

EWC's Strategic Equality Plan 2024–28

Our vision

To be a trusted, independent, professional regulator that works in the public interest to maintain professionalism and enhance standards within the education workforce in Wales.

Our values

Fairness
Support
Excellence

Collaboration
Independence

Our strategic equality objectives

Objective 1: Build a diverse and inclusive EWC team

We want to work towards the goal of assembling a diverse team within the EWC that is more representative of the diverse population of Wales (across all the protected characteristics). We also want to ensure that all EWC employees are treated fairly and able to fulfil their potential within the organisation.

Objective 2: Monitor the gender pay gap and identify opportunities to reduce it

We want to work towards eliminating the gender pay gap by ensuring the application of policies and practices relating to pay and progression that provide equal opportunity for all.

Objective 3: An inclusive workplace where diversity is celebrated

We want the EWC to be an inclusive organisation where employees feel safe, respected, and are supported to perform to the best of their ability, irrespective of any protected characteristic they may have.

Objective 4: Deliver accessible services for registrants and stakeholders

We want to ensure that all of our services are accessible for registrants and stakeholders, irrespective of their diverse needs and abilities. We will strive to continuously improve the accessibility of our services, aligning with best practice and legal requirements.

Objective 5: Help develop an education workforce that is representative of the diverse population of Wales

We want to see an education workforce in Wales that reflects the diversity of the wider population of Wales.