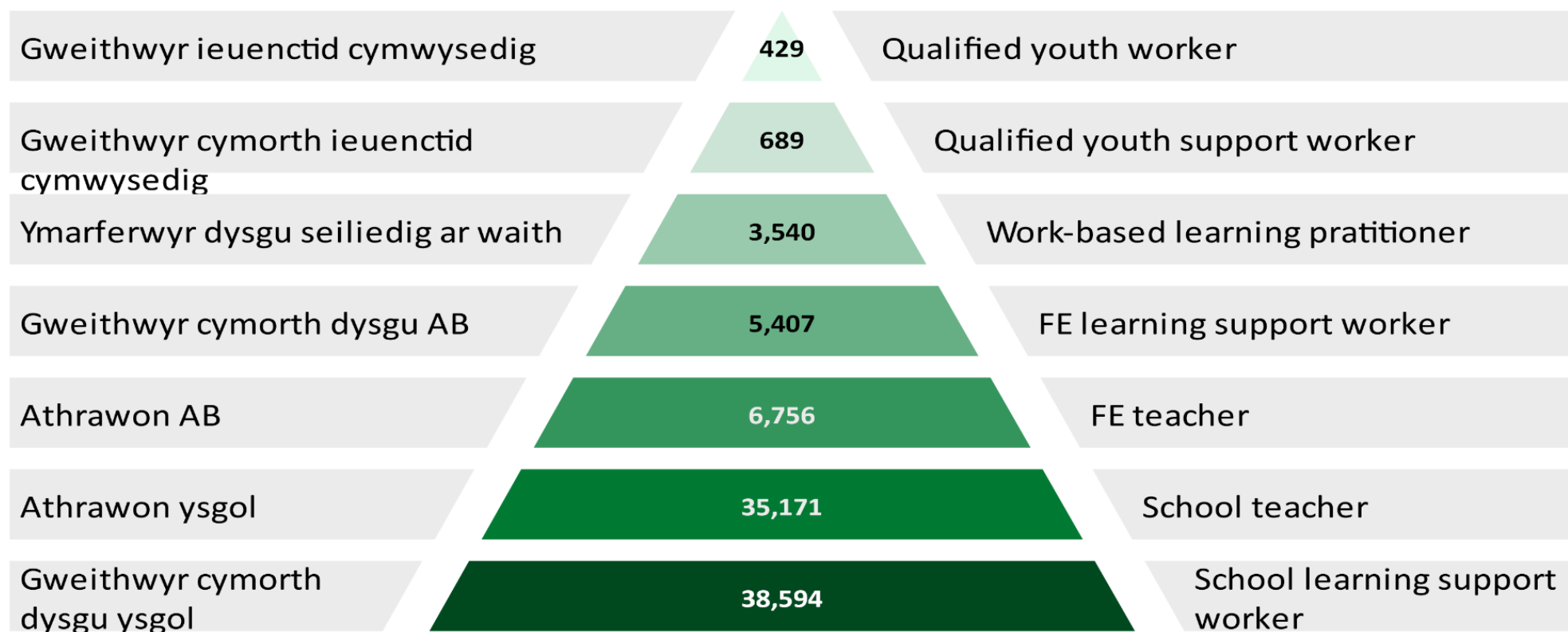
Qualitative

Nifer yr ymarferwyr sy'n gymwys i weithio ym mhob categori

1 Mawrth 2020

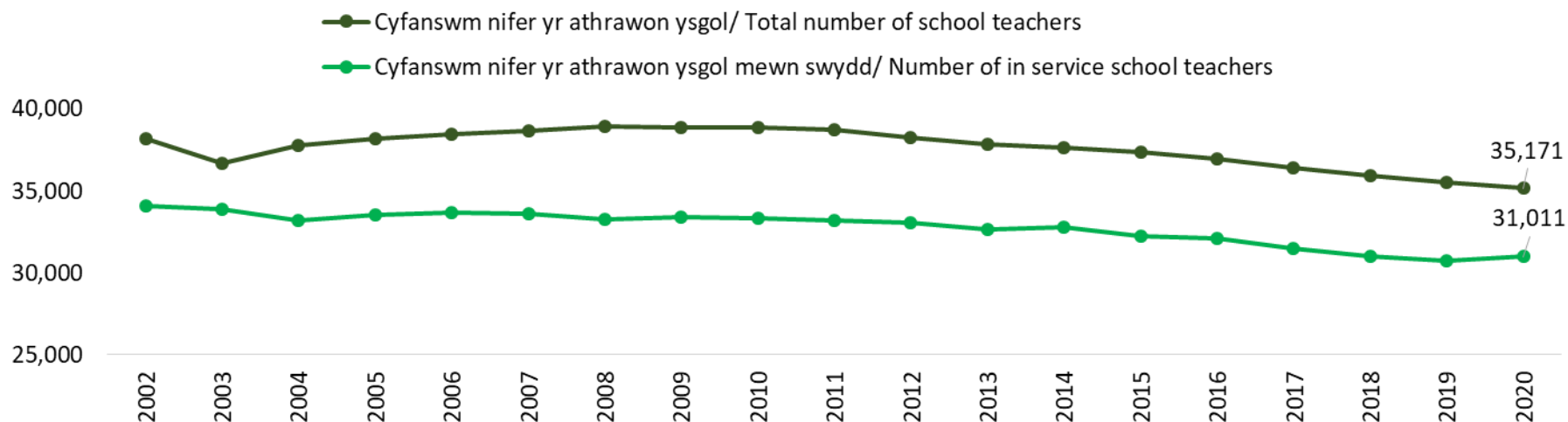
Number of practitioners eligible to work in each category

1 March 2020



Cofrestru athrawon ysgol

School teacher registration

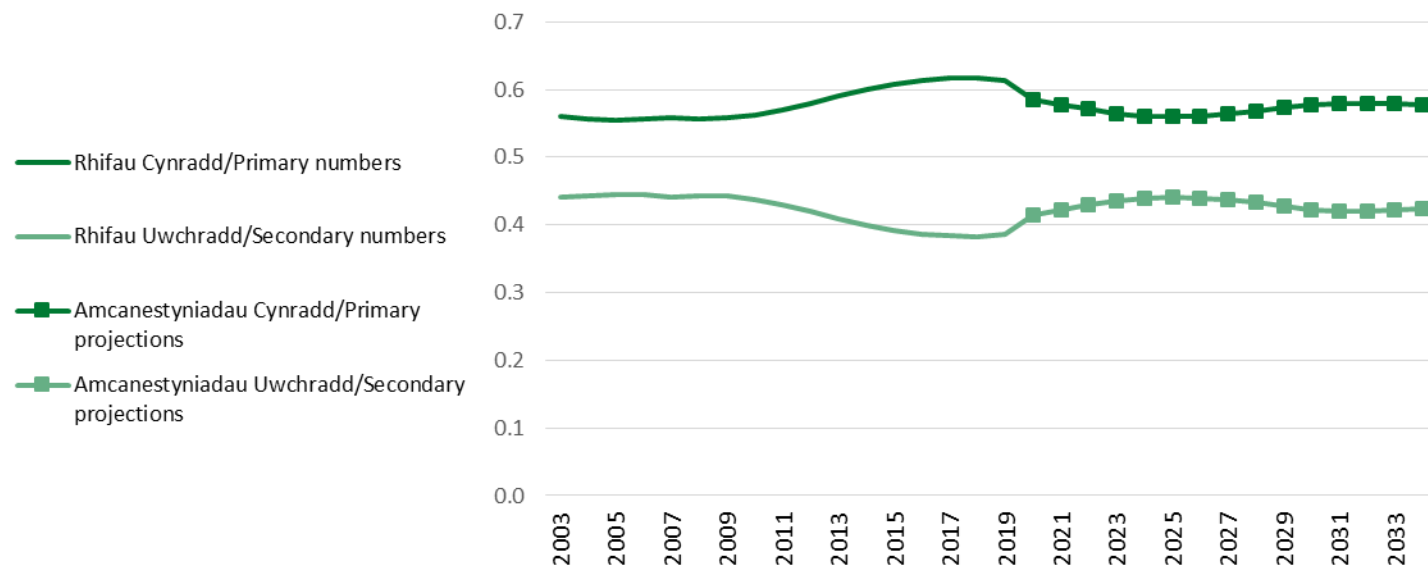


Niferoedd disgyblion a rhagamcaniadau

- Cynyddodd y gymhardeb o ddisgyblion o **18.4** yn 2015 i **19.3** yn 2020 (cynnydd ym maint dosbarthiadau)
- Nifer yr ysgolion a gynhelir wedi gostwng o **1,773** yn 2009 i **1,494** yn 2019

Pupil number and projections

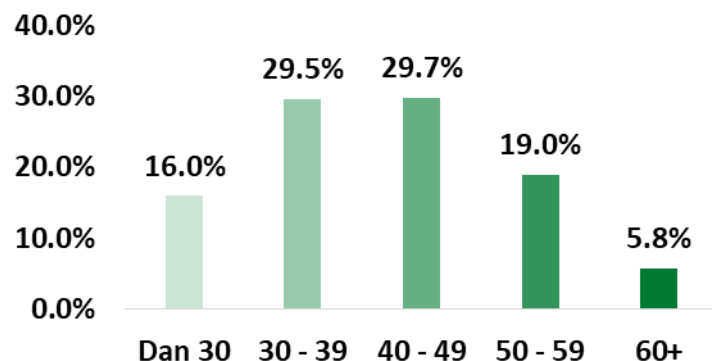
- Pupil ratio has increased from **18.4** in 2015 to **19.3** in 2020 (increase class sizes)
- The number of maintained schools has decreased from **1,773** in 2009 to **1,494** in 2019



DATA ATHRAWON YSGOL CGA

1 MAWRTH 2020

Oedran / age



Yn fenywod

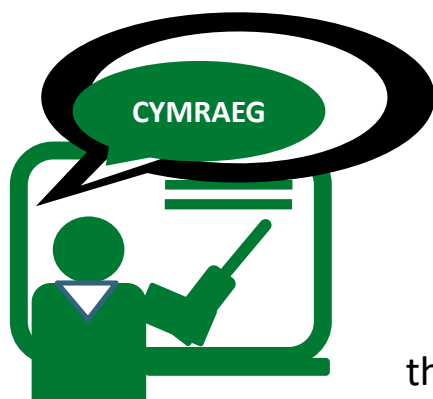
75.5%

Are female

Yn siarad
Cymraeg

33.6%

Are Welsh
speakers



Yn gallu dysgu
drwy gyfrwng y
Gymraeg

27.2%

Are able to teach
through the medium of
Welsh

EWG SCHOOL TEACHER DATA

1 MARCH 2020

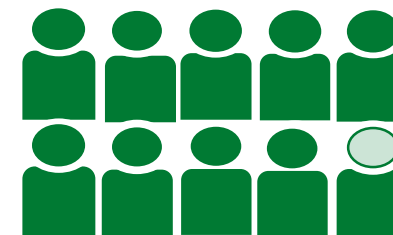
Wedi datgan anabledd

Yn unol â Deddf
Cydraddoldeb 2010

0.6%

Declared a disability

In accordance with the
Equality Act 2010

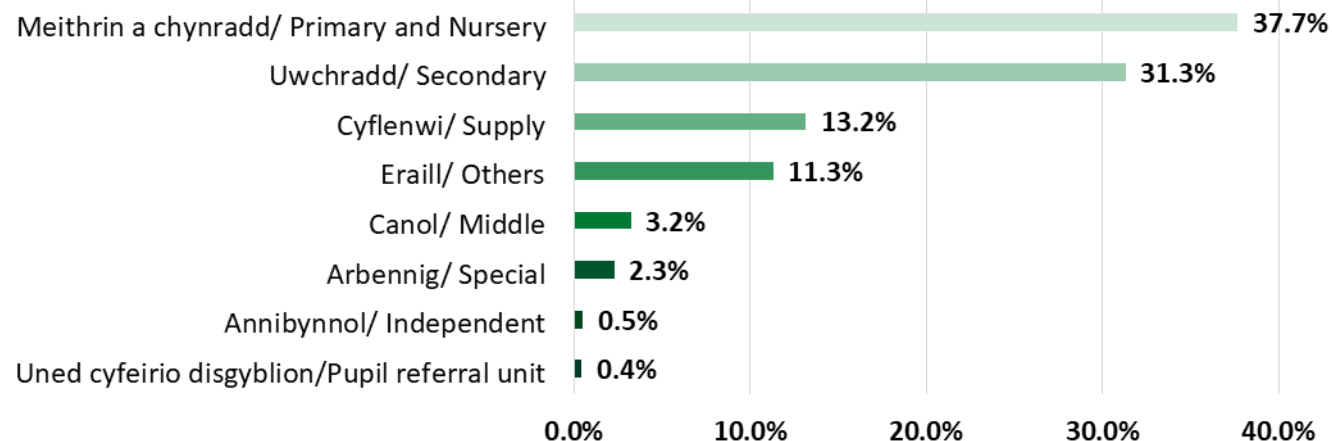


Yn datgan eu bod yn
wyn neu o unrhyw
gefndir gwyn arall*

91.2%

Declare themselves as
white or any other
white background*

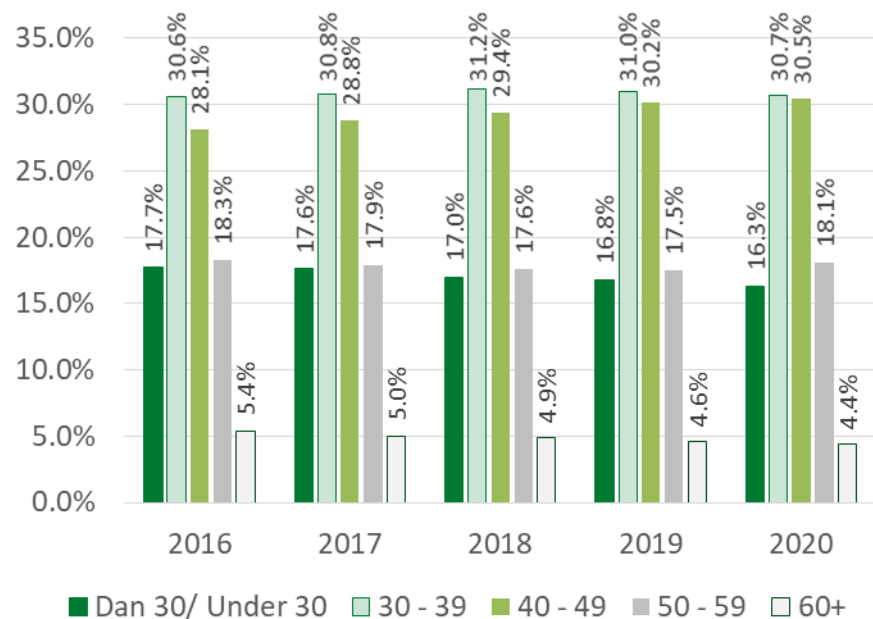
Cyfnod / Phase



*Includes White: English/ Welsh/ Scottish/ Northern Irish/ British, White: Irish, Gypsy, Traveller or Irish Traveller (merged due to small numbers)

† cynnwys: Gwyn: Saesneg/ Cymreig/ Albanaidd/ Gogledd Iwerddon/ Prydeinig, Gwyn: Gwyddelig, Sipsi, Teithiwr neu Deithiwr Gwyddelig (wedi'u cyfuno oherwydd niferoedd bychain)

Athrawon ysgol mewn swydd fesul oedran a rhanbarth



School teachers in service by age and region

Awdurdod lleol lle maent wedi'u cyflogi/ Local authority employed	Dan 30 / Under 30		50+		Gwahaniaeth / Difference (%)
	Nifer/ Number	%	Nifer/ Number	%	
Blaenau Gwent	66	13.4	94	19.1	5.7
Pen-y-bont ar Ogwr / Bridgend	170	12.9	259	19.6	6.7
Caerffili / Caerphilly	278	18.5	219	14.6	-3.9
Caerdydd / Cardiff	541	16.9	662	20.7	3.8
Sir Gâr / Carmarthenshire	227	14.8	325	21.2	6.4
Ceredigion	93	15.0	141	22.8	7.8
Conwy	117	12.1	216	22.4	10.3
Sir Ddinbych / Denbighshire	122	13.2	202	21.9	8.7
Sir y Fflint / Flintshire	198	14.7	285	21.1	6.4
Gwynedd	146	15.5	204	21.6	6.1
Sir Fôn / Isle of Anglesey	91	17.1	94	17.6	0.6
Merthyr Tudful / Merthyr Tydfil	81	16.3	95	19.1	2.8
Sir Fynwy / Monmouthshire	90	13.2	150	22.0	8.8
Castell Nedd Port Talbot / Neath Port Talbot	183	15.9	204	17.7	1.8
Casnewydd / Newport	303	20.4	231	15.5	-4.8
Sir Penfro / Pembrokeshire	150	15.8	190	20.0	4.2
Powys	133	11.9	260	23.2	11.3
Rhondda Cynon Taf	298	15.7	327	17.2	1.5
Abertawe / Swansea	310	15.9	366	18.7	2.9
Torfaen	149	19.1	129	16.5	-2.6
Bro Morgannwg/ Vale of Glamorgan	187	14.1	277	20.9	6.8
Wrecsam / Wrexham	172	15.0	231	20.2	5.1
Cyfanswm / Total	4,105	15.6	5,161	19.6	4.0

Allau gwledig fel yn ôl CLILIC/ Rural LAs as per WLGA

Cyfran uchaf o 29 ac yn iau/ Highest proportion of 29 and under

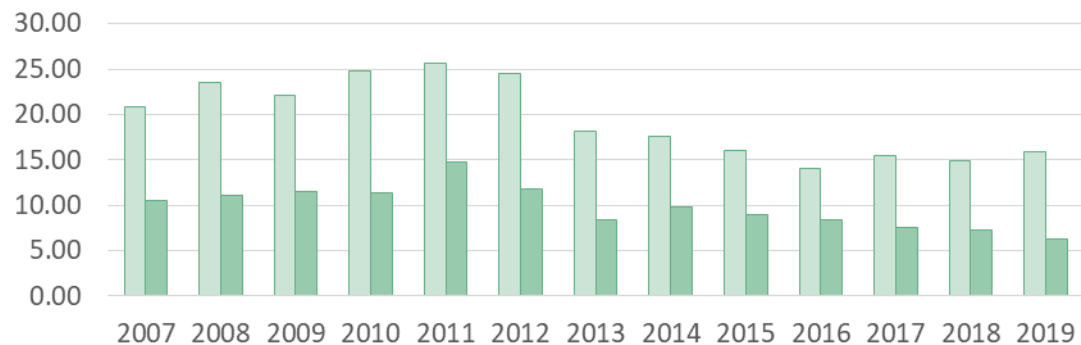
Cyfran uchaf o 50+/ Highest proportion of 50+

% uchaf o'r 50% o AGEHI mwyaf difreintiedig gradd 1-955/ Highest % LSOAs in most deprived 50% ranks 1-955

Nifer y ceisiadau /No. of applications

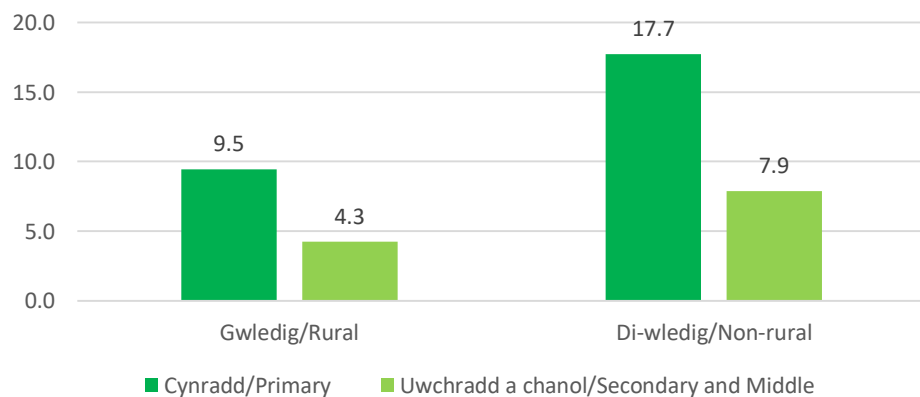
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Cynradd/ Primary	13,369	15,428	13,831	15,190	16,709	19,316	13,205	13,852	12,727	11,013	13,161	11,476	11,826
Uwchradd/ Secondary	9,228	9,594	7,871	7,659	10,215	10,560	8,567	7,397	7,408	7,370	7,307	5,815	5,166

Nifer cyfartalog o geisiadau fesul swydd ar gyfer cynradd ac uwchradd fesul iaith/
Average number of applications per post for primary and secondary phase by language



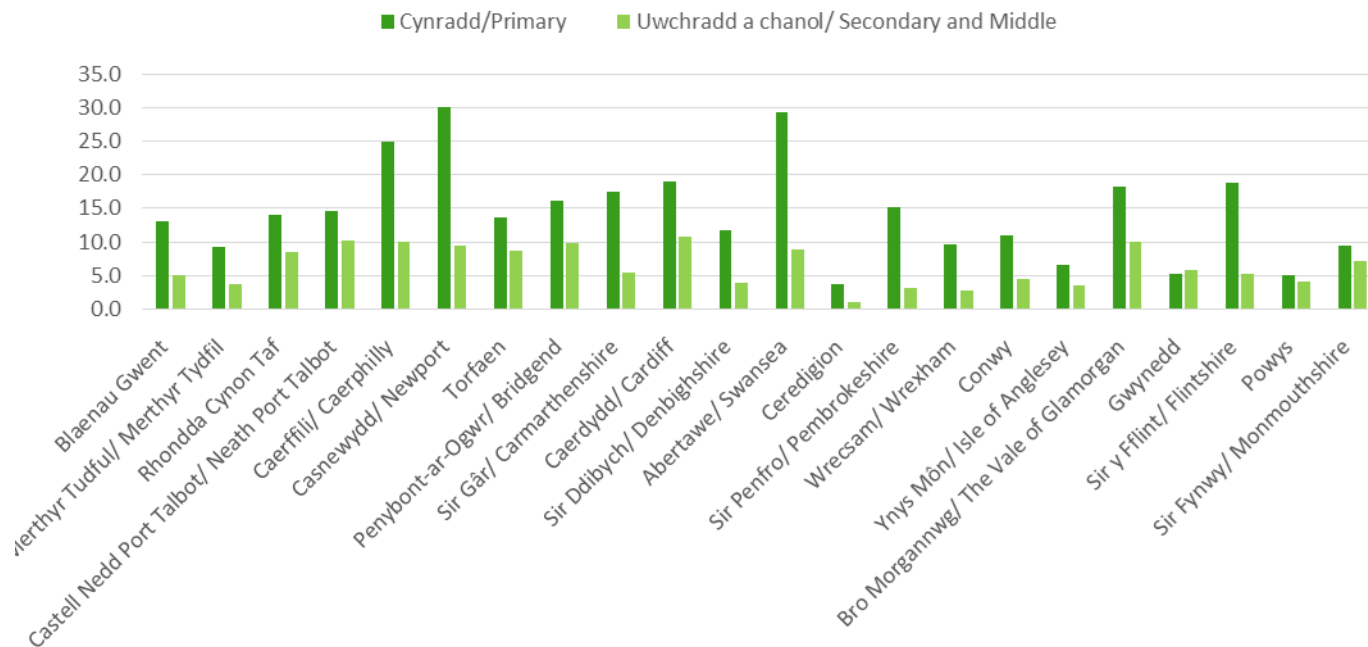
Cynradd/ Primary Uwchradd/ Secondary

Nifer y ceisiadau fesul hysbyseb yn 2018 / Average number of applications per advertisement in 2018



Cynradd/ Primary Uwchradd a chanol/ Secondary and Middle

Nifer cyfartalog o geisiadau fesul hysbyseb – 2018/ Average number of applications per advertisement - 2018



Graddiwyd yr awdurdodau lleol o'r chwith i'r dde yn ôl yr ardaloedd â'r ganran uchaf o ardaloedd yn y 50% mwyaf difreintiedig yng Nghymru yn ôl MALIC 2019.

Local authorities are ranked left to right according to the highest percentage of areas in the most deprived 50% in Wales as per WMID 2019.

Adnabyddir yr ardaloedd 'Gwledig' (9) fel yn ôl categoraiddio CLILIC (2012), sef: Ynys Môn, Gwynedd, Conwy, Sir Ddinbych, Powys, Ceredigion, Sir Penfro, Sir Gâr a Sir Gâr.

The 'Rural' areas (9) are identified as the WLGA (2012) categorisation, namely: Isle of Anglesey, Gwynedd, Conwy, Denbighshire, Powys, Ceredigion, Pembrokeshire, Carmarthenshire and Monmouthshire.

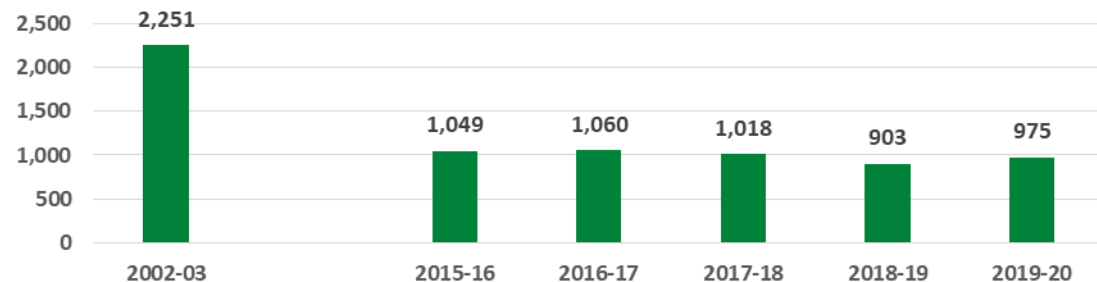
ANGau

NQTs

AGA fesul blwyddyn

ITE by year

■ Nifer wedi llwyddo/Number passed



Sylwch: Mae nifer fach o fyfyrwyr o Canada wedi'u cynnwys yma. 61 oedd hyn yn 2019-20

Note: Included are a small number of students from Canada. For 2019-20 was 61.

975 o fyfyrwyr fesul cyfnod hyfforddi (2019-20) The 975 students by phase trained (2019-20)

Myfyrwyr cynradd - Israddedig ac Ôl-raddedig / Primary students - Undergraduate and Postgraduate		Myfyrwyr uwchradd - Israddedig ac Ôl-raddedig/ Secondary students - Undergraduate and Postgraduate	
Nifer/Number	%	Nifer/Number	%
570	58.5	405	41.5

	2003	2016	2017	2018	2019	2020
Wedi llwyddo AGA yng Nghymru / Passed ITE Wales	2,251	1,049	1,060	1,018	903	975
ANGau cofrestredig yr hyfforddwyd yng Nghymru / Registered NQTs trained in Wales	1,356	941	982	895	869	n/a
ANGau cofrestredig yr hyfforddwyd yn Lloegr a gweddill y DU / Registered NQTs trained in England and rest of UK	182	210	225	270	291	n/a
Cyflawnwyd sefydlu yng Nghymru / Completed induction in Wales	n/a	1,260	1,067	1,095	1,027	1,093

AGA (Cymru) 2019-20 pwnc yr hyfforddwyd ynddo / ITE (Wales) 2019-20 Subject trained

	Wedi llwyddo/Passes	(%)
Celf / Art	5	1.2
Celf a dylunio / Art and Design	15	3.7
Bioleg / Biology	11	2.7
Cemeg / Chemistry	12	3.0
Cyfuniad / Gwyddoniaeth Cyffredinol	16	4.0
Combined/General Science	13	3.2
Dylunio a thechnoleg / Design and Technology	23	5.7
Drama	49	12.1
Saesneg / English	28	6.9
Daearyddiaeth / Geography	44	10.9
Hanes / History	4	1.0
TGCh / ICT	37	9.1
Mathemateg / Mathematics	13	3.2
Cerddoriaeth / Music	4	1.0
Addysg Awyr Agored / Outdoor Education	54	13.3
Addysg Gorfforol / Physical Education	5	1.2
Ffiseg / Physics	15	3.7
Addysg Grefyddol / Religious Education	2	0.5
Gwyddoniaeth / Science	21	5.2
Cymraeg / Welsh	5	1.2
Astudiaethau Busnes / Business Studies	4	1.0
Technoleg Gwybodaeth / Information Technology	19	4.7
Ieithoedd Tramor Modern / Modern Foreign Languages	2	0.5
Ffrangeg / French	4	1.0
Sbaeneg / Spanish		

Llwybrau eraill i SAC (Ebrill-Mawrth)

Other routes to QTS (April-March)

Blwyddyn cyflawni SAC/ Year of award of QTS	AEE/ EEA	Gogledd Iwerddon/ Northern Ireland	Yr Alban / Scotland	Rhaglen Athrawon Graddedig / GTP	Teach First Cymru
Cyn 2017/ Prior to 2017	420	16	74	680	106
2017 – 2018	33	0	1	72	29
2018 – 2019	22	0	6	67	22
2019 - 2020	13	0	6	81	16

Derbyniwyd 251 o geisiadau ar gyfer cydnabyddiaeth ond nad oedden nhw'n bodloni'r meini prawf.

251 applications have been received for recognition but did not meet the criteria.

% recriwtio i darged AGA

% ITE recruitment to target

Mae'r ffigurau yn seiliedig ar ffigurau targed AGA a oedd yn cael eu monitro gan HEFCW (2015 hyd at 2020) a EWC (2019 hyd at 2020). Ffynhonnell: HEFCW, HESES, HESA

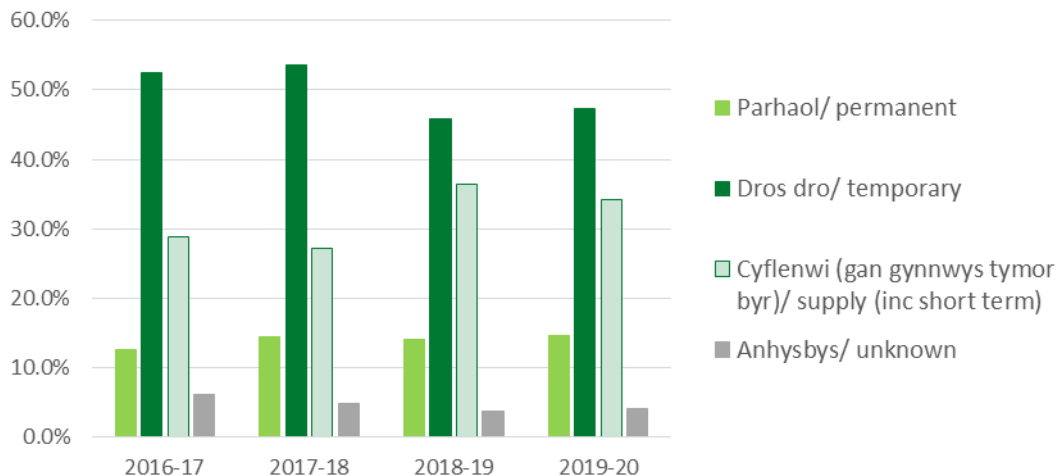
Figures based on ITE intake target figures monitored by HEFCW (2015 to 2018) and EWC (2019 to 2020). Source: HEFCW, HESES, HESA

	Blwyddyn Derbyn/ Intake Year					
	2016 HESES	2016 HESES	2017 HESES	2018 HESES	2019 CGA / EWC	2020 CGA / EWC
Ôl-raddedig / Postgraduate						
Cynradd / Primary	90	91	90	77	95	126
Uwchradd – pynciau blaenorthiaethol / Secondary -priority subjects						
Mathemateg / Mathematics	53	73	61	65	30	60
Cemeg / Chemistry	49	72	55	59	36	61
Ffiseg / Physics	77	65	47	56	18	60
Cemeg a Ffiseg / Chemistry & Physics	n/a	n/a	n/a	n/a	10	n/a
Ieithoedd Modern / Modern Languages	31	45	41	24	44	53
Cymraeg / Welsh	54	69	46	27	29	34
Technoleg Gwybodaeth / Information Technology	33	45	43	30	19	48
Uwchradd – Pynciau eraill / Secondary - Other subjects						
Celf / Art	80	53	47	78	56	115
Bioleg a Gwyddoniaeth Integredig / Biology and Integrated science	47	51	57	49	29	65
Astudiaethau Busnes / Business Studies	62	100	62	54	69	100
Dylunio a Thechnoleg / Design & Technology	40	35	40	29	14	35
Drama	73	73	86	73	83	97
Saesneg / English	70	77	70	44	51	82
Daearyddiaeth / Geography	69	81	75	47	64	62
Hanes / History	112	107	102	114	98	125
Cerddoriaeth / Music	77	41	48	26	31	97
Gweithgareddau awyr agored / Outdoor activities	102	60	80	140	50	60
Addysg Gorfforol / Physical Education	102	98	102	106	96	123
Addysg Grefyddol / Religious Education	81	72	72	75	40	71
Cyfanswm Uwchradd / Secondary total	63	66	61	55	44	72
Israddedig / Undergraduate						
Cynradd / Primary	91	91	81	69	72	95
Mathemateg / Mathematics	64	109	55	59	n/a	n/a
Gwyddoniaeth / Science	55	100	46	82	n/a	n/a
Dylunio a Thechnoleg / Design & Technology	15	36	18	18	n/a	n/a
Cymraeg / Welsh	0	20	40	0	n/a	n/a
Cerddoriaeth / Music	60	100	50	0	n/a	n/a

ANGau - Sefydli

Mae'r mwyafrif o ANGau yn dechrau ar gytundeb byrdymor, cyflenwi neu rhan amser

Most NQTs start induction on a temporary contract, supply or part time



Mae cyflenwi'n cynnwys lleoliadau ad-hoc ac estynedig

Supply includes ad-hoc and longer term placements

NQTs - Induction

Amser i gwblhau sefydlu / Time to complete induction	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
3 thymor/ 3 terms	41.3%	48.7%	52.9%	54.8%	58.6%	58.5%	60.9%	51.9%
4-6 tymor/ 4-6 terms	29.9%	34.7%	31.6%	30.7%	26.0%	28.5%	22.6%	31.2%
7-9 tymor/ 7-9 terms	7.1%	7.2%	4.6%	4.1%	4.7%	2.9%	1.3%	Ddb n/a
10-12 tymor/ 10-12 terms	1.3%	1.3%	1.2%	1.5%	0.9%	0.2%	Ddb n/a	Ddb n/a
13+ tymor/ 13+ terms	2.3%	1.1%	1.0%	0.5%	0.3%	Ddb n/a	Ddb n/a	Ddb n/a
Heb ei gyflawni eto/ Not yet completed	18.1%	7.0%	8.7%	8.3%	9.5%	9.7%	15.2%	16.9%
Methwyd sefydlu / Failed induction	0.0%	Ddb n/a	Ddb n/a	0.1%	Ddb n/a	0.2%	Ddb n/a	Ddb n/a

Nifer wedi pasio Sefydli Medi-Awst / Induction passes Sept – Aug	2015 –2016		2016 –2017		2017 –2018		2018 –2019		2019 –2020	
Cyfnod / Phase	Nifer / Number	%	Nifer / Number	%	Nifer / Number	%	Nifer / Number	%	Nifer / Number	%
Cynradd / Primary	476	38.0%	403	37.8%	377	33.8%	399	39.2%	419	39.0%
Canol / Middle	18	1.4%	20	1.9%	35	3.1%	42	4.1%	46	4.3%
Uwchradd / Secondary	428	34.2%	353	33.1%	358	32.1%	351	34.4%	361	33.6%

Gall cyflogaeth athro (math o gytundeb a/neu oriau gweithio) newid yn ystod y cyfnod Sefydli. 3 thymor neu gyfwerth yw'r gofyniad lleiafswm

During induction a teacher's employment (contract type and/or hours worked) may change. 3 term or equivalent is the minimum requirement.

Heriau

- Materion byd-eang o ran recriwtio athrawon
- Gofyn i hyfforddeion fod â gradd 'B' mewn Saesneg a Mathemateg
- Gwell gymhelliannau ariannol i hyfforddi fel athro ysgol yn Lloegr
- Cyhoeddusrwydd blaenorol negyddol am ansawdd hyfforddiant yng Nghymru
- Adborth blynyddol gan fyfyrwyr – y farn fod y gyrfa yn dod yn fwyfwy anodd a bod y proffesiwn ddim yn ddeniadol
- Y baich gwaith a gweinyddu canfyddedig
- Anawsterau wrth lwyddo cael swyddi parhaol yng Nghymru.

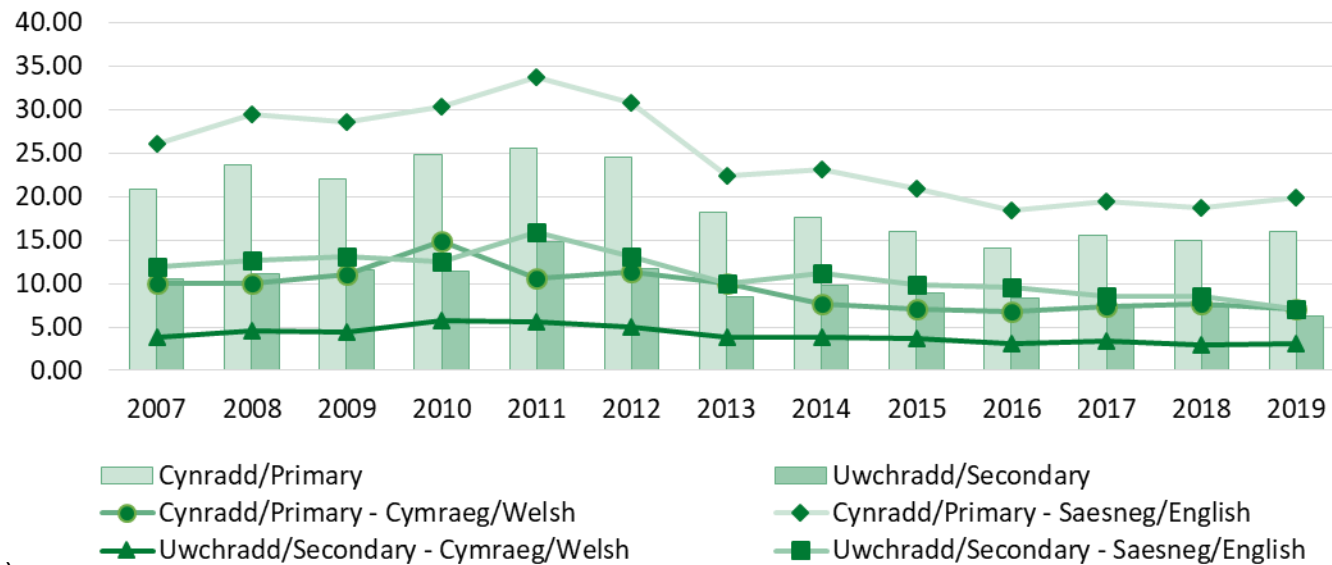
Challenges

- Global issues in teacher recruitment
- The requirement for trainees to hold a B grade in Mathematics and English
- Better financial incentives to train as a school teacher in England
- Previous negative publicity about the quality of training in Wales
- Annual student feedback - perception that the career is getting harder and that the profession is unattractive
- Perceived workload and administration
- Difficulties in obtaining permanent posts in Wales

Y Gymraeg

Targed 1 miliwn o siaradwyr Cymraeg erbyn 2050 – Mae'r tueddiad o athrawon ysgol sy'n siarad Cymraeg (33.6%) neu'n gallu gweithio trwy'r Gymraeg (27.2%) wedi parhau'n weddol sefydlog gydag ychydig o amrywio blwyddyn ar flwyddyn. (3.8% yn anhysbys yn y ddau).

Target of 1 million welsh speakers by 2050 - The trend of school teachers who are Welsh speakers (33.6%) or are able to work through the medium of Welsh (27.2%) has continued to remain fairly static with little variance year on year. (3.8% unknown in both).

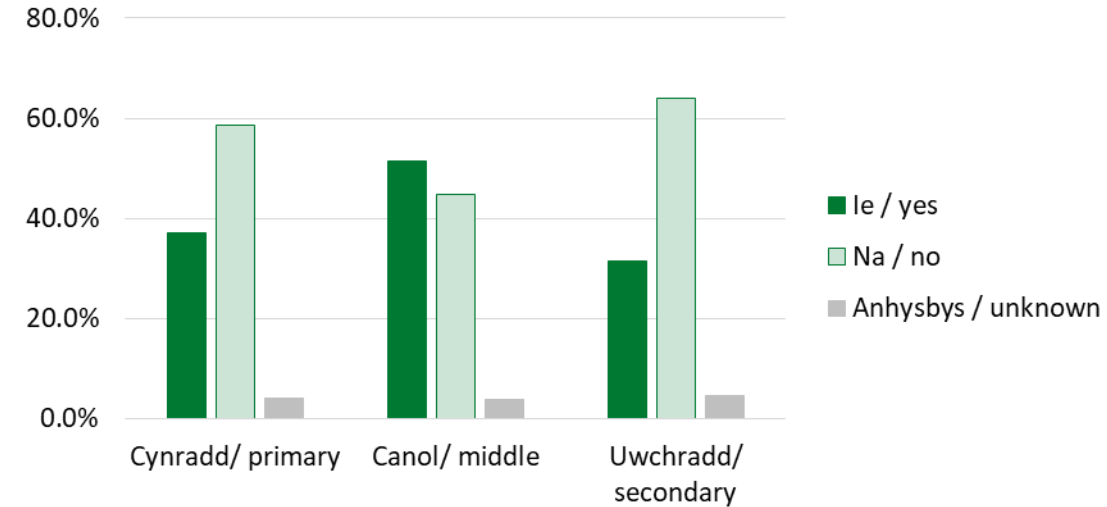


% y swyddi gwag cyfrwng Cymraeg heb eu llenwi % of Welsh medium vacancies unfilled

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Cynradd/ Primary	2.3%	2.6%	3.2%	2.8%	4.4%	6.0%	6.8%	4.1%	3.5%	4.0%
Uwchradd a chanol/ Secondary and Middle	1.8%	0.0%	1.9%	2.6%	9.2%	3.2%	9.9%	7.6%	23.6%	9.5%

Welsh language

Yn rhugl neu'n weddol rhugl yn y Gymraeg fesul cyfnod/ Fluently or fairly fluent in Welsh Speaker by phase



Athrawon ysgol/ school teachers	Heb sgiliau/ No skills	Mynediad / Entry Level	Sylfaenol/ Foundation Level	Canolradd/ Intermediate Level	Uwch/ Advanced Level	Hyfedredd/ Proficient Level
Cymru/ Wales	4866	5926	4885	2179	1785	6422

% y swyddi gwag heblaw cyfrwng Cymraeg heb eu llenwi % of non-Welsh medium vacancies unfilled

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Cynradd / Primary	4.0%	5.0%	3.0%	6.9%	4.9%	7.8%	6.5%	10.0%	6.7%	7.4%
Uwchradd a Chanol / Secondary and Middle	2.9%	2.4%	4.0%	3.0%	7.4%	7.2%	5.7%	9.0%	7.6%	10.3%

Y Gymraeg

Welsh language

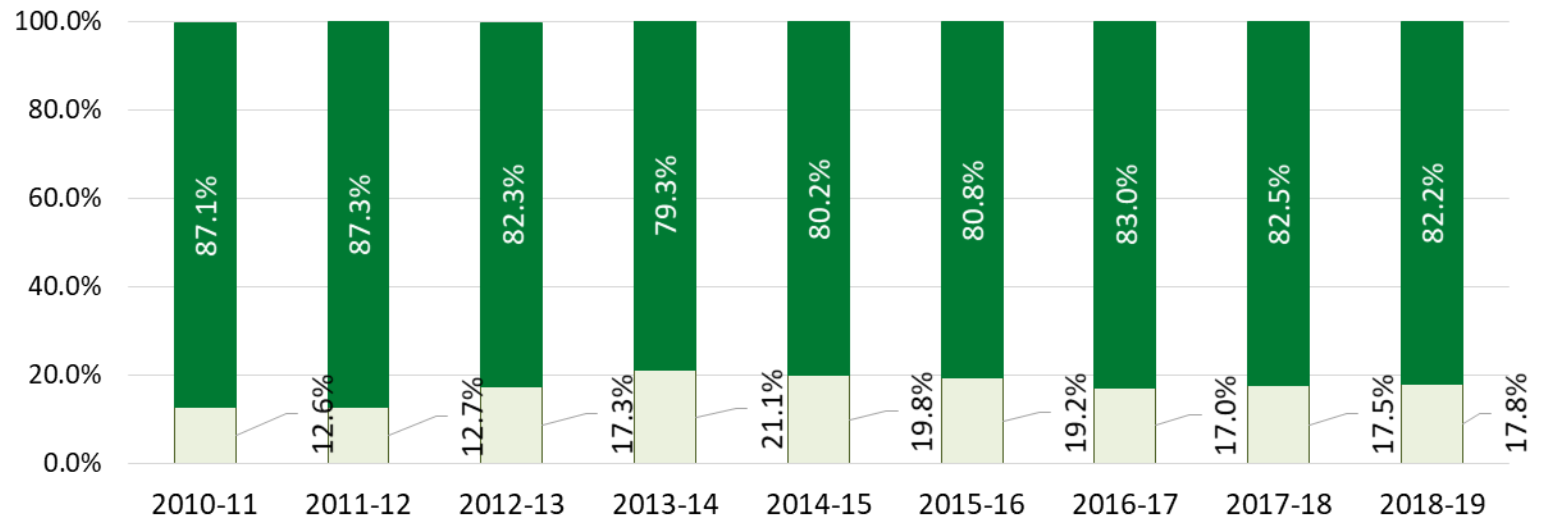
Mae'r nifer o ANGau (wedi'u hyfforddi yng Nghymru) sy'n gallu siarad Cymraeg wedi cynyddu o 23.4% yn 2016 i 34.6% yn 2020.

NQTs (trained in Wales) able to speak Welsh has increased from 23.4% in 2016 to 34.6% in 2020

Targedau derbyn a chrynodeb o recriwtio 2020/21/ Intake targets and summary of recruitment 2020/21	Nifer targed cyffredinol/ Overall target number	Nifer gwirioneddol a recriwtiwyd/ Actual recruitment number	% o'r darged/ % of target figure	Nifer cyfrwng Cymraeg a recriwtiwyd/ Welsh medium recruitment number	%% o'r darged – cyfrwng Cymraeg/ of target figure - Welsh medium
Cynradd/ Primary	724	822	113.5	162	22.4
Uwchradd/ Secondary	1,003	717	71.5	116	11.6
Cyfanswm/ Total	1,727	1,539	89.1	278	16.1

Math o gwrs AGA y rhai sydd wedi cymhwyso/ Qualifiers ITE course

- Ddim yn hyfforddi i ddysgu trwy'r Gymraeg/ Not training to teach in Welsh
- Yn hyfforddi i ddysgu trwy'r Gymraeg/ Training to teach in Welsh



Ffynhonnell/ Source: PLASC, SWAC

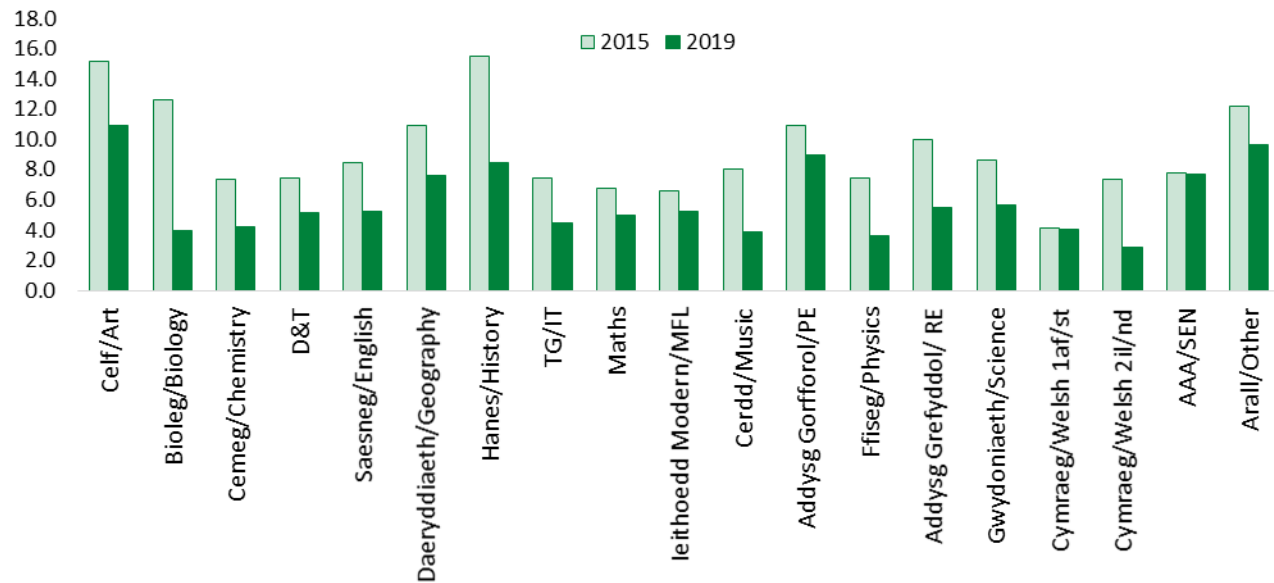
Pynciau

Subjects

Pwnc a addysgir yn erbyn pwnc hyfforddiant / Subject taught Vs trained	Hyfforddwyd yn y pwnc / Trained in subject	Hyfforddwyd yn y pwnc / Trained in subject (%)	Hyfforddwyd mewn pwnc gwahanol / Trained in another subject	Hyfforddwyd mewn pwnc gwahanol / Trained in another subject (%)	Pwnc hyfforddi anhysbys / Subject trained unknown	Pwnc hyfforddi anhysbys / Subject trained unknown (%)	Cyfanswm / Total	Cyfanswm / Total (%)
Bioleg / Biology	271	59.0	187	40.7	1	0.2	459	100
Cemeg / Chemistry	211	48.7	218	50.3	4	0.9	433	100
Saesneg / English	1,208	75.2	366	22.8	33	2.1	1,607	100
Mathemateg / Mathematics	1,239	78.6	306	19.4	31	2.0	1,576	100
Ffiseg / Physics	162	42.7	213	56.2	4	1.1	379	100
Addysg Grefyddol / Religious Education	404	64.6	211	33.8	10	1.6	625	100
Gwyddoniaeth / Science	418	34.3	784	64.3	18	1.5	1,220	100
Cymraeg / Welsh	729	73.0	260	26.0	10	1.0	999	100

Nid yw SAC yn benodol i bwnc nac ystod oedran.

QTS not age range or subject specific



Nifer yr athrawon uchradd a adawodd y proffesiwn fesul pwnc

Number of secondary teachers leaving the profession by subject

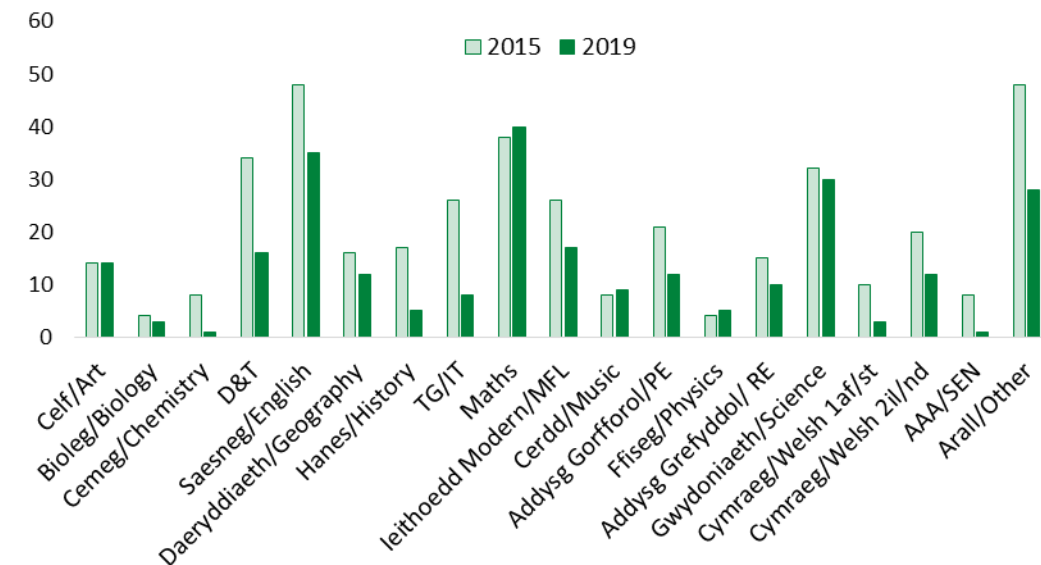
	Celf/Art	Bioleg/Biology	Cemeg/Chemistry	D&T	Saesneg/English	Daeryddiaeth/Geography	Hanes/History	TG/IT	Maths	Ieithoedd Tramor/MFL	Cerdd/Music	Ymarfer Corff/PE	Ffiseg/Physics	Addysg Grefyddol/ RE	Gwydoniaeth/Science	Cymraeg/Welsh 1af/st	Cymraeg/Welsh 2il/nd	AAA/SEN	Arall/Other
2015	14	4	8	34	48	16	17	26	38	26	8	21	4	15	32	10	20	8	48
2016	13	5	10	29	56	18	27	21	38	27	13	22	11	22	36	9	13	7	54
2017	13	9	4	22	30	14	9	13	54	24	10	19	2	14	31	10	10	10	35
2018	10	2	3	17	35	9	10	3	34	13	11	12	6	16	31	6	17	10	36
2019	14	3	1	16	35	12	5	8	40	17	9	12	5	10	30	3	12	1	28

Nifer cyfartalog y ceisiadau fesul swydd fesul pwnc

Average number of applications per post by subject

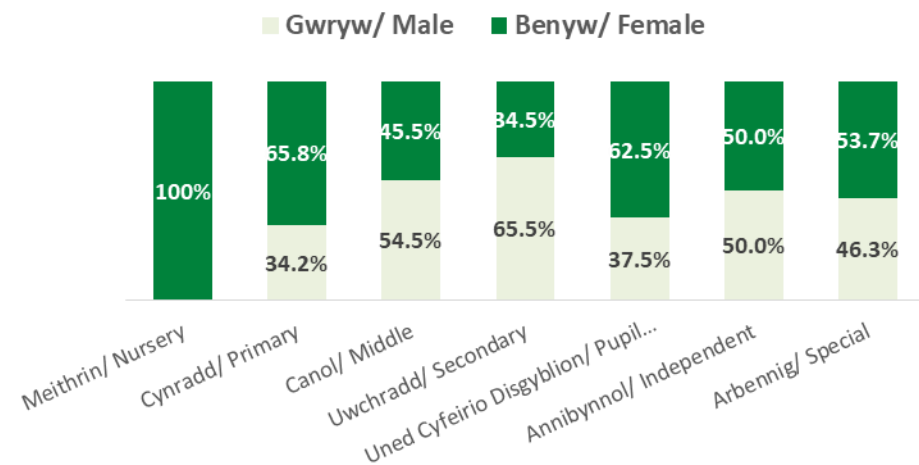


2014	12.4	10.6	7.8	14.7	8.8	12.8	11.4	6.7	7.4	12.4	9.8	16.8	5.1	9.3	8.4	5.8	10.1	9.1	10.5
2015	15.2	12.6	7.4	7.5	8.5	10.9	15.5	7.4	6.8	6.6	8.0	11.0	7.5	10.0	8.7	4.1	7.3	7.8	12.2
2016	9.3	4.5	4.1	8.2	6.9	5.6	12.4	8.0	7.0	6.7	10.4	15.9	4.6	11.2	7.9	3.5	6.5	5.1	12.7
2017	10.7	3.9	4.2	7.9	8.0	5.7	9.6	5.3	6.1	9.0	6.1	16.2	4.8	9.2	5.8	3.6	6.1	4.6	8.6
2018	13.4	4.2	4.0	7.7	7.3	7.5	8.7	6.0	5.7	5.5	4.7	11.6	5.5	7.4	5.7	4.0	4.0	10.6	10.6
2019	11.0	4.0	4.3	5.2	5.3	7.6	8.5	4.5	4.9	5.2	3.9	9.0	3.6	5.5	5.6	4.1	2.8	7.7	9.7



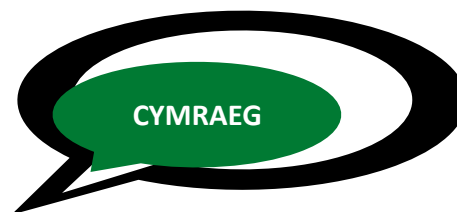
Penaethiaid

2014	2015	2016	2017	2018	2019	2020
1,597	1,523	1,478	1,458	1,451	1,428	1,386



Mae'r nifer o bennaethiaid wedi gostwng gan 6.2% o fewn y pum mlynedd diwethaf i 1,386 yn 2020

The number of headteachers has declined by 6.2% in the last five years to 1,386 in 2020



Penaethiaid sy'n siaradwyr Cymraeg

39.1%

headteachers are Welsh speakers

Headteachers

Yn gallu gweithio trwy gyfrwng y Gymraeg

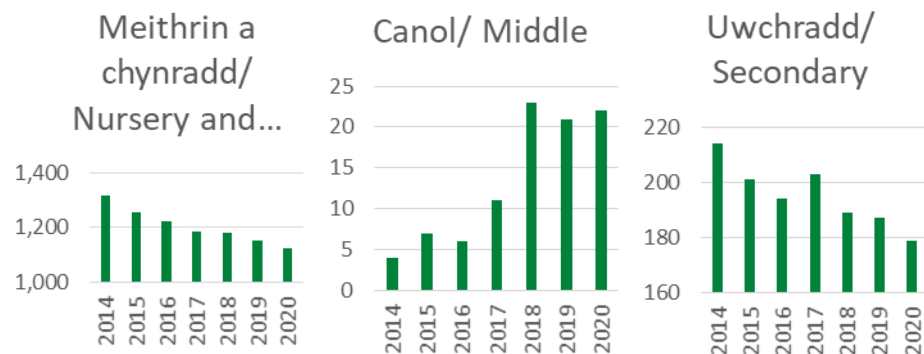
33.6%

Are able to work through the medium of Welsh

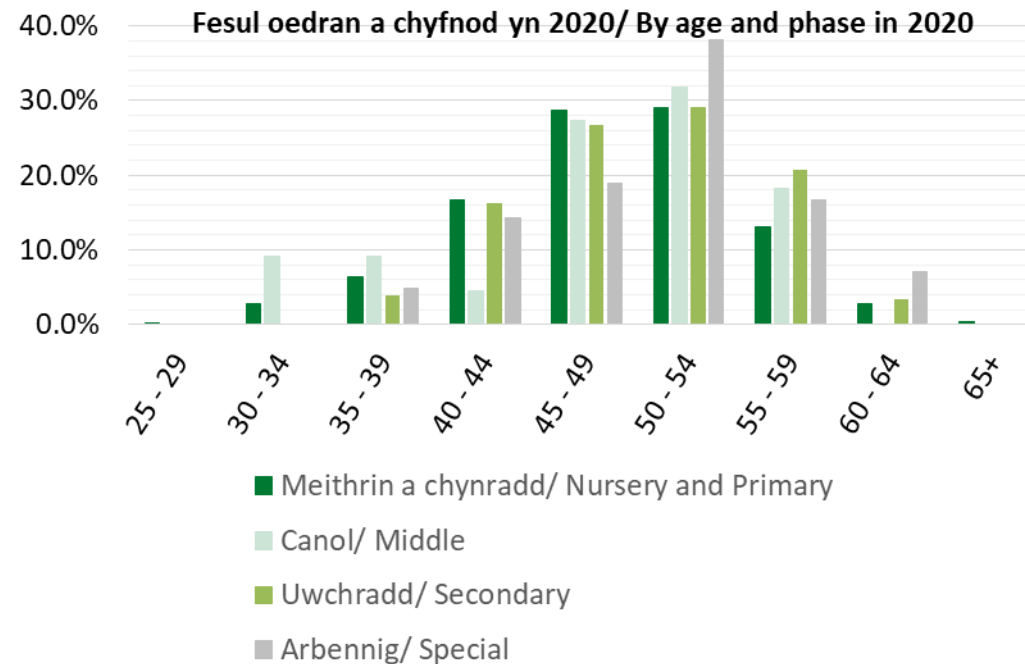


Nifer y penaeithiaid fesul cyfnod rhwng 2014 a 2020

The number of headteachers by phase from 2014 to 2020



Fesul oedran a chyfnod yn 2020/ By age and phase in 2020



CPCP

NPQH

CPCP / NPQH	Meithrin a Chynradd/ Nursery and primary	Canol/ Middle	Uwchradd/ Secondary	UCD, annibynnol/ PRU, independent	Cyfanswm/ Total
Pennaeth gyda CPCP/ Headteacher with NPQH	937	18	160	11	1,126
Pennaeth heb CPCP/Headteacher without NPQH	185	4	17	13	219

CPCP (nid yw'n bennaeth) fesul blwyddyn cyflawni/ NPQH (not headteachers) by year of award	2000 a chyn/ 2000 and prior	2001 - 2005	2006 - 2010	2011 - 2015	2016 - 2020	Cyfanswm/ Total
Dirprwy bennaeth/ Deputy headteacher	2	37	61	62	296	458
Pennaeth cynorthwyol/ Assistant headteacher	0	12	26	22	77	137
Pennaeth blwyddyn, pennaeth adran/ Head of year, head of department or teacher	2	45	38	37	53	175

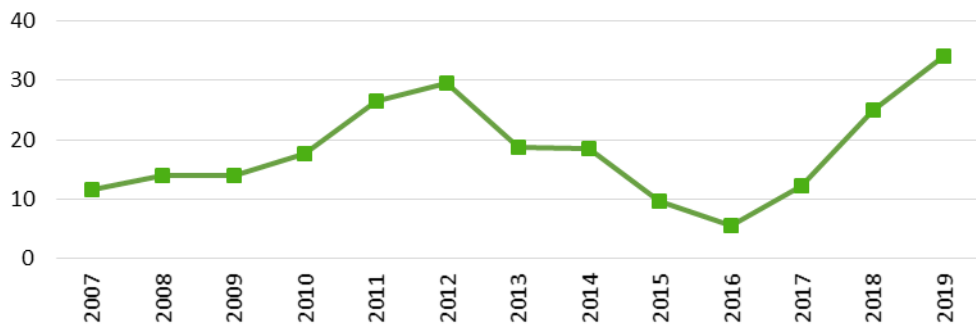
CPCP (ddim yn benaethiaid)/ NPQH (not headteachers)	Meithrin a chynradd/ Nursery and Primary	Canol/ Middle	Uwchradd/ Secondary	Arbennig ac Uned Cyfeirio Disgyblion/ Special and Pupil Referral Unit	Cyfanswm/ Total
Dirprwy bennaeth/ Deputy headteacher	316	15	113	14	458
Dan 30/ Under 30	1	0	0	0	1
30 - 39	57	3	13	2	75
40 - 49	177	9	54	7	246
50 - 59	76	3	43	4	126
60 +	5	0	3	2	10
Pennaeth cynorthwyol/ Assistant headteacher	49	15	66	7	137
Dan 30/ Under 30	0	0	0	0	0
30 - 39	12	2	10	0	24
40 - 49	26	8	28	4	66
50 - 59	11	5	27	3	46
60 +	0	0	1	0	1
Pennaeth adran, pennaeth blwyddyn neu athro/ Head of department, Head of year or teacher	107	8	38	16	169
Under 30	0	0	0	0	0
30 - 39	18	1	2	0	21
40 - 49	42	4	10	7	63
50 - 59	42	3	24	8	77
60 +	5	0	2	1	8
Cyfanswm/ Total	472	38	217	37	764

Rhai o'r rhesymau pam bod rhai swyddi penaethiaid yn anodd i'w llenwi

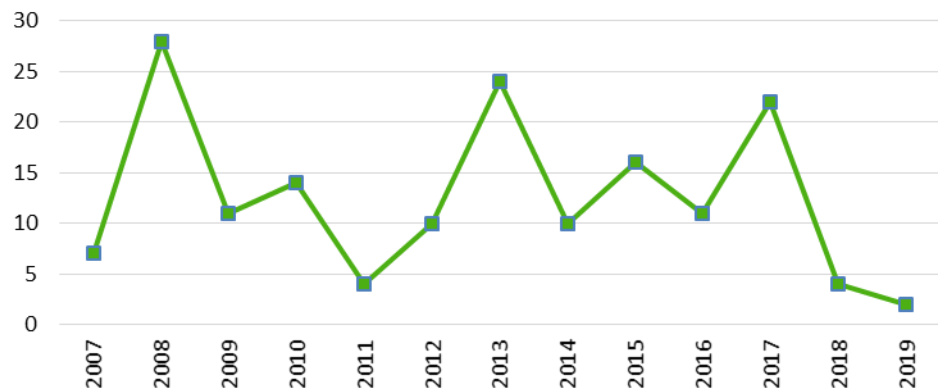
Recriwtio i rolau arwain

Recruitment of leadership roles

Cyfartaledd o geisiadau fesul swydd/
Average no. of applications per post



Nifer yr hysbysebion am brifathrawon/dirprwy brif/
No. of headteachers/deputy head advertisements



Reasons some headteacher posts are more difficult to fill

Cyfrwng Cymraeg

Cyflogau swyddi
penaethiaid
ysgolion bychain

Ysgolion Catholig /
ffydd

Atebolrwydd

Ysgolion mewn
ardaloedd
heriol

Canfyddiadau o
lwyth gwaith

Wedi ei harwain yn flaenorol
gan bennaeth llwyddiannus

Y modd mae
ysgolion yn
cyflwyno eu
hunain mewn
hysbysebion a
phecynnau
recrwtio
Canfyddiad o'r ysgol
Marciau
Estyn/
Ostfed
Maint yr ysgol
Leoliad daearyddol /
Ysgolion gwledig
(materion recrwtio sydd ddim yn unigryw i
benaethiaeth)
Ysgolion bychain – ddim yn cael eu gweld fel rhywle
am gyfleoedd i ddatblygu gyrfa cryf
Ysgolion mewn
mesurau
arbenigig / y
mae angen eu
gwella
Cymryd
Gogfynion siared
Ysgolion â
phroblemau staffio
neu gymunedol
sydd wedi'u
hysbysebu'n dda

Ysgolion a
ddyfarnwyd yn
rhagorol
Safon yr
ymgeiswyr /
pwll bychan
Lefel o
brofiad sydd
ei angen ar
gyfer
ysgolion mwy
Ysgolion gwledig
Ysgolion bychain – ddim yn cael eu gweld fel rhywle
am gyfleoedd i ddatblygu gyrfa cryf
Adeg o'r fflwyddyn pan hysbysebwyd y swydd

% o
ymrwymiad
addysgu

Ysgolion yn weybu
academaiddio posibl
Ysgolion yn ymwehu
academaiddio posibl
Amherioedd i fynd ar
bennaethiaid ar gyfer
cymrdd cymharol fath
mewn tîl
Efallai na fydd gofynion
yr ysgol yn fodlon ar yr
ymgeisydd (mae mwy o
benaethiaid yn ymdeol
yn gynnar, llai o
ymgeiswyr cymwys yn
chwilio am swyddi
prifathrawiaeth)

Welsh - medium

Schools

with

financial

difficulties

Perception of the school

Level of

experience

required for

larger

schools

Geographical location /

Rural schools (recruitment issues not exclusive to headship)

Small schools – may not be seen as representing strong career development opportunity

Time of year post is advertised

Schools with well-publicised staffing or community problems

Welsh speaker

requirements

Schools in special measures / requiring improvement

Perceptions of workload

Previously led by a successful headteacher

Requirements of a school may not be met by the candidate market (more heads retiring early, fewer qualified candidates looking for headship posts)

House prices in the area / cost of living

Areas where provision is being reviewed – e.g. potential school closures

Accountability

Catholic / faith

Reluctance to take on headship for relatively small increase in pay

Schools facing potential academisation

Salary of small school headships

The way a school presents itself in advertisements and recruitment packs

Schools rated “outstanding”

Calibre of applicants / small pool

% teaching commitment

Estyn / Ofsted rating

Size of school

Challenging areas

rhywle

cebwyr y swydd

Cadw

Athrawon newydd – AGA Cymru

	2016		2017		2018		2019		2020	
	Nifer/ Number	%	Nifer/ Number	%	Nifer/ Number	%	Nifer/ Number	%	Nifer/ Number	%
Nifer y myfyrwyr wedi ennill SAC/ Number of students awarded QTS	1,049		1,060		1,018		903		975	
Wedi cofrestru gyda CGA ar ôl ennill SAC/ Registered with EWC following award	822	78.4	856	80.8	802	78.8	727	80.5	765	78.5

Athrawon newydd – AGA Lloegr

New teachers – ITE England

	2016	2017	2018	2019	2020
	Nifer/ Number	Nifer/ Number	Nifer/ Number	Nifer/ Number	Nifer/ Number
Wedi hyfforddi yn Lloegr, wedi cofrestru gyda CGA ar ôl ennill SAC/ Trained in England, registered with EWC following award	210	225	270	291	149

Sylwch: mae'r y niferoedd wedi'u cofrestru ar gyfer 2020 yn y ddau dabl fel ar 8 Hydref a bydd hyn yn cynyddu hyd at ddiwedd y flwyddyn.

Note: The numbers registered for 2020 in both tables is as at 8 October 2020 and will continue to increase until year end.

Gyrfa cynnar

Early career

	AGA Cymru/ ITE Wales		AGA Lloegr/ ITE England	
	2014		2014	
	Nifer/ Number	%	Nifer/ Number	%
Nifer y myfyrwyr a enillodd SAC / Number of students who gained QTS	1,356			
Wedi'u cofrestru gyda CGA ar ôl ennill SAC/ Registered with EWC following award	1,012	74.6	172	
Wedi'u cofrestru ym Mawrth 2015 a Mawrth 2020/ Registered March 2015 and March 2020	782	77.3	72	41.9

Dadansoddiad o'r 818 o gofrestreion o garfan 2014 Cymru - Mawrth 2020

March 2020 employment breakdown of the 818 registrants from the 2014 Welsh cohort

	Meithrin a chynradd/ Nursery and primary	Canol/ Middle	Uwchradd/ Secondary	Annibynnol/ UCD / Independent/ Special/PRU	Cyflenwi / Supply	Eraill mewn/allan o swydd/ Others in/out of service
Pennaeth/ Headteacher	1	0	0	0		
Pennaeth cynorthwyol a dirprwy bennaeth/ Assistant and Deputy head	2	0	0	0		
Pennaeth adran/ Head of department	0	2	5	0		
Pennaeth blwyddyn/ Head of year	0	0	1	0		
Athro neu athro uwch/ Teacher or senior teacher	319	33	283	20		
Cyfanswm/ Total	322	35	289	20	87	65

Dadansoddiad o gyflogaeth y 72 o gofrestreion yr hyfforddwyd yn Lloegr - Mawrth 2020

March 2020 employment breakdown of the 72 registrants who trained in England

	Meithrin a chynradd/ Nursery and primary	Uwchradd/ Secondary	Arbennig	Cyflenwi/ Supply	Eraill mewn/ allan o swydd/ Others in/out of service
Athro neu athro uwch/ Teacher or senior teacher	28	26	2		
Cyfanswm/ Total	28	26	2	8	8

Gyrfa cynnar

Early career

Mawrth 2020 – y rhanbarth mae'r 818 o gofrestreion o garfan 2014 Cymru yn gweithio ynddyn nhw

March 2020 region working of the 818 registrants from the 2014 Welsh cohort

Rhanbarth/ region	Wedi cofrestru yn 2020/ Registered in 2020
	AGA Cymru/ ITE Wales
GCA/ EAS	129
GwE	122
CCD/ CSC	207
ERW	202
Annibynnol/ Independent	6
Eraill mewn ac allan o swydd/ Others in and out of service	152
Cyfanswm/ Total	818

Mawrth 2020 – y rhanbarth mae'r 72 o gofrestreion yr hyfforddwyd yn Lloegr yn gweithio ynddo

March 2020 region working of the 72 registrants who trained in England

Rhanbarth/ region	Wedi cofrestru yn 2020/ Registered in 2020
	AGA Lloegr/ ITE England
GCA/ EAS	14
GwE	20
CCD/ CSC	14
ERW	8
Eraill mewn ac allan o swydd/ Others in and out of service	16
Cyfanswm/ Total	72

Canol gyrfa/ Gyrfa hwyr

Mid-year/late career

Proffil oedran holl athrawon ysgol/ Age profile all school teachers	2016		2017		2018		2019		2020	
	No.	%	No.	%	No.	%	No.	%	No.	%
Dan 30/ Under 30	6,334	17.2	6,192	17	6,010	16.7	5,827	16.4	5,614	16
30 - 39	10,686	28.9	10,690	29.3	10,709	29.8	10,555	29.7	10,390	29.6
40 - 49	10,078	27.2	10,177	28	10,192	28.4	10,336	29.1	10,459	29.7
50 - 59	7,192	19.5	6,919	19	6,707	18.6	6,612	18.6	6,672	19
60 +	2,661	7.2	2,448	6.7	2,311	6.4	2,215	6.2	2,036	5.7
Cyfanswm/ Total	36,951	100	36,426	100	35,929	100	35,545	100	35,171	100

- Mae proffil oedran y rheiny sydd ar ganol eu gyrfa yn parhau'n iach.
- Rydym wedi edrych ar broffil y cofrestreion hyn fesul rhanbarth a'r cyfnod maent yn gweithio ynddo dros y 5 mlynedd diwethaf – nid oes pryderon i'w nodi
- Rhaid nodi'r gostyniad graddol yn y ganran o athrawon ysgol sy'n gweithio y tu hwnt i 60 oed

- The age profile of those mid career remains healthy
- We have looked at the profile of these registrants by region and phase working over the last 5 years – there are no concerns to note
- Of note is the gradual percentage reduction in school teachers working past the age of 60

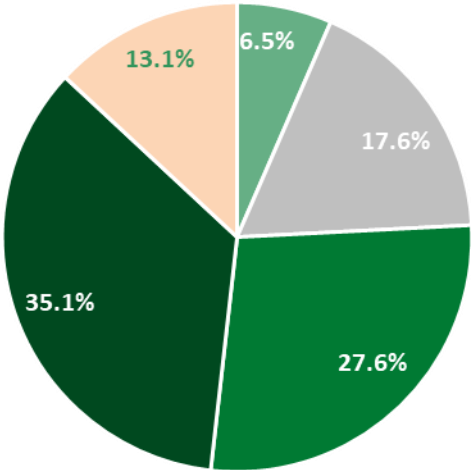
Athrawon a adawodd y proffesiwn
fesul y nifer o flynyddoedd o brofiad

Teachers who left the profession by
number of years experience

2019	Nifer y blynyddoedd o brofiad/ Number of years experience							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	Cyfanswm / Total
Cynradd/ Primary	74	46	39	65	40	41	46	351
Uwchradd/ Secondary	75	36	33	27	24	33	33	261
Cyfanswm/ Total	149	82	72	92	64	74	79	612

2015	Nifer y blynyddoedd o brofiad/ Number of years experience							
	0-5	6-10	11-15	16-20	21-25	26-30	31+	Cyfanswm / Total
Cynradd/ Primary	86	50	46	62	25	45	63	377
Uwchradd/ Secondary	69	47	44	52	43	54	94	403
Cyfanswm/ Total	155	97	90	114	68	99	157	780

- Wedi'u cyflogi mewn capasiti heblaw addysgu o fewn y sector addysg/ Employed in a non-teaching capacity within the education system
- Wedi'u cyflogi y tu allan i addysg/ Employed outside education
- Ymddeoliad cynnar/ Early retirement
- Arall/ Other
- Anhysbys/ Unknown



Ymddeoliad cynnar/ Early retirement	2017	2018	2019
Cynradd/ Primary	106	104	106
Uwchradd/ Secondary	97	79	63
Celf/ Art	1	1	6
Bioleg/ Biology	2	1	.
Cemeg/ Chemistry	2	1	1
Dylunio a thechnoleg/ Design & Technology	7	3	5
Saesneg/ English	10	6	6
Daearyddiaeth/ Geography	4	5	2
Hanes/ History	3	4	4
Technoleg Gwybodaeth/ Information Technology	1	2	.
Mathemateg/ Mathematics	15	8	11
Ieithoedd Tramor Modern/ Modern Foreign Languages	6	2	5
Cerddoriaeth/ Music	3	4	.
Addysg Gorfforol/ Physical Education	10	4	5
Ffiseg/ Physics	.	5	1
Addysg Grefyddol/ Religious Education	4	2	.
Gwyddoniaeth/ Science	4	5	2
Cymraeg iaith gyntaf/ Welsh first language	3	1	1
Cymraeg ail iaith/ Welsh second language	1	5	6
Cydlynnydd AAY/ SEN coordinator	5	4	1
Pwnc arall/ Other subject	15	15	7
Pennaeth/dirprwy bennaeth ac ati / Headteacher/deputy head etc.	1	1	.
Cyfanswm/ Total	203	183	169

	Cyfanswm: Athrawon cymwysedig/ Total: Qualified teachers							Athro heb gymhwyso/ Unqualified teacher	Athrawon eraill/ Other teachers (1)	Athro cyflenwi parhaol/ Permanent supply teacher (2)	Athro cyflenwi dan gytundeb/ Contracted supply teacher (3)	Hyfforddeion AGA/ ITT Trainees (4)	Cyfanswm athrawon/ Total teachers	
	Pennaeth gweithredol/ Executive headteacher	Penaethiaid/ Headteachers	Penaethiaid dros dro/ Acting headteachers	Dirprwy benaethiaid/ Deputy headteachers	Penaethiaid cynorthwyl/ Assistant headteachers	Ymarferydd arweiniol/ Leading practitioner	Athrawon dosbarth cymwysedig/ Qualified classroom teachers	Cyfanswm: athrawon cymwysedig/ Total: Qualified teachers						
Dan 25/ Under 25	.	.	.	.	.	.	795	795	20	45	5	5	110	985
25 - 29	.	*	*	15	20	*	3220	3265	50	135	20	5	45	3520
30 - 39	5	110	30	290	250	20	7700	8410	60	270	20	15	25	8800
40 - 49	15	575	45	560	470	35	6485	8185	50	225	20	10	10	8505
50 - 59	20	580	30	245	200	10	3225	4305	50	120	15	15	*	4505
60 +	*	40	*	20	10	.	385	460	15	10	5	5	*	500
Anhysbys/ Unknown	.	*	*	*	*	.	65	75	.	*	.	.	.	75
Cyfanswm/ total	45	1305	115	1135	950	70	21875	25490	245	805	85	55	195	26880

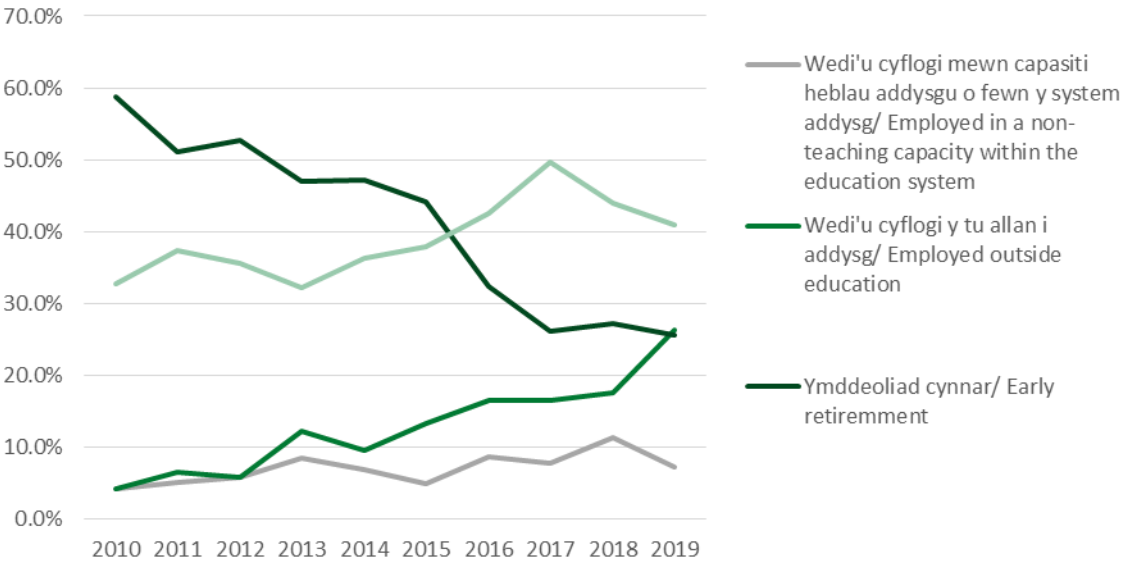
Canran o athrawon a adawodd y proffesiwn

Percentage of teachers who left the profession

Cyfnod/ Phase	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Cynradd/ Primary	2.6%	2.4%	2.5%	2.6%	2.7%	2.8%	2.8%	2.7%	2.5%	2.7%
Canol/ Middle	n/a	n/a	4.2%	2.5%	1.3%	4.3%	1.8%	1.7%	1.6%	1.1%
Uwchradd/ Secondary	3.3%	3.4%	2.7%	2.9%	3.1%	3.3%	3.7%	2.9%	2.5%	2.3%
Cyfanswm / Total (%)	2.8%	2.8%	2.6%	2.7%	2.8%	2.9%	3.1%	2.7%	2.4%	2.4%

Cyfanswm yr athrawon/ Total number of teachers (headcount)	27,108	26,869	27,056	27,064	26,755	26,453	26,172	26,129	25,802	25,844
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Cyfradd gadael - ysgolion canol ac uwchradd/ Leaving rate - Middle and secondary schools



Ymchwil ansoddol

- Lle mae recriwtio'n fwy heriol:
 - Cyfrwng Cymraeg, pynciau STEM, ysgolion gwledig, rolau arweinyddiaeth (yn enwedig cyfrwng Cymraeg, ardaloedd gwledig ac ysgolion ffydd).
- Ansawdd ysgolion yn cael effaith ar recriwtio, i rolau arweinyddiaeth yn arbennig.
- Anodd recriwtio athrawon o gefndiroedd lleiafrifol ethnig oherwydd niferoedd isel o athrawon cymwysedig o gefndiroedd duon ac Asiaidd a lleiafrifoedd ethnig (BAME).
- "Gradd B" yn rhan o ofynion mynediad efallai'n cael effaith negyddol ar recriwtio.
- Gwellu hyrwyddo'r proffesiwn yng Nghymru: Elfen greadigol y cwricwlwm newydd; diwylliant o gydweithredu o fewn system addysg Cymru; lefel newydd o her ddeallusol y rhaglenni AGA newydd.
- Rhwystr o fewn y sytem o ran arweinyddiaeth ganol – dirprwyon nad ydynt am symud ymlaen i brifathrawiaeth oherwydd baich gwaith ychwanegol yn rhwystro'r rheiny y mae angen arnynt ennill profiad fel dirprwy cyn iddynt allu ymgeisio am rôl fel pennaeth.
- Pryderon o ran a yw'r CPCP yn addas i'r diben neu beidio, ac a yw'n cael effaith negyddol ar recriwtio uwch arweinwyr o safon uchel.
- Dysgu proffesiynol yn elfen allweddol wrth gefnogi cadw.
- Lleoliad ysgolion yn cael effaith ar recriwtio: manteision bod ar goridor yr M4; anawsterau i'r siroedd ar yr arfordir wrth iddynt golli staff i Loegr.

Qualitative research

- Recruitment is more challenging:
 - Welsh medium; STEM subjects; rural schools; leadership roles (particularly in Welsh medium, rural schools and faith schools).
- Quality of schools impacts on recruitment, especially for leadership roles
- Difficult to recruit teachers from minority ethnic backgrounds due to the low numbers of BAME qualified teachers.
- 'B grade' entry requirement for ITE potentially having a negative impact on recruitment.
- Improve promotion of the profession in Wales: creativity offered by the new curriculum; culture of collaboration in the education system in Wales; new level of intellectual challenge offered by the new ITE programmes.
- Blockage in the system around middle leadership – deputies not wishing to progress to headship due to additional workload are stopping those who need to get experience as a deputy before being able to apply for headship.
- Concerns around whether the NPQH is fit for purpose, and whether it is having a negative impact on the recruitment of quality senior leaders.
- Effective professional learning is a key element in supporting retention.
- Location of schools does impact on recruitment: benefits to being on M4 corridor; difficulties for border counties losing staff to England.

Crynodeb

1. Yn wahanol i'r boblogaeth gyffredinol yng Nghymru nid yw **proffil** athrawon ysgol yn amrywio – Cymreig, Gwyn, Benywod gyda lefelau isel o athrawon duon ac Asiaidd a lleiafrifoedd ethnig neu'r rheiny sydd wedi datgan anabledd.
2. Mae'r **proffil oedran** yn gytbwys ond bydd proffil y grŵp canol-gyrfa presennol yn heneiddo a bydd angen iddo gael ei gefnogi gan fewnbwn iach o ANGau.
3. Mae recriwtio yn y sector **Cynradd** yn ddigonol. Mae angen gwella hyn mewn rhai pynciau yn y sector **uwchradd**.
4. Arwyddion cynnar o gynnydd mewn recriwtio i AGA (cynradd ac uwchradd). % cynyddol o ANGau cofrestredig yn cael eu hyfforddi yn Lloegr i AGA yn peri goblygiadau.
5. Mae'r nifer sy'n cwblhau'r broses **Sefydlu** bob blywddyn yn braidd yn codi neu gostwng. 5 uchel yn ei gwblhau trwy gytundebau cyfnod penodol neu gyflenwi.

Summary

1. **Profile** of school teachers unvarying unlike the general population in Wales – Welsh, White and Female with low levels of BAME teachers or those with a disability recorded.
2. **Age profile** is balanced but the current mid-career group will get older and needs to be supported by a healthy throughput of NQTs.
3. **Primary** recruitment is sufficient. **Secondary** requires improvement in some subjects.
4. Early signs of an increase in recruitment to **ITE** (primary and secondary). Increasing % of registered NQTs being trained in England has implications.
5. Number completing **Induction** each year barely fluctuates. High % complete via fixed term contracts or supply.

6. Anoddach recriwtio i swyddi **cyfrwng Cymraeg**. % o'r gweithlu yn gallu gweithio trwy gyfrwng y Gymraeg yn weddol sefydlog – mae hyn yn peri goblygiadau i darged 2050.
7. Anoddach recriwtio i **bynciau uwchradd** penodol. Rhai athrawon yn dysgu pynciau na chawsant eu hyfforddi i'w dysgu.
8. Anoddach recriwtio **penaethiaid** mewn rhan amgylchiadau, e.e. uwchradd, cyfrwng Cymraeg, ardaloedd gwledig. CPCP yn ffactor.
9. Nid yw **cadw** athrawon yng Nghymru yn broblem arwyddocaol:
 - Mewnbyn o AGA i gofrestru â CGA
 - Cadw ar ôl 5 mlynedd
 - Cadw mewn-gyrfa
 - Ymddeoliad cynnar
10. Nifer o ffactorau y mae angen i ni fod yn ystyriol ohonyn nhw mewn perthynas â **chadw**, e.e llesiant, tâl ac amodau, strwythur gyrfaol, dysgu proffesiynol, baich gwaith, biwrocratiaeth, atebolrwydd a'r economi ehangach.

Cynhelir briffiadau pellach mwy penodol ar Gyflenwi, y Gymraeg, Arweinyddiaeth a Gweithwyr Cefnogi Dysgu Ysgol.

6. Harder to recruit to **Welsh-medium** posts. % of workforce able to work through the medium of Welsh is fairly static – has implications for 2050 Target.
7. Harder to recruit to certain **secondary subjects**. Some teachers are teaching subjects they have not trained to teach in.
8. **Headteachers** harder to recruit in certain circumstances e.g. secondary, Welsh medium, rural areas. NPQH is a factor.
9. Teacher **retention** in Wales is not a significant problem:
 - Throughput from ITE to EWC registration
 - Retention after 5 years
 - In - career retention
 - Early retirement
10. A number of factors that we need to be mindful of in respect of **retention** e.g. wellbeing, pay & conditions, career structure, professional learning, workload, bureaucracy, accountability, the wider economy.

Further briefings will be held more specifically on Supply, Welsh language, Leadership and School Learning Support Workers.

**Recriwtio a chadw –
gwledydd a
phroffesiynau eraill**

**Recruitment and retention
– other countries and
professions**

Bethan Holliday-Stacey

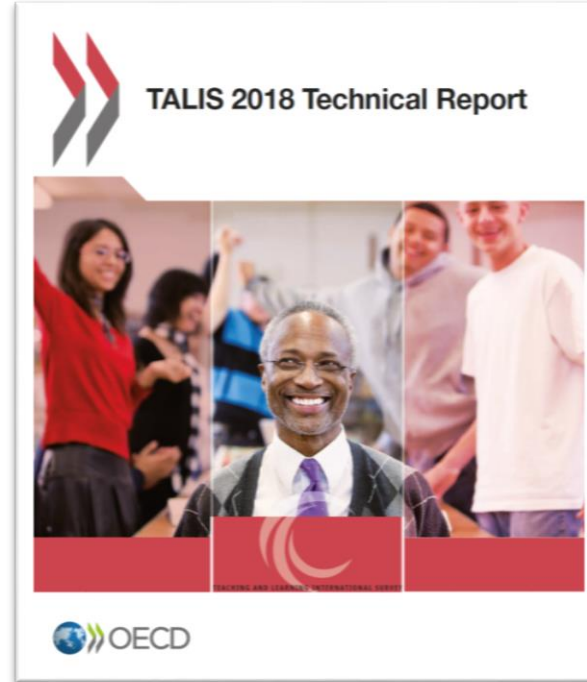
Cyfarwyddwr Datblygiad Proffesiynol, Achredu a Pholisi, CGA
Director of Professional Development, Accreditation and Policy, EWC

Hayden Llewellyn

Prif Weithredwr, CGA
Chief Executive, EWC

Cyd-destun rhyngwladol: Her fyd-eang

- Mae heriau yng Nghymru
 - Tueddiadau ar i lawr o ran recriwtio athrawon
 - STEM, y Gymraeg a phrifathrawiaeth
- Mae gwledydd eraill yn wynebu problemau tebyg
 - Angen 69m o athrawon erbyn 2030 (OECD 2019)



International context: A global challenge

- There are challenges in Wales
 - Downward trends in teacher recruitment
 - STEM, Welsh language and headship
- Other countries face similar issues
 - 69m teachers required by 2030 (OECD 2019)

Ein hymchwil

- **Sail dystiolaeth:**
 - Astudiaeth y Brifysgol Agored / Prifysgol Abertawe wedi'i chomisiynu gan CGA
 - Cyfnodolion, erthyglau newyddion, adroddiadau'r llywodraeth ac ati
- **Ystyriwyd y gwledydd canlynol:**
 - Lloegr; Yr Alban; Iwerddon; gwledydd eraill yr Undeb Ewropeaidd; Awstralia; Canada; UDA.



Our research

- **Evidence base:**
 - EWC commissioned OU / Swansea University study
 - Journals, news articles, government reports etc.
- **Countries considered:**
 - England; Scotland; Ireland; other EU nations; Australia; Canada; USA.

Gwledydd gwahanol – materion cyffredin

Baich gwaith / biwrocratiaeth

Statws y proffesiwn

STEM

Recriwtio mewn ardaloedd gwledig a difreintiedig

Rolau arwain

Diffyg amrywiaeth

Different countries – common issues

Workload/bureaucracy

Status of the profession

STEM

Recruitment in rural and disadvantaged areas

Leadership roles

Lack of diversity

Rhai materion yn fwy lleol

- leithoedd lleiafrifol
 - Gaeleg (Yr Alban), Ffrangeg (Canada)
- Prinderau mewn meysydd pwnc penodol (e.e. economeg y cartref yn yr Alban, ac ati)



Some issues are more localised

- Minority languages
 - Gaelic (Scotland), French (Canada)
- Specific subject area shortages (e.g. home economics in Scotland etc.)

Materion sy'n benodol i Gymru

Angen gradd B mewn TGAU

Cystadleuaeth o Loegr

85% o ANG mewn swyddi cyfnod penodol neu gyflenwi

Materion sy'n destun gweithredu:

- Gwell rhaglenni AGA
- Hyrwyddo gyrfaedd

Nid yw cadw athrawon yn broblem yng Nghymru, ond nid felly mae hi mewn gwledydd eraill

Issues particular to Wales

GCSE B grade requirement

Competition from England

85% of NQTs in fixed-term or supply positions

Issues being addressed:

- Improved ITE programmes
- Promotion of careers

Retention is not an issue in Wales but is elsewhere

Her fwyfwy amlwg i bolisi

Lloegr – Strategaeth recriwtio a chadw'r
Adran Addysg (2019)

Yr Alban – nodwyd bod recriwtio athrawon
yn 'Broblem Genedlaethol'

Iwerddon – Cynllun Gweithredu i fynd i'r
afael â'u hargyfwng recriwtio athrawon
(2018)

Byd eang – amrywiaeth o ymatebion polisi
i wella recriwtio a chadw

An increasingly prominent policy challenge

England – DFE recruitment and retention
strategy (2019)

Scotland - teacher recruitment identified as
'National Issue'

Ireland - Action Plan to tackle their teacher
recruitment crisis (2018)

Globally - range of policy responses to
improve recruitment and retention

Beth yw'r prif ymatebion polisi?

- Cymhellion
- Llwybrau newydd i addysgu
- Mynd i'r afael â baich gwaith
- Dyfarniadau tâl
- Mentrau'n canolbwyntio ar ardaloedd gwledig / difreintiedig
- Gwell cymorth i ANG
- Gwell llwybrau gyrfaol
- Ymgyrchoedd hyrwyddo
- Cynyddu amrywiaeth
- Mentrau i hybu cadw staff

£££

What are the main policy responses?

- Incentives
- New routes into teaching
- Addressing workload
- Pay awards
- Initiatives focussed on rural / deprived areas
- Better support for NQTs
- Improved career pathways
- Promotion campaigns
- Increasing diversity
- Initiatives to boost retention



Beth sy'n gweithio?

Mae'r sail dystiolaeth yn gyfyngedig,
ond yn yr Alban:

Mae niferoedd athrawon yn 2018-19 ar eu
lefel uchaf er 2010

Bu cynnydd yn y nifer a gwblhaodd AGA
mewn pynciau â phrinder athrawon ynddynt

Mae heriau'n parhau mewn ardaloedd
gwledig

What works?

The evidence base is limited, but in
Scotland:

Teacher numbers at highest level since 2010 in
2018-19

Numbers completing ITE in shortage subjects
increased

Ongoing challenges in rural areas

Beth am broffesiynau eraill?

Adnoddau a chymhellion a ddefnyddir yn nodweddiadol i ddenu graddedigion

marchnata a hyrwyddo o ansawdd uchel



high-quality marketing and promotion

cyflogau deniadol



attractive salaries

sicrwydd mewn swydd



job security

cydbwysedd bywyd/gwaith



work/life balance

cymorth â gyrfa cynnar



early career support

datblygiad proffesiynol



professional development

dilyniant gyrfaol



career progression

gweithio hyblyg



flexible working

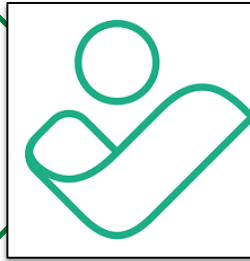
What about other professions?

Tools and incentives typically used to attract graduates

Proffesiynau eraill – enghreifftiau penodol

Gofal Cymdeithasol

- gwerthoedd ac ymddygiadau
- deall ardaloedd lleol
- strategaethau recriwtio arloesol
- ynghyd â: hyfforddiant, amodau gwaith a thâl cystadleuol



Social Care

- values and behaviours
- understanding local areas Innovative recruitment strategies
- As well as: training, working conditions and competitive pay

Gofal iechyd

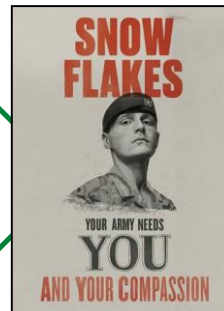
- hyfforddiant ac opsiynau gyrfa hyblyg
- cefnogi lles meddygon
- rheoleiddio mewn modd cydgysylltiedig
- adnoddau i gynorthwyo â chadw staff
- recriwtio tramor



Healthcare

- Flexible training and career options
- supporting doctors wellbeing
- joined-up approach to regulation
- resources to support retention
- Overseas recruitment

Y Fyddin



Army

Casgliadau: Beth yw'r gwersi allweddol i Gymru?



Conclusions: What are the key lessons for Wales?



cymhwyster gradd Meistr
newydd

Cyfnodau sabothol

Cyfleoedd dysgu proffesiynol
mewn ysgolion eraill

rhannu swydd / gweithio hyblyg

cydnabyddiaeth a gwobrau

mwyr o amrywiaeth

mesurau beiddgar ar gyfer

- Ardaloedd gwledig
- Pynciau y mae prinder
ynddynt
- Cyfrwng Cymraeg

**Casgliadau: Beth
yw'r gwersi
allweddol i Gymru?**

**Conclusions: What
are the key lessons
for Wales?**

new Masters qualification

sabbaticals

professional learning
opportunities in other schools

job-sharing / flexible working

recognition and reward

increased diversity

bold measures for

- rural areas
- shortage subjects
- Welsh medium

Mae codi statws y proffesiwn yn allweddol

Elevating the status of the profession is key

Datblygiadau yn AGA yng Nghymru

Developments in ITE in Wales

Dr. Hazel Hagger

Cadeirydd, Bwrdd Achredu Addysg Gychwynnol Athrawon CGA
Chair, EWC Initial Teacher Education Accreditation Board

Diwygio AGA/ ITE Reform



**Diwygio cwricwlwm yr ysgol/
School curriculum reform**

Cydweithredu/ Collaboration

Integreiddio/ Integration

Cydlynu/ Coherence

**Athrawon dan hyfforddiant/
student teachers**



**athrawon ar ddechrau eu gyrfa/
early career teachers**



**athrawon sefydledig
/ established teachers**

**Prifysgolion/
Universities**

Ysgolion/ Schools

**Dysgwyr a dysgu/
Learners and learning**

**Athrawon dan hyfforddiant/
Student teachers**

**Myfyrwyr ysgol/
School students**

Addysgu: proffesiwn gwerthfawr, sy'n ddewis cyntaf

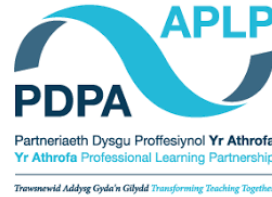
- Prifysgolion ac ysgolion yn cydweithio i ddatblygu athrawon sy'n ymarferwyr beirniadol, annibynnol eu meddwl, sy'n ymroddedig i ddysgu, ac yn gallu parhau i ddysgu
- Diwylliant dysgu mewn ysgolion sy'n cymryd dysgu'r bobl ifanc a'r oedolion ynddynt o ddifrif
- Dysgwyr uchelgeisiol, athrawon uchelgeisiol

Teaching: a first choice, valued profession

- Universities and schools working together to develop teachers who are independent-minded, critical practitioners committed to and able to carry on learning
- A learning culture in schools that takes very seriously the learning of both the young people and the adults within them
- Ambitious learners, ambitious teachers

Partneriaethau AGA yng Nghymru

- **7** Partneriaeth AGA yn cynnig **15** rhaglen achrededig ledled Cymru, o Fedi 2020 ymlaen:
 - **O 2019/20** - 4 partneriaeth, 11 rhaglen
 - **O 2020/21** - 3 partneriaeth ychwanegol, gan gynnwys llwybrau rhan-amser a chyflogedig
- Rhaglenni BA israddedig a TAR ôl-raddedig ar gael, yn cwmpasu addysg gynradd ac uwchradd
- Cynigir mwyafrif y rhaglenni trwy gyfrwng y Gymraeg



ITE Partnerships in Wales

- **7** ITE Partnerships offering **15** accredited programmes across Wales, from September 2020:
 - **From 2019/20** - 4 partnerships, 11 programmes
 - **From 2020/21** - 3 additional partnerships, including part-time and salaried routes
- BA undergraduate, and PGCE postgraduate programmes are available, and span both primary and secondary education
- The majority of programmes are offered through the medium of Welsh

“Byddwn yn datblygu athrawon ac arweinwyr myfyriol a hynod effeithiol sydd ag ymrwymiad i’w twf proffesiynol eu hunain ac i dwf proffesiynol eu cydweithwyr.”

Kirsty Williams, 2017

“...dysgu sy’n ymarferol drylwyr ac yn ddeallusol heriol ar yr un pryd.”

John Furlong, 2017

“Mae angen i ysgolion greu ffordd gyffredin o fyw sy’n cynnig cyfrwng i dyfu athrawon, oherwydd yn y pen draw, ni fydd twf myfyrwyr yn mynd dim pellach na thwf y rhai sy’n eu haddysgu.”

Elliot Eisner, 2002

“We will develop reflective and highly effective teachers and leaders who have a commitment to their own professional growth and that of their colleagues.”

Kirsty Williams, 2017

“...learning that is both rigorously practical and intellectually challenging at the same time.”

John Furlong, 2017

“Schools need to create a shared way of life that provides a medium for growing teachers, for ultimately the growth of students will go no further than the growth of those who teach them.”

Elliot Eisner, 2002

**Hyrwyddo Gyrfaoedd
yn y proffesiynau
cofrestredig**

**Promotion of Careers
in the registered
professions**

Jerena Davies-Kumar

Rheolwr Hyrwyddo Gyrfaoedd, CGA
Promotion of Careers Manager, EWC

Hyrwyddo Gyrfaoedd yn y proffesiynau cofrestredig

Cefndir

- Gofynnodd Llywodraeth Cymru i CGA gymryd cyfrifoldeb am ymgyrch 'Darganfod Addysgu' ym mis Hydref 2018.
- Comisiynodd CGA adroddiad ymchwil: 'Ymchwil i ymagwedd strategol at recriwtio, cadw a hyrwyddo gyrfaoedd yn y sector addysg yng Nghymru.'
- Amlygodd canfyddiadau allweddol ac argymhellion yr adroddiad angen am:
 - Frand newydd
 - Platfform digidol, dwyieithog newydd, ar sail gwasanaeth
 - Gwasanaeth recriwtio, eiriolaeth a chymorth

Promotion of Careers in the registered professions

Background

- Welsh Government requested that the EWC assume responsibility of the 'Discover Teaching' campaign in October 2018.
- EWC commissioned a research report: 'Research into a strategic approach to recruitment, retention and the promotion of careers in the education sector in Wales.'
- Key findings and recommendations from the report highlighted a need for:
 - A new brand
 - A new bilingual service driven digital platform
 - A recruitment, advocacy and support service

Brand newydd

New brand



ADDYSGWYR CYMRU
EDUCATORS WALES

Gwasanaeth recriwtio, eiriolaeth a chymorth

Nod y gwasanaeth newydd yw darparu cymorth i ysgolion, gwaith ieuenctid, addysg bellach a dysgu seiliedig ar waith.

Mae'r tîm Hyrwyddo Gyrfaedd wedi bod yn gweithio gyda'r sector i hyrwyddo gyrfaedd yn y proffesiynau addysg. Mae gwaith wedi cynnwys:

- Datblygu a chyflwyno digwyddiadau hyrwyddo a recriwtio ar gampysau
- Datblygu adnoddau digidol a chyflwyno digwyddiadau ar-lein yn sgil COVID-19
- Datblygu ymgyrchoedd recriwtio targedig ar gyfer recriwtio pobl BAME ac ym meysydd STEM a'r Gymraeg
- Sefydlu grŵp llywio cenedlaethol – Fforwm Recriwtio Addysg
- Gweithio gyda phartneriaid i gynllunio digwyddiadau a gweithgareddau ar gyfer tymor y gwanwyn

A recruitment, advocacy and support service

The new service aims to provide support for schools, youth work, further education and work-based learning.

The Promotion of Careers team have been working with the sector to promote careers in the education professions. Work has included:

- Developing and delivering on campus promotional and recruitment events
- Developing digital resources and delivering online events in light of COVID-19
- Developing targeted recruitment campaigns for BAME, STEM and Welsh language recruitment
- Establishing a national steering group – Education Recruitment Forum
- Working with partners to plan events and activity for the spring term

Platfform digidol, dwyieithog, ar sail gwasanaeth

Platfform digidol i Addysgwyr, Darparwyr a Chyflogwyr

Argymhellwyd bod y platfform digidol newydd, ar sail gwasanaeth, yn ateb tri phrif ddiben:

- Porth gyrfaedd – darparu gwybodaeth am yrfaedd mewn addysg
- Porth swyddi – i ddefnyddwyr chwilio am waith ac i gyflogwyr hysbysebu'u swyddi gwag
- Porth hyfforddiant – i ddefnyddwyr chwilio am hyfforddiant i ymuno â'r proffesiwn, ynghyd â dysgu proffesiynol

Mae'r tîm wrthi'n profi'r platfform digidol newydd yn derfynol a byddant yn dechrau profi allanol ym mis Hydref 2020.

Bydd y brand a'r platfform digidol newydd yn lansio ym mis Chwefror 2021.

A bilingual service driven digital platform

A digital platform for Educators, Providers and Employers

It was recommended that the new service driven digital platform serve three main purposes:

- A Careers portal – providing information on careers in education
- A jobs portal – for users to search for employment and for employers to advertise their vacancies
- A training portal – for users to search for training to enter the profession as well as professional learning

The team are currently finalising internal testing of the new platform and will begin external testing in October 2020.

The new brand and digital platform will launch in February 2021.



I gael rhagor o wybodaeth am y brand, y gwasanaeth eiriolaeth neu'r platfform digidol newydd, cysylltwch â'r Tîm Hyrwyddo Gyrfaedd. Hefyd, caiff cyflogwyr a darparwyr hyfforddiant eu hannog i drefnu bod y platfform digidol newydd yn cael ei arddangos iddynt.

Manylion cyswllt

gwybodaeth@addysgwyr.cymru

For further information on the new brand, advocacy service or digital platform please contact the Promotion of Careers team. Employers and training providers are also encouraged to book a demonstration of the new digital platform.

Contact information

information@educators.wales



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government