

Annual Report and Accounts year ending 31 March 2025

This document is being laid before the Senedd jointly by the Auditor General for Wales, and the Cabinet Secretary for Education, in accordance with Schedule 1 of the Education (Wales) Act 2014.

Mae'r ddogen hon hefyd ar gael yn Gymraeg



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Performance report

Foreword from the Chairperson

As Chairperson of the Education Workforce Council, I am proud to reflect on a year of progress, in which we further strengthened our position as the trusted, professional regulator for the education workforce in Wales. Throughout 2024/25, the EWC has continued to deliver on its statutory functions, acting in the public interest to uphold standards across the education workforce.

The size and diversity of the workforce we regulate continues to grow. Following new legislation enacted in May 2024, we welcomed adult learning practitioners, and senior managers and principals in further education onto our Register. As a result, we now regulate 13 categories of practitioners, amounting to over 91,000 professionals across Wales.

As an organisation that is independent from government, our core work is funded solely by the annual registration fees paid by our registrants. In response to Welsh Government's decision to no longer provide a subsidy towards registrants' fees in 2024/25, the Council made a determination to draw on its financial reserves to keep fees unchanged. In making this decision, we sought to protect our registrants from a sudden increase, while ensuring the EWC remains financially stable and capable of delivering its core functions independently.

Looking forward, the Council is committed to highlighting the need to strengthen the legislation underpinning our work. There remain anomalies within our statutory functions, particularly regarding the custodianship of professional standards, minimum qualification requirements for each category of registration, and responsibility for the accreditation of these qualifications. We will continue to engage with government and stakeholders to ensure these areas are addressed in a way that enhances the professionalism and impact of our workforce, while strengthening the safeguarding of children and young people in all parts of Wales.

I would like to thank you, our registrants and stakeholders, for your expertise and commitment. This is vital to raising standards across the education system, and we are proud to support your important work.

Finally, on behalf of Council, following his decision to retire after 25 years of dedicated service, I would like to take this opportunity to extend a special thank you to EWC's Chief Executive, Hayden Llewellyn. His outstanding leadership and unwavering dedication have been instrumental in shaping the EWC into the respected, high-performing organisation it is today. His commitment to supporting the education workforce and safeguarding learners and young people across Wales has left a lasting legacy. Thank you, Hayden.

Eithne Hughes
Chairperson, EWC



Foreword from the Chief Executive

The EWC's Annual Report and Accounts provide the opportunity to reflect upon the progress we have made in achieving our strategic objectives during 2024/25, in line with statutory responsibilities under the Education (Wales) Act 2014.

Over the past year, we have seen the level and complexity of our core regulatory work increase. In parallel, we have also seen public awareness of this responsibility rise significantly.

The Register of Education Practitioners expanded again during the year, and now consists of over 91,000 individuals able to practise in Wales. This makes it the largest public Register in Wales and the widest of its type in education worldwide. We processed over 19,000 new applications for registration, our most since inception, and supported employers to ensure that their staff are correctly registered to practise in the roles in which they are employed.

During the year, we investigated and reviewed over 300 fitness to practise cases in relation to existing or prospective registrants. Our robust procedures ensured that our considerations were thorough and transparent, enabling us to take decisive action if required, to safeguard learners and young people. To complement this work, we held a public consultation on the Code of Professional Conduct and Practice and further developed our engagement with, and support to employers and supply agencies.

As well as regulating the workforce, we have continued to discharge our statutory duty to accredit and monitor initial teacher education (ITE) programmes for school teachers in Wales, to ensure compliance with the accreditation criteria underpinning this provision. Our processes ensure a stringent minimum standard of quality training for the next generation of teachers.

As the workforce regulator, the EWC has an important and unique role to play in influencing education policy in Wales in a positive way. We have participated in, and provided guidance to national steering groups covering a range of workforce matters, and responded to national consultations and calls for evidence. One of the most high-profile areas the EWC has commented on is recruitment and retention to the education professions, where Wales is seeing declining patterns. Throughout all of this work, we have made extensive use of the data held on the Register to inform and influence policy development and workforce planning.

As I prepare to retire, we reaffirm our commitment to working in partnership with registrants and stakeholders, to enhance safeguarding and uphold the highest professional standards. I am confident that this important work will continue with strength and purpose in the year ahead.

Hayden Llewellyn
Chief Executive, EWC



Overview

This section highlights our key achievements and activities in 2024/25.

Objective 1: Be an effective independent, professional regulator, working in the public interest, and building confidence in the education workforce.



Received and processed over 19,000 new applications for registration.



Maintained the Register of 91,253 registered education practitioners in Wales.



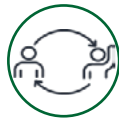
Completed the registration of adult learning practitioners and further education senior leaders.



Enabled over 150,000 online checks of the public Register.



Over 13,278 views of the Code on our website.



Concluded 284 fitness to practise, and suitability for registration cases.



Imposed 14 Interim Suspension Orders, and reviewed 22 Interim Suspension Orders.



Issued 1,206 qualified teacher status (QTS) awards, and processed 64 applications for QTS recognition from outside Wales.



Issued 1,182 induction awards.



Reaccredited four ITE programmes, and accredited two new programmes.



Completed 12 Quality Mark for Youth Work in Wales assessments.

Objective 2: Support professionalism and learning, and promote careers within the education workforce.



Delivered over 300 registrant and stakeholder support sessions and presentations.



Hosted eight national events.



Released four new podcast episodes.



Supported 3,574 NQTs and mentors as part of statutory induction.



Delivered 31 induction support sessions.



Supported registrants to develop their Professional Learning Passport (PLP), with almost 26,000 active users.



Attracted 629,073 visits to the Educators Wales website.



Advertised 6,436 vacancies on Educators Wales.



Attended 233 events as Educators Wales.

Objective 3: Seek to inform, shape, and influence educational policy in Wales for the benefit of the education workforce.



Responded to 17 consultations/calls for evidence.



Contributed to over 40 national steering groups.



Provided detailed data analyses to Welsh Government and other stakeholders.



Engaged with Welsh Government, politicians, and other stakeholders about strengthening the legislation underpinning the work of the EWC.



Provided an independent secretariat service to the Independent Welsh Pay Review Body (IWPRB).

Objective 4: Be a resilient, capable, and financially sustainable organisation that offers value for money to registrants.



Achieved an unqualified audit opinion for 2023/24 Annual Report and Accounts.



Received substantial assurance, with no recommendations, for five internal audit reviews.



Incorporated best practice into our statutory responsibilities around equality, Welsh language, data protection, and the environment.



Updated our cybersecurity infrastructure, and achieved Cyber Essentials certification as assurance.



Responded to three subject access requests, and 18 freedom of information requests.



Appointed and trained two new Council members, three new Fitness to Practise panel members, six new ITEA Board members, and six new Quality Mark assessors.



Provided 12 professional learning and training activities for staff, Council members, and other members.



Delivered five staff wellbeing sessions as part of a wider wellbeing programme to foster a positive and supportive workplace culture.

About us

The Education Workforce Council (EWC) is the independent, professional regulator for the education workforce in Wales.

Established by the [Education \(Wales\) Act 2014](#), we regulate education practitioners in 13 different registration categories spanning schools, further education, youth work, adult learning, and work-based learning. Our [Register of Education Practitioners](#) (the Register) is the biggest public register of any profession in Wales, and the most wide-ranging register of education professionals in the world, with over 91,000 practitioners registered.

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.

Role and remit

The Education (Wales) Act 2014 formally sets out our role as an independent, professional regulator and strategic leader in the education sector in Wales. The Act also details the obligations that we have to our registrants, learners and young people, parents/guardians, and the public, and defines our aims and functions.

Our aims

- Contribute to improving the standards of teaching and the quality of learning in Wales.
- Maintain and improve standards of professional conduct amongst teachers, and others who support teaching and learning in Wales.
- Safeguard the interests of learners, parents/guardians, and the public, and maintain public trust and confidence in the education workforce.

Our functions

- Establish and maintain a Register of Education Practitioners.
- Maintain a [Code of Professional Conduct and Practice](#).
- Investigate and hear allegations that may call into question a registered practitioner's fitness to practise.
- Accredite and monitor programmes of school teacher ITE.
- Provide advice to Welsh Government and others.
- Monitor induction and hear induction appeals.
- Promote careers in the education workforce.
- Undertake specific work at the invitation of Welsh Government.

Our values

Fairness

We act fairly and with integrity to maintain standards and promote professionalism.

Support

We support the education workforce to maintain high standards of conduct and practice.

Excellence

We pursue excellence and endeavour to provide a high-quality service for registrants, stakeholders, learners and young people, parents/guardians, and the public.

Collaboration

We work in partnership with the education workforce and stakeholders to develop and promote excellence in teaching and learning.

Independence

We are independent, and regulate in a way that is impartial and based on evidence.

Our people

Our Council is made up of 14 members who set the organisation's strategic direction, and are responsible for its governance. This year, two new Council members were appointed to fill vacancies that had been outstanding since Council began its term in April 2023.

Each member is appointed for a four-year period. Seven members are appointed directly through the Welsh Government public appointments system, and seven are appointed following nomination from a range of stakeholders.

We currently employ over 55 members of staff. We also maintain and support:

- a pool of 53 fitness to practise panel members
- an ITE Accreditation Board of 15 members
- a pool of 45 assessors of the Quality Mark for Youth Work in Wales

Financial sustainability

As an independent, professional regulator funded by registration fees, we are strongly committed to operating within our means and using our resources efficiently. We strive to keep our registration fees as low as possible, whilst delivering the highest level of service in fulfilling our statutory duties. Like other regulators, we maintain adequate financial reserves to ensure stability and safeguard our services against potential risks from unexpected events.

We regularly lead activities on behalf of Welsh Government, where it is considered that we are the most appropriate body to carry out such work in Wales. In such instances, Welsh Government will cover our costs through project grant funding. We are also able to undertake commercial activities and do so where we consider this to be in the interests of registrants and the education sector in Wales.

Our Annual Report and Accounts are audited by Audit Wales each year and, thereafter, laid before the Senedd.

The Welsh language

We are committed to the Welsh language and are proud to be a bilingual organisation. We work with the Welsh Language Commissioner to ensure full compliance with the Welsh Language Standards.

Our Welsh Language Standards Monitoring Report 2024/25 sets out our compliance with the Welsh Language Standards, and outlines the work that we have undertaken over the last year to promote the use of the language, both among our own employees, and in engaging with registrants and other external stakeholders.

Equality and diversity

We embrace and champion the principles of equality and diversity, both inside our organisation and, within our remit, across the wider education workforce in Wales.

Our Annual Equality Report 2024/25 sets out the progress we have made in achieving our five equality objectives over the past year. Our Strategic Equality Plan 2024-28 outlines our ambitious equality objectives, and its accompanying action plan details how we aim to achieve them and how our success will be measured.



Our Council and committee structures

The Council

- Sets our vision and strategic direction.
- Scrutinises performance.
- Holds the Chief Executive to account.

Executive Committee

Oversees:

- the development of strategic and operational plans
- progress against operational and strategic objectives through reviewing quarterly reports, and the Annual Report and Accounts
- statutory schemes

Registration and Regulation Committee

Oversees:

- registration and maintenance of the Register
- the Code of Professional Conduct and Practice and fitness to practise
- accreditation of ITE programmes
- initiatives to assure quality and improve standards in teaching and learning

Audit and Scrutiny Committee

Oversees:

- finance and administration procedures
- risk management processes
- cyber security, data protection, and freedom of information
- activity performed by internal and external audit
- reports by the Auditor General for Wales

The senior management team (SMT) is responsible for our operations and management. The Chief Executive is responsible for our leadership, in accordance with the strategic direction set by the Council, and oversees the SMT.

- Chief Executive – Hayden Llewellyn.
- Director of Finance and Corporate Services (and designated deputy Chief Executive) – Lisa Winstone.
- Director of Regulation – David Browne.
- Director of Professional Development, Accreditation and Policy – Bethan Holliday-Stacey.

Strategic objectives 2024/25

1. Be an effective independent, professional regulator, working in the public interest, and building confidence in the education workforce.
 - 1.1 Maintain a Register of Education Practitioners that is accurate and accessible.
 - 1.2 Operate robust, fair, and transparent regulatory procedures which ensure that only those deemed suitable to practice may do so.
 - 1.3 Shape the practice of registrants by developing and promoting high standards of conduct and professionalism.
 - 1.4 Accredite and quality assure education programmes and provision in Wales.
 - 1.5 Ensure visibility and understanding of the EWC's work amongst registrants, parents/guardians, the public, and our stakeholders through effective, accessible, and responsive communication and engagement.



2. Support professionalism and learning, and promote careers within the education workforce.
 - 2.1 Provide a suite of guidance, resources, and professional services focused on supporting our registrants to uphold the key principles of the Code of Professional Conduct and Practice.
 - 2.2 Lead and support initiatives to promote and encourage effective professional learning for registrants.
 - 2.3 Lead and support initiatives to promote research engagement and help disseminate best practice to registrants.
 - 2.4 Promote careers within the education workforce and drive improvement in recruitment.



- 3.** Seek to inform, shape, and influence educational policy in Wales for the benefit of the education workforce.
- 3.1** Provide independent advice, research, and analysis which serves to enhance standards, and inform and influence the development and delivery of education policy in Wales.
- 3.2** Collaborate with registrants, parents/guardians, the public, and our stakeholders to inform and influence education policy in Wales, helping to enhance standards.
- 3.3** Influence Welsh Government and other stakeholders to ensure that legislation underpinning our regulatory functions is sufficiently robust.
- 3.4** Act as Secretariat to the Independent Welsh Pay Review Body (IWPRB).



4. Be a resilient, capable, and financially sustainable organisation that offers value for money to registrants.

4.1 Manage resources effectively and sustainably to meet current and future needs, making appropriate use of technology to drive efficiency and improve our services.

4.2 Have effective planning, performance management, and compliance processes ensuring they incorporate best practice.

4.3 Be an excellent employer that promotes a supportive and inclusive culture where all staff, Council, and Committee/panel members feel valued and fully able to contribute.

4.4 Influence the Welsh Government and other stakeholders to ensure that legislation underpinning our independence, governance, and finances is fit for purpose.



Looking to the future

Our Strategic Plan 2025–28 sets out our priorities for the period, and reflects our statutory role and remit within the context of the broader education landscape in Wales.

Key activities for 2025/26 will include:

- continuing to undertake our statutory responsibilities effectively, efficiently, and sustainably:
 - ◊ delivering robust registration and regulation, ensuring that only those who are suitable and qualified to practise are able to do so
 - ◊ working with Welsh Government to ensure an appropriate registration fee model for the future, which is proportionate for registrants, and allows us to remain independent and financially sustainable
- highlighting to government and others, the need to strengthen the legislation that underpins our work, to address the anomalies in our statutory functions including:
 - ◊ establishing minimum qualifications for each category of registration
 - ◊ the professional accreditation of such qualifications
 - ◊ custodianship of the professional standards for each registrant group
- appointing a new Chief Executive following the announcement that Hayden Lewellyn will be retiring on 11 August 2025
- publishing an EWC ‘manifesto’, setting out our position and priorities on key policy issues relevant to its remit, in the build-up to the 2026 Senedd elections
- continuing to work with Welsh Government and stakeholders in the FE and adult learning sectors to resolve the issues identified in the legislation enacted in May 2024, requiring these practitioners to register with the EWC
- supporting registrants to uphold the Code, and deliver the highest professional standards by providing and promoting useful information, resources, and services designed to offer guidance and direction
- shaping and influencing education policy in Wales, including providing and publishing advice on teaching and learning, and relevant matters relating to our registered workforce
- promoting careers in education, as well as undertaking work over and above that outlined in the Education (Wales) Act 2014 through Educators Wales, including targeted activity with individuals, partner organisations, and community groups in priority areas
- enhancing our digital services, including the launch of an upgraded registration database
- continuing to raise awareness of our role by strengthening our communications with registrants, stakeholders, and the public
- delivering Welsh Government funded work in line with agreed targets and timescales

Key risks and challenges

We have robust procedures in place to manage organisational risk. Our [risk register](#) ensures that areas identified are closely scrutinised and regularly reviewed by management. We provide further information about risk management in our Annual Governance Statement.

The majority of the risks in the risk register are ongoing risks, however, the following are considered to be particularly pertinent for the coming year.

Constraints

We are continuing to work with Welsh Government to develop a governance framework which is relevant and proportionate. Unlike many other public bodies, our core work is funded by our registrants through registration fees. The financial constraints which we operate within mean that it is essential for us to maintain good financial governance, and have a commensurate and transparent governance framework in place, relevant to our unique organisation.

Our registration fees have remained the same since we were established in 2015, and since 2008 for school teachers (when we were the General Teaching Council for Wales). We seek to achieve a balance between holding sufficient reserves to ensure our sustainability, and providing the highest level of service in fulfilling our statutory duties. We regularly review the fee levels and reserves of other regulators worldwide.

Future funding model

In March 2024, Welsh Government announced that it would not be providing registrants with a contribution towards their annual registration fees (known as a subsidy), for 2024/25. To avoid financial implications for our registrants, our Council agreed to cover the cost of the subsidy from our reserves. In March 2025, Welsh Government confirmed to us that it would be providing only a partial subsidy to registrants for 2025/26. In considering the financial repercussions for our registrants, our Council again agreed to use our reserves to cover the shortfall. We continue to work with Welsh Government to consider potential future funding models and their implications on the education workforce.

Registration database

We are in the process of upgrading our registration database to provide a comprehensive self-service system for registrants, employers, and the public. We will closely monitor the progress of this project and ensure there is no interruption to service.

Cyber security

Cyber security issues constitute a global threat, and organisations face ongoing risks, irrespective of size or business type. We have a range of measures and safeguards in place to maintain the security of our IT network, and the data held within it. These mechanisms will be monitored and further enhanced as necessary.

Change in key personnel

With Hayden Llewellyn retiring as Chief Executive on 11 August 2025, recruiting a new Chief Executive, suitably qualified to lead the EWC is imperative. During this transition we must ensure that we continue to meet our statutory functions, without any disruptions to our stakeholders, staff, or the high standard of service that we deliver. The loss of key personnel is listed within our [risk register](#) alongside clear processes and procedures to adopt in such instances, and is detailed within our business continuity planning. Recruitment for the position will be undertaken by an executive search agency, commencing in April 2025.



Performance analysis

Our Operational Plan for 2024/25 set out detailed actions and measures for each of our strategic objectives. Responsibility for achieving strategic objectives is distributed amongst senior officers, and further delegated to teams as appropriate. Progress was scrutinised by SMT in each monthly meeting, and by the Council and its Executive Committee through quarterly reviews, and through the presentation of annual monitoring reports. Details of our achievements against each of the objectives are set out below.

Objective 1: Be an effective independent regulator, working in the public interest, and building confidence in the education workforce

Registration

The Register is integral to our work to ensure that high standards of professionalism are maintained within the workforce. It protects the public by ensuring that only those who meet and maintain our standards can work in regulated roles in Wales.

As at 31 March 2025, our Register held over 91,000 education practitioners, covering 13 groups within schools, further education, youth work, adult learning, and work-based learning. We processed our highest recorded number of new registration applications this year, at 19,058, with the largest number of applications coming from school learning support workers (12,972).

We have worked extensively with employers and agencies throughout the year to ensure they understand their legal obligations in appointing and employing staff who are EWC registered, and to advise them on how their access to the Register can help. Engagement work in this area has included corresponding with over 300 different employers/agencies, launching new employer/agency guidance, and holding seven Employer Forums to ensure full understanding of the legal obligations required for staff within each setting. Additionally, we developed and, in February 2025, announced an event (scheduled for 2025/26) aimed at senior leaders, employers, supply agencies, and governors. As well as sharing our knowledge and insights from over 25 years of regulatory work, the event will provide guidance on making referrals to the EWC, and the statutory requirement for employers/agencies to do so.

The public-facing Register, available via our website, enables employers, members of the public, and others to check the registration status of education practitioners. This plays a pivotal role in safeguarding learners and young people. Over 150,000 online checks were made between 1 April 2024 and 31 March 2025.

We held 33 virtual sessions with universities and FE colleges to ensure that students, looking to join the education workforce once qualified, understand the legal requirements on them to register.

We also undertook several exercises this year to improve the completeness of records on the Register. This included contacting over 17,000 registrants whose records were not fully populated.

Case study: Supporting employers with compliance

In May 2024, we welcomed adult learning practitioners, and senior managers and principals working in FE onto our Register. This followed new legislation that also introduced minimum qualifications for those working as FE teachers and adult learning practitioners. We supported employers/agencies effected to implement the requirements outlined the new legislation and published guidance on our website. We have also worked closely with Welsh Government, Colegau Cymru, and employers to ensure the completeness of our qualifications data, to enable effective implementation of the requirement for minimum qualifications.

Suitability for registration

We require all applicants to declare their criminal, disciplinary, or regulatory history as part of their application to register, to ensure their suitability to practise. This ensures that only those who have the necessary skills, knowledge, and behaviours are able to register and work in the education professions in Wales. During 2024/25, we concluded a total of 208 assessments where applicants declared specific matters. This resulted in three individuals being deemed unsuitable to practise in the registered professions in Wales. In all cases, we have adhered to the timescales and standards set out in our published procedures.

During 2024/25, we commenced preliminary research and scoping intended to explore revalidation or professional update for EWC registrants. This work is set to continue in 2025/26 and beyond.

Fitness to practise

We have a statutory responsibility to investigate and, if necessary, hear cases of alleged unacceptable professional conduct, serious professional incompetence, and/or a conviction for a relevant offence. We carry out this work in the public interest to safeguard learners and young people, parents/guardians, and the public, and to maintain public trust and confidence in the education workforce.

Throughout the year we, along with other regulators, have found that casework is becoming increasingly complex. Interactions with other agencies such as Family Court and Police forces have become more frequent, leading to additional legal complexities when investigating casework. With our remit spanning 13 different categories of registration, we are also engaging with a wide variety of employers/agencies covering the education workforce.

We have undertaken extensive work to ensure robust communication and correspondence with a variety of organisations with a focus on safeguarding. Annually, we meet with all Police forces in Wales to ensure the correct data sharing protocols are in place and have regular meetings with safeguarding leads in all local authorities. We have continued to meet twice yearly with the National Independent Safeguarding Board to discuss matters pertinent to our remit concerning safeguarding. We also meet annually with the Children's Commissioner for Wales, during which, safeguarding forms part of the agenda. Additionally, this year, we were invited and attended a roundtable convened by the Children's Commissioner, focussed on pupil safeguarding, where we were able to share our insight and expertise.

FTP casework

This year, we concluded 76 fitness to practise cases. This included 53 fitness to practise hearings, of which 48 took place online, and five in person. There are a range of sanctions that can be imposed as a result of this work. In the most serious of cases, 17 individuals were removed from the public Register, meaning they are unable to practice in the registered professions in Wales.

Our Fitness to Practise Annual Report 2024/25 provides detailed information on trends in our casework and the profile of those featured.

Interim suspension orders

Where there is a safeguarding risk to learners, young people, or the public, we have statutory powers to impose interim suspension orders (ISOs). This allows us to temporarily remove individuals from the Register, pending an investigation. In 2024/25, we imposed 14 new ISOs, and undertook 22 reviews of existing ISOs.

Induction appeals

We have responsibility for hearing appeals from NQTs who fail statutory induction, but are dissatisfied with such a decision. We did not receive any induction appeals during 2024/25.

Code of Professional Conduct and Practice

The Code sets out the standards expected of our registrants, and is intended to guide any judgements and decisions they make. It also informs learners and young people, parents/guardians, employers, and the public of the standards they can expect from a registered practitioner.

Failure to comply with the Code may call a person's registration into question. It is therefore important that we support our registrants and stakeholders in understanding the requirements of the Code. In 2024/25, we:

- delivered 46 training sessions on the Code
- published four case studies providing clear, practical insights into the expectations and standards expected of registrants
- added to our suite of good practice guides which complement the Code and provide additional advice to registrants in relation to key areas of practice
- developed and published two short webinars in the Your EWC series: 'Your EWC: Introduction to the EWC' and 'Your EWC: The Code of Professional Conduct and Practice'
- developed an inaugural employer event to share our knowledge and insights from over 25 years of regulatory work

The Education (Wales) Act 2014 requires us to review the Code and make any revisions which we consider appropriate within three years of each date of publication, and/or when a new category of registration is added. The Act also requires us to consult with any stakeholders who may have an interest in reviewing the Code. In January 2025, work commenced on the next scheduled review, which included asking stakeholders to share their views via a public consultation. Further engagement, including publishing a summary of responses from the public consultation, will continue ahead of publishing the revised Code in September 2025.

Case study: Regulatory case studies

We have continued to support our registrants in upholding the principles of the Code with our growing suite of resources and guidance, and through direct engagement, to scaffold their professional practice. In October, we published the first in a series of fitness to practise case studies providing clear, practical insights into the standards expected of registrants. In order to highlight some of the common challenges and pitfalls that can lead to a fitness to practise hearing, we have also continued to share our expertise through 46 bespoke sessions to registrants and stakeholders at institutions across Wales. We developed an event, scheduled to take place in 2025/26, aimed at senior leaders, employers, supply agencies, and governors, to share our knowledge and insights from over 25 years of regulatory work, drawing on our experience with more than 5,000 cases.

QTS and statutory induction

In order to practice as a school teacher in a maintained school, registrants must hold the professional qualification of QTS, and successfully complete a period of statutory induction. This year, we issued certificates to 1,206 people who gained QTS in Wales. We also assessed 56 applications for QTS recognition from applicants who gained qualifications outside of Wales. We issued 1,183 certificates to school teachers who successfully completed their induction.

ITE accreditation

All ITE programmes offered in Wales must be accredited by the EWC and monitored throughout the period of accreditation. We delegate this function to our ITE Accreditation Board (the board). In deciding whether to grant accreditation, the board considers whether the programme meets the Criteria for the accreditation of ITE programmes in Wales.

During the year, the board concluded accreditation activity for three new programmes and reaccreditation activity for five programmes. As a result, one programme had its accreditation withdrawn, one programme was refused accreditation and six programmes were accredited/reaccredited.

As a result of this activity, from September 2024 there were 15 programmes operational across six partnerships.

The EWC has worked closely with ITE partnerships, Welsh Government, and Estyn throughout the year to provide ongoing advice and support and ensure robust and proportionate accreditation processes and procedures.

Allocation of ITE intake numbers

In November 2024, in collaboration with Welsh Government, we allocated intake numbers to ITE partnerships for programmes commencing in September 2025. In recognising specific teacher shortages in Wales, we also outlined Welsh Government requirements for the recruitment of Welsh medium teachers, and teachers from black, Asian, and minority ethnic communities. We will continue to monitor recruitment to programmes in 2025/26 and report progress to Welsh Government on a monthly basis.

Quality Mark for Youth Work in Wales

We have held the contract for delivering the Quality Mark for Youth Work in Wales (the Quality Mark), in partnership with Education Training Standards (ETS) Wales, since January 2020. In December 2024, we were informed that our original contract to deliver this work had been extended until March 2026.

In 2024/25, we assessed 12 organisations (nine bronze, two silver, one gold). In total, 40 Quality Mark awards have been made.

We engaged extensively with the sector, and provided advice and guidance to organisations and individuals thinking about applying for the Quality Mark. We have developed and provided training on the Quality Mark to youth workers and youth support workers.

Communication and engagement

We have continued to strengthen our communication and engagement activity over the last year.

The second phase of our campaign to raise awareness of the EWC and our services amongst registrants and the general public launched in April 2024, and focussed primarily on engaging with parents/guardians. Concluding in December 2024, highlights included the launch of the new 'Your EWC' webinar series, multiple social media mini campaigns, and partnerships with other organisations.

Our online training, support sessions, and presentations have been further complemented by our growing suite of On-demand recordings, including two of our key organisational videos published with British Sign Language interpretation. This year we also published a new suite of case study videos showcasing the Professional Learning Passport (PLP) and how it is helping organisations in Wales support their staff's professional learning and development.

We have also continued to develop our website to improve the user's experience, branding, navigation, and layout. We have also made further improvements in accessibility as a result of a compliance audit with Web Content Accessibility Guidelines (WCAG) 2.2. Through regularly seeking feedback, we continue to implement improvements where appropriate. All of this has helped us to attract over 894,913 page views of our website (an increase from 852,841 last year).

This year we have released eight registrant newsletters, and published two guest blogs from prominent figures in education, as well as two blogs about EWC work. We also engage with our registrants and stakeholders through our social media accounts, growing our audiences on both LinkedIn (839 followers), and Facebook (711 followers). Until December 2024, we also had an account on X (formally Twitter). The decision to discontinue our presence on that channel came following a number of changes to the platform which made it increasingly difficult for us to align our presence there with the values and principles we uphold as an organisation.

We correspond with registrants, stakeholders and the public on a daily basis through email and telephone communications.

We featured regularly in the media this year, with particular interest in our fitness to practise work. However there has also been press interest in other topics such as our annual workforce statistics, our events and webinars, and the Quality Mark for Youth Work.

Objective 2: Support professionalism and learning, and promote careers within the education workforce.

Supporting registrants' professional practice

We host a range of events for registrants, focussing on supporting them in key areas of practice. This has included a webinar series aimed at raising awareness of our role and the services we offer, with a particular focus on the Code and how to comply with it.

In addition, we have also continued to use our two showpiece events (the annual Professionally Speaking lecture, and Masterclass) to showcase innovative ideas and world-class speakers across a variety of topics.

Case study: Professionally Speaking

In January 2025, we were delighted to welcome internationally respected academic Professor Rose Luckin as the keynote speaker of our annual lecture, Professionally Speaking. The event was attended by more than 500 people who heard an engaging discussion on the topic of Embracing AI in education. The event covered insights into future trends that educators should anticipate and practical applications of AI, as well as suggesting some strategies for leveraging AI to improve educational outcomes. It also looked at ethical considerations and safeguarding measures, and posed questions for practitioners to reflect on, before welcoming attendees to participate in an interesting Q&A session.

Developing relationships and collaborations to promote professionalism and equity

This year, we have continued to collaborate with partner organisations to develop additional guidance, resources, and professional services for our registrants. An equitable education profession is essential to building an inclusive environment for practitioners and learners. Throughout the year, we have collaborated with a number of partners/organisations to highlight relevant matters within the education workforce. This has included:

- establishing a formal partnership with Ethnic Minorities and Youth Support Team Wales (EYST) to promote careers to individuals from black, Asian and minority ethnic backgrounds
- providing oral evidence to EYST's review of recommendations from reports published into racism in schools in Wales
- partnering with DARPL and other stakeholders to develop and promote their second national conference
- a Masterclass on [Leading Reflective Practice – Reviewing the Evidence](#) in June 2024, led by Professor Carol Campbell, from the University of Glasgow, and a good practice guide on the subject published in November 2024
- inviting Education Support to participate in our podcast episode on wellbeing
- collaborating with NAEL on a panel discussion at the Urdd Eisteddfod discussing reflective practice

Induction

We administer funding, recording, and tracking arrangements for school teachers' statutory induction on behalf of Welsh Government. Following the announcement of changes to the induction programme in Wales, officers worked closely with our database and eServices developers to ensure that the online induction profile, and accompanying documentation and guidance, were updated to reflect this. We have continued to work closely with local authorities, the regional consortia, mentors, NQTs, and Welsh Government. In 2024/25, this work included:

- supporting over:
 - ◆ 2,600 new teachers
 - ◆ 900 induction mentors
 - ◆ 400 external verifiers, short term supply induction mentors, and induction validators
 - ◆ 750 schools (as part of the induction programme)
- distributing funding for induction of £3.38 million to schools
- releasing over £1.63 million to the regional consortia to support external verifiers
- providing tailored administrative support to each of the regional consortia
- providing online services, helpdesk facilities, and demonstrations to schools, the regional consortia, local authorities, external verifiers and all registered practitioners accessing their induction profile

National e-portfolio – Professional Learning Passport (PLP)

We continued to develop and maintain a national e-portfolio for our registrants to support them to plan, record, and reflect on their professional experiences and learning, and interact with their professional standards. As at 31 March 2025, there were almost 26,000 active users of the PLP, with almost 750 new accounts since 1 April 2024.

We have provided online training and support throughout the year to help registrants to use the PLP, worked with partners to develop bespoke workbooks within the PLP, and developed a short animation promoting the benefits of the PLP.

Supporting practitioner research

In line with our research strategy, we have continued to promote and support research engagement across our registrant groups, as another strand of work to help our registrants comply with specific aspects of our Code.

We offer a range of online resources for registrants to encourage close to practice research, including providing free access to the EBSCO package of academic journals and e-books. We use Meddwl Mawr, our book and journal club, to raise awareness of EBSCO, and encourage registrants to engage with this free resource. During 2024/25, we recommended 16 books covering topics such as learner behaviour, attainment levels, diversity among educators, workload management, neurodiversity in children, mindfulness, and the relationship between play and education.

Promoting careers in education

We have a statutory function to promote careers within the education professions in Wales, and have continued to build the Educators Wales brand and platform to support recruitment and career progression.

We have enhanced the Educators Wales website using feedback from our service users. The platform's jobs portal provides support for employers advertising job vacancies, making it easier for educators to find their next role. This year, the website has attracted 629,073 visitors and, for the second year running, the Educators Wales job portal has consistently advertised more job vacancies than any comparable provider in Wales.

We also continued to work with partners to implement specific action plans for priority recruitment areas, including supporting ITE partnerships with their plans to recruit to priority subjects, and to attract more black, Asian and minority ethnic, and Welsh speaking educators.

Through our promotion and advocacy service, we have offered support to individuals, employers, and education establishments, with Educators Wales represented at over 230 events – engaging with thousands of individuals interested in a career in education.

Educators Wales in numbers

- 629,300 visitors to the Educators Wales website.
- 6,436 vacancies posted on the jobs portal.
- 704 queries or requests for advice.
- 163 recruitment events attended (included in the 230 above).
- 16 demonstrations of the platform to organisations and employers.
- 12,177 educator profiles, 68 provider profiles, 704 Employer profiles, and 845 employer user profiles.



Objective 3: Seek to inform, shape, and influence educational policy in Wales for the benefit of the education workforce

Supporting educational policy

We are committed to contributing to and influencing, the development of policy in the interests of our registrants.

The Chairperson, Chief Executive, and senior officers meet regularly with key figures in education in Wales, including the Cabinet Secretary for Education, senior Welsh Government officials, and education leads from each of the political parties represented in the Senedd. We also work closely with organisations such as trade unions and a wide range of professional and employer bodies covering education within their remit.

We participated in, and contributed to, over 40 high-profile national groups, with remits covering schools, FE, work-based learning, and youth work. These groups focussed on key workforce matters such as safeguarding in education, workforce development and developing Welsh language skills amongst educational practitioners.

In January 2025, we participated in two roundtable discussions, contributing our views and expertise on matters directly affecting our registrants. The first, hosted by Education Support, was also attended by Welsh Government representatives and a range of trade unions, and focussed on the topic of 'A thriving school workforce in Wales: working together to improve the wellbeing and job satisfaction of our teachers and school staff'. The second, convened by the Children's Commissioner for Wales, focussed on learner safeguarding where we were able to share our insight and expertise.

Case study: Being a key stakeholder voice for the education workforce

One of the statutory functions of the EWC is to provide advice on matters related to those we regulate. We regularly respond to consultations and calls for evidence to advocate on behalf of the education workforce, using our knowledge and expertise to positively influence the education system in Wales. Notably this year, these included:

- providing detailed evidence to the Senedd's Children and Young People's Education Committee to assist their inquiry into the Welsh Language and Education Bill
- an oral evidence session on EYST's review of recommendations from reports published into racism in schools in Wales looking specifically at the monitoring and recording of racist incidents, sharing best practice, and mental health and culturally appropriate support
- shaping the Youth Work Workforce Development Plan, responding to the public consultation, and through the Workforce Development Implementation Participation Group, of which our Chief Executive was a member

Evidence-based policy advice

Data and analysis

Our Register provides a wealth of valuable data to inform and influence policy and workforce planning in Wales. It is frequently quoted and referenced in the Senedd, by trade unions, and in the media.

In July 2024, we published our [Annual Education Workforce Statistics for Wales](#), detailing the composition of the registered workforce across schools, further education, work-based learning, and youth work settings. Following its publication, we hosted a stakeholder briefing event in October 2024, presenting an overview of the data and highlighting key workforce trends. For the first time in 2024, this included information on teachers and learning support staff working in independent schools and colleges.

In August 2024, we published Initial Teacher Education student results for 2023/24, confirming the numbers being awarded Qualified Teacher Status (QTS).

Our Register also offers unique and valuable insights into the recruitment and retention challenges facing education settings in Wales. We are able to use this to provide advice and guidance to Welsh Government and other stakeholders. This year, we have provided or commenced work on a number of significant data packages to support Welsh Government. For example, undertaking work (due to conclude in 2025/26) tracking the progress and impact of Welsh Government's Initial Teacher Education Incentives schemes, as well as other professional bodies or organisation, including the IWPRB.

Case study: Policy briefing – learning support workers

In November 2024, we hosted a policy briefing, using the latest data from our Register to explore key issues affecting learning support workers in Wales. The event covered critical topics, such as recruitment and retention, deployment, Welsh language capacity, workforce diversity, and professional learning, and some of the challenges faced by the workforce.

A panel of experts, including learning support practitioners with expertise in the secondary sector and in special educational needs, shared their honest reflections of their roles in their settings, and more generally across Wales. This led to an engaging Q&A session, with insightful questions and an inspiring discussion.



Legislative matters

While legislation underpinning our regulatory functions has been strengthened this year through the addition of two new categories of practitioners to the Register and the introduction of minimum qualification for FE teachers in Wales, we believe that there are further legislative anomalies to be addressed. These include custodianship of professional standards, minimum qualifications for all registrant groups, and professional accreditation of such minimum qualifications. This year, we have continued to highlight these anomalies to government and others, aiming to further support us to robustly maintain standards amongst education practitioners, and safeguard learners, young people, and the public, as we were established to do.

Independent Welsh Pay Review Body

As the independent secretariat to the IWPRB, we play a key role in facilitating the work of the review board. This has included supporting the IWPRB to produce reports on a variety of issues affecting the teaching workforce, including a strategic review into the structure of school teachers' and leaders' pay and conditions, and a report relating to supply teachers. This year, we supported the IWPRB in submitting its fifth pay review report to the Cabinet Secretary for Education, in June 2024. The report, including recommendations for amendments to teachers' pay and conditions in Wales, was published by Welsh Government in September 2024.



Objective 4: Be a resilient, capable, and financially sustainable organisation that offers value for money to registrants

Finance

Our 2023/24 Annual Report and Accounts were laid before the Senedd in August 2024, which we once again received an unqualified audit opinion for.

In 2024/25, five areas were subject to an internal audit review:

- governance – operational performance management
- key financial control
- registrations
- ICT Security – cyber security
- UK General Data Protection Regulations

All five reviews received the highest audit opinion of substantial assurance with no recommendations made.

For the financial year ending 31 March 2025, we reported a deficit of £1,481,000 (£1,113,000 deficit at 31 March 24) and total net assets of £4,329,000 (£5,603,000 at 31 March 24).

Reserves play a critical role within our overall financial management approach and are integral to the successful delivery of the EWC Strategic Plan. They enable the organisation to manage risk effectively, ensure business continuity, and continuation of our ability to deliver against our statutory duties when faced with unforeseen and unforeseeable issues, either of a financial or service nature. A Reserves Policy is in place, setting out a minimum level of general reserve to safeguard our work. This is reviewed and approved by Council annually as part of the budget setting process.

Cost effective services

As our core functions of registration and regulation are funded by registration fees, it is essential that we operate within our means and use our resources efficiently. We undertake extensive benchmarking exercises, researching regulators across the world to monitor our fee levels and ensure that any proposals for future models are fair and consistent with other organisations with a regulatory remit.

We have continued to make improvements to our IT infrastructure and facilities to ensure we offer our registrants value for money for their annual fees. Throughout 2024/25, work has been ongoing to upgrade our registration database which will further improve performance efficiency, enable us to record more in-depth data, and enhance our registrants' user journey. The upgraded database will be launched in 2025/26.

Our people

We are committed to equal opportunities and have well established approaches to the recruitment, development, and promotion of staff. Our recruitment processes are continually monitored and tested to ensure compliance with Welsh Language Standards and equality responsibilities. In 2024/25, we made 13 appointments, two of which were internal.

Staff development

Our staff are our most valuable asset, and we are committed to supporting their continuous growth through comprehensive training and development opportunities, that align with our organisational objectives. During 2024/25, our all-staff training included provision on domestic abuse awareness and LGBTQ+ awareness, reflecting our commitment to equality and diversity. In addition to organisation-wide training, individual staff are also able to request specific training for themselves, as part of the performance and development review process. These requests are carefully considered and supported where appropriate, to meet both individual and organisational needs.

Staff wellbeing

We are committed to creating a physical environment and workplace culture that promotes positive physical and mental health, and wellbeing. We provide staff with free access to a confidential employee assistance support helpline and a suite of webinars from Care First, covering a range of health and wellbeing topics. In September 2024, we acquired access to a dedicated wellness hub for staff, providing a range of resources promoting health, fitness and wellbeing, including an NHS approved app for the prevention, early detection, and self-management of common mental health conditions.

In addition, we have an ongoing staff wellbeing programme through which colleagues are encouraged to participate in a range of activities designed to promote their physical and mental health. There are also four mental health first aiders within the organisation trained to support their colleagues.

Case Study: Creating a supportive and inclusive workplace

As part of our ongoing commitment to creating a supportive and inclusive workplace, (and following valuable feedback from staff at employee forums and planning sessions), in March 2025 we opened a new, multipurpose quiet room for staff, providing a calm and private space for activities such as multi-faith prayer, reflection, and unwinding, to support our employees' wellbeing. We have also allocated a relaxed, non-corporate space where staff can take breaks, recharge, and socialise, offering a comfortable area to unwind during the working day.

Supporting members

Council members have extensive experience from across the education sector, with knowledge spanning all of the Council's 13 registrant groups, as well as a lay presence. Appointments to the Council are made through the Welsh Government public appointments process every four years. The Chairperson is elected by the Council itself. The current Council was appointed on 1 April 2023 with six new appointments and six members continuing for a further term of four years. Following further recruitment activity, the remaining two members were appointed in July 2024.

We also maintain and support a pool of independent fitness to practise panel members, ITE Accreditation Board members, and Quality Mark assessors. Throughout the year, we have undertaken a number of recruitment exercises to ensure we have sufficient numbers of members with the appropriate knowledge and expertise.

All members undertake induction training before commencing their roles and we hold regular formal training sessions with input from a range of speakers such as other regulatory bodies, legal advisors, and experts within specialised educational fields. Members are encouraged to identify any further training that we can provide to support them in fulfilling their roles.

IT security

We have rigorous mechanisms in place to ensure the security of our IT network and the data held within it. We achieved Cyber Essentials certification in May 2024, and undertake payment card industry data security standards compliance checks on a quarterly basis. We provided mandatory online cyber security training to all staff, and carried out regular phishing testing to maintain staff awareness of cyber issues. We are working towards obtaining Cyber Essentials Plus accreditation during 2025/26. In November and December 2024, the IT Manager and senior management team attended a Welsh Government Senior Leadership Engagement and Training event aimed at supporting organisations to develop the maturity of their Cyber Incident Management Plans (CIMP).

Data protection and Freedom of Information

We have robust policies and procedures in place to monitor and ensure compliance with data protection requirements.

Training on data protection is given to all staff, Council members, ITE board members, panel members, and Quality Mark Assessors. This provision is tailored to suit audience requirements and reviewed annually.

We undertook an annual review of the data quality and completeness we hold on the Register, resulting in over 17,000 registrants being contacted to ensure that their records were up to date.

In 2024/25, we responded to three subject access requests and 18 freedom of information requests.

Welsh language

We are committed to the Welsh language and proud to operate as a bilingual organisation, offering services to registrants in both Welsh and English.

We are required to comply with 148 Welsh Language Standards covering service delivery, operational matters, policy-making, and record keeping. All staff members have a responsibility to ensure that we meet these standards.

This year, we have supported the Welsh Language Commissioner's intention for a more proactive approach to co-regulation by responding to their calls for evidence on new regulatory outcomes, key lines of enquiry, and a revised enforcement policy.

We published our annual Welsh Language Standards Monitoring Report in August 2024, setting out our commitment to, and compliance with, the standards.

Equality

We are committed to promoting inclusivity and equality within the sector and ensuring that we, as employers, promote fairness and diversity, and work towards the creation of a fairer Wales. Our Strategic Equality Plan sets out how we will work towards achieving equality of opportunity, both within our organisation, and across the wider education workforce in Wales. Following publication of the updated Anti-racist Wales Action Plan by Welsh Government in November 2024, we reviewed and refreshed our Strategic Equality Plan accordingly to ensure alignment.

Our last Annual Equality Report, reviewed our progress against the objectives set out in the Strategic Equality Plan, was published in August 2024.

Case study: Our commitment to continually improving accessibility

We are committed to making all of our services, engagement, and communication as accessible as possible, and continually evaluating ourselves to identify areas for improvement. This year we have:

- published two of our key corporate animation videos with British Sign Language
- facilitated 13 requests for reasonable adjustments at events and training sessions
- recorded 20,547 uses of the ReachDeck accessibility tool on our website
- undertaken a comprehensive review of our Integrated Impact Assessment process
- actively worked to further improve the accessibility of our website, following advice received from a WCAG 2.2 AA standard audit
- attended a training event hosted by the Digital Accessibility Centre and consequently updated our website to further improve its accessibility

Environmental and community matters

We are committed to minimising our impact on the environment, in line with the duties outlined in the Environment (Wales) Act 2016. We have published a statement on the Section 6 Biodiversity and Resilience of Ecosystems Duty on our website, which we reviewed this year.

Consultation with employees and stakeholders

Employees

We recognise the importance of communication with all employees, and of keeping them informed of internal and external developments.

As well as our formal annual staff review arrangements, we have a range of more informal means of working collaboratively, including a calendar of meetings and updates, staff library, and an intranet. We also hold an annual staff planning day each December, where staff discuss, and help inform the development of, our suite of organisational plans. Based on staff feedback, this year we introduced an additional staff engagement day (in June 2024). This will now be an annual event, alongside the annual planning session.

The employee forum also provides staff with an opportunity to discuss and influence the EWC's work in areas such as health and safety, wellbeing, office environment, and the Welsh language.

Stakeholders

We meet regularly with our stakeholders and partners in the education sector, using a variety of channels to engage and consult on a range of activities.

We have led two formal consultations this year in relation to our Strategic Plan 2025–28 and our Code of Professional Conduct and Practice.

We have also engaged widely with registrants and stakeholders, across all sectors, as part of the numerous projects we have led throughout the year.

Hayden Llewellyn
Chief Executive
10 July 2025



Accountability report

Corporate governance report

Directors' report

Council

The Council has 14 members, including seven members appointed by Welsh Ministers from nominees of organisations set out in Schedule 2 of the Education Workforce Council (Membership and Appointment) (Wales) Regulations 2014, and seven members appointed directly by Welsh Ministers. The Council governance and committee structures are covered in more detail in the [performance report](#).

Members for the period 1 April 2024 to 31 March 2025 were:

- Eithne Hughes, Chairperson
- Bethan Thomas
- David Edwards (since 2 September 2024)
- David Williams
- Geraint Williams
- Gwawr Taylor
- Jane Jenkins
- Karl Jones (since 2 September 2024)
- Kathryn Robson
- Kelly Edwards
- Nicola Stubbins
- Rosemary Jones
- Sue Walker
- Theresa Evans-Rickards

In addition, the Audit & Scrutiny Committee includes one lay member (Alison Jarvis).

Senior officers

Senior officers for the period 1 April 2024 to 31 March 2025 were:

- Chief Executive - Hayden Llewellyn
- Director of Finance & Corporate Services - Lisa Winstone
- Director of Professional Development, Accreditation & Policy - Bethan Holliday-Stacey
- Director of Regulation - David Browne

The Council maintains a [Register of Members' interests, available on the website](#), which reports any interests which are, or may be, relevant to their work as a member of Council. Senior officers are required not to hold any remunerated post which would conflict with their duties for the EWC, and any other unpaid positions are reported. Details of transactions with related parties including Council members and senior officers are disclosed at [note 21 to the Accounts](#).

Statement of Council's and Chief Executive's responsibilities

Under Paragraph 21 of Schedule 1 to the Education (Wales) Act 2014, the EWC is required to prepare, for each financial year, a statement of accounts in the form, and on the basis set out in the Accounts Direction. The Accounts are prepared on an accruals basis and must give a true and fair view of the EWC's state of affairs at the year-end, and of its income and expenditure, and cash flows for the financial year.

In preparing the Accounts, the EWC is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the Accounts Direction issued by Welsh Government, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis
- make judgements and estimates on a reasonable basis
- state whether applicable accounting standards, as set out in the Government Financial Reporting Manual, have been followed, and disclose and explain any material departures in the financial statements
- prepare the financial statements on a going concern basis

The responsibilities of the Chief Executive, are set out in Managing Welsh Public Money, published by Welsh Government including responsibility for:

- the propriety and regularity of the public finances (for which the Chief Executive is answerable)
- keeping proper records
- safeguarding the EWC's assets

As Chief Executive, I confirm that:

- as far as I am aware, there is no relevant audit information of which the EWC's auditors are unaware
- I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the EWC's auditors are aware of that information
- this Annual Report and Accounts as a whole is fair, balanced, and understandable, and that I take personal responsibility for this Annual Report and Accounts and the judgments required for determining that it is fair, balanced, and understandable



Annual Governance Statement

The EWC is committed to attaining high standards of governance in achieving its corporate objectives, including the proper management and control of its resources. This statement describes the governance arrangements for the EWC in 2024/25 and the EWC's risk and control framework, concluding with an assessment of their effectiveness in the year.

As an independent, professional regulator and a public body, the EWC is not legislatively bound by the central government Corporate Governance Code, although it chooses to follow many of its principles to nourish its practices. As part of their terms of appointment and subsequent suite of governing procedures, Council members are required to adopt the Nolan principles of public life through the EWC's Code of Conduct and Best Practice for Members. This Code is influenced by the Code of Conduct for Board Members of a Public Body (issued by the Cabinet office in 2011 and reviewed in 2019), Committee on Standards in Public Life (The Nolan Committee), and the additional principles outlined in The Conduct of Members (Principles) (Wales) Order 2001.

Role of the Education Workforce Council

The principal aims and functions of the EWC are to:

- contribute to improving the standards of teaching and the quality of learning in Wales
- maintain and improve standards of professional conduct amongst teachers and others who support teaching and learning in Wales
- safeguard the interests of learners, parents/guardians, and the public, and maintain public trust and confidence in the education workforce

Governance framework

The governance framework consists of the systems and processes employed in the achievement of its activities, and is underpinned by the mission, vision, and values of the EWC. It enables the EWC to monitor and control its operations.

The Education Workforce Council is a body corporate, established by the Education (Wales) Act 2014 and various Welsh Government Regulations, including the EWC (Main Functions) (Wales) Regulations 2015. The Council members (refer to [directors' report](#) for further information) are required to comply with the Code of Conduct and Best Practice for Members.

Members sit on one of three Council standing committees: Executive Committee, Registration & Regulation Committee, and Audit & Scrutiny Committee. The Council meets three times annually (although six meetings were held in 2024/25 to consider additional items), and typically each committee also meets three times annually, with business reported to the next Council meeting. In addition, the Council has established a Performance Review Committee, consisting of the Chairperson and two other members which agrees the performance assessment of the Chief Executive, confirms the award of any increment, and sets the objectives for the future year.

The governance framework is formalised through the EWC's Standing Orders, which set out how the Council and committees' function. In support of that are a series of policies and procedures detailing how the EWC operates and the process for achievement of corporate objectives. These make up the EWC's system of internal control.

The Chairperson is responsible for providing effective strategic leadership on matters such as formulating the EWC's strategy for discharging its statutory duties, encouraging high standards of propriety, and promoting efficient and effective use of staff and other resources throughout the EWC, and ensuring that the EWC, in reaching decisions, takes proper account of its statutory responsibilities.

Members' roles are strategic and include focussing on corporate strategy, key strategic objectives and targets, approval of major policy documents, and major decisions involving the use of financial and other resources. Under Standing Orders, the Council may delegate responsibility for specified matters to committees of the Council, the Chairperson, or the Chief Executive. Council members and officers have complementary responsibilities with regard to the formulation and implementation of Council policy.

Responsibility for day to day management is delegated to the Chief Executive and senior staff, within a clear framework of strategic control by Council members. The Chief Executive has responsibility, under the Council, for the overall organisation, management, and staffing of the EWC, including:

- ensuring that the EWC complies with all relevant legislation
- monitoring compliance with EWC's internal policies and regulations
- staff conduct and discipline

He is responsible for the EWC's proper corporate governance, the effective management of the executive, its financial management, and communications with stakeholders. In his absence, the Chief Executive has established deputising arrangements with the Director of Finance and Corporate Services covering the role.

The Chief Executive is supported by his senior management team (SMT) which comprises of three directors as senior officers, [listed in the directors' report](#). The SMT meets on a monthly basis. Its remit is to advise the Chief Executive on progress against its primary activities, to confirm resource allocation, to monitor and control management accounts based on agreed budgets, to review and amend the risk register, and to review and approve new and revised policies affecting all aspects of the EWC's operations.

In 2024/25, the EWC committed to four corporate objectives, namely to:

- be an effective independent, professional regulator, working in the public interest and building confidence in the education workforce
- support professionalism and learning, and promote careers within the education workforce
- seek to inform, shape, and influence educational policy in Wales for the benefit of the education workforce
- be a resilient, capable, and financially sustainable organisation that offers value for money to registrants

Objectives are interpreted into activities via the three-year strategic, and annual operational plans. Operational and financial performance is overseen by the Executive Committee via quarterly reviews which report on achievements against objectives for the reported period. Financial accountability is achieved via the annual budget-setting, based on approved plans, with production of monthly management accounts, which are scrutinised by the SMT. The format of the Annual Accounts is based on the Treasury's Financial Reporting Manual. This ensures clarity about disclosure of

financial performance. These Accounts, and the supporting financial systems, are then subject to external audit, confirming their accuracy and disclosure compliance and the regularity of financial transactions.

Risk and control framework

The risk and control framework is underpinned by the risk management policy, which forms a key strand of the EWC’s internal control and corporate governance arrangements. The policy is aligned to the main principles outlined in HM Treasury’s Orange Book, although this has not been formally adopted as an approach for the EWC. The policy acknowledges that it is not possible to eliminate all risk but through the risk register, documents the processes by which risk is reduced to an acceptable level. It also notes that whilst the SMT is responsible for managing the risks, all staff have a role in identifying new potential risks. The policy is reviewed bi-annually, and next due for review in July 2025.

The risk register details all key threats to achieving the corporate objectives, agreed in the strategic and operational plans. Each key risk is given a score based on its potential impact on the business of the EWC and its likelihood of occurring. The management strategy involves accepting, avoiding, reducing, or transferring risks in response. Specific actions required are identified, allocated to a senior manager, and actioned by set deadlines. The risk register includes an evaluation of the level of ‘residual risk’ after the application of the control. Both opening and residual risks are represented using the traffic light warning system, and are coloured accordingly (red/amber/green). All risks were considered at the SMT quarterly review.

At the year-end, the Risk Register included the following main risks:

	Principal risk	Key mitigations
<p>● Inherent risk</p> <p>● Residual risk</p>	Failure to have a registration database in place which is fit for purpose, resulting in the inability to discharge our statutory responsibilities.	<p>Contract in place to deliver the upgraded database.</p> <p>Project plan developed to monitor and manage the project delivery.</p> <p>Move the current system to the server hosted environment being used to implement the upgraded system prior to the end of support for Windows in the existing system.</p>
<p>● Inherent risk</p> <p>● Residual risk</p>	Failure to have agreement with Welsh Government on revised registration fees from 26/27, resulting in negative publicity for EWC and long-term financial implications.	Consultation to be undertaken by Welsh Government on revised registration fee levels from 26/27 onwards.

	Principal risk	Key mitigations
<p>● Inherent risk</p> <p>● Residual risk</p>	<p>If we do not register and regulate registrant groups in line with Welsh Government legislation then our reputation would be damaged and could result in legal action being taken.</p>	<p>Monitor volume of applications and FTP cases.</p> <p>Arrangements in place to support employer eligibility checks.</p> <p>Have non-compliance procedures in place with employers.</p> <p>Procedures in place for members and officers.</p>
<p>● Inherent risk</p> <p>● Residual risk</p>	<p>If operational activity is such that the EWC expenditure exceeds registration fee income, then there could be insufficient funds available to deliver our objectives.</p>	<p>Set prudent budgets.</p> <p>Close scrutiny and monitoring of registration numbers and expenditure.</p> <p>Identify cost and efficiency savings.</p> <p>Highlight any concerns to Welsh Government.</p> <p>Maintain adequate level of financial reserves.</p>
<p>● Inherent risk</p> <p>● Residual risk</p>	<p>If a Fitness to Practise Committee makes a decision that is challenged in the High Court and lost, then there will be financial and reputational implications for the organisation.</p>	<p>Competencies for panel members and recruitment against these.</p> <p>Procedures in place for members and officers.</p> <p>Annual training for panel members and half yearly training for chairs.</p> <p>High quality legal support for panels and presenting officer services and High Court Appeals.</p> <p>Communications and media handling protocols in place.</p>
<p>● Inherent risk</p> <p>● Residual risk</p>	<p>Following the ONS classification of EWC as a Public Body and its subsequent inclusion in the Government Wales Act 2006 (Budget Motions and Designated Bodies), then EWC resources could be subject to Senedd controls resulting in our budget being 'voted' by the Senedd and our reserves no longer controlled by EWC.</p>	<p>Regular meetings are held with Welsh Government officials to discuss how working arrangement will operate.</p> <p>Keep up to date with sector on the classification and designation processes.</p>



The risk register is reviewed quarterly by senior officers, and at meetings of the Audit & Scrutiny Committee, which has a remit to oversee the EWC's risk management policy. Progress is reported and new risks and controls identified during the regular review by the SMT. One new risk was added to the register in 2024/25 which is included in the table above and is in relation to the agreement on a revised registration fee from 26/27 onwards.

The risk register is taken to Council for consideration once annually, when members confirm that the overall assessment is consistent with Council's overall risk appetite. This is currently defined as being risk averse and was last reviewed in July 2024.

Financial risks are controlled by a detailed suite of financial control procedures setting out controls, specifying responsibilities, and levels of delegation. Compliance with these procedures promotes high standards of good governance. These were last reviewed in March 2024 to ensure up to date and fit for purpose.

The EWC and Council are determined to ensure that fraud is not accepted or tolerated. There are a number of steps in place to ensure that fraud is prevented including separation of functions set out in the financial control procedures, regular financial monitoring and reconciliation, a staff Code of Conduct describing the standards expected of EWC officers, clear line management systems, and a whistleblowing policy. There were no whistleblowing incidents in the year.

The system of internal control is designed to manage risk to a reasonable level (rather than to eliminate all risk of failure) in order to achieve policies, aims, and objectives. It can therefore only provide reasonable, and not absolute, assurance of effectiveness. The system of internal control is based on an ongoing process designed to:

- identify and prioritise the risks to the achievement of the EWC's policies, aims, and objectives
- evaluate the likelihood of those risks being realised and the impact should they be realised
- manage them efficiently, effectively, and economically.

The system of internal control has been in place in the EWC for the year ended 31 March 2025, and up to the date of approval of the Annual Report and Accounts, and accords with Treasury guidance.

The EWC's business continuity and disaster recovery plan addresses key risks to the organisation in the event of a threat to business continuity relating to buildings or information systems. This includes an annual testing of the plan. The scenario this year was based on a response to a press article and what short, medium, and long-term actions should be taken to address the issue. In 2024/25 EWC has also developed a cyber incident response plan.

The EWC is a data-rich organisation in respect of the education workforce in Wales. Data is contained within the EWC's databases with the appropriate safeguards in place and, where relevant, shared with individual registrants, and specified information with employers/other organisations. Other internal data is stored securely and managed in accordance with the data protection principles. There have been no reportable data breaches to the Information Commissioner's Office (ICO) during the year, as confirmed at monthly meetings of the SMT.

We have continued to invest in our IT infrastructure to ensure our internal and external systems remain robust. Information security is supported by the nightly backup of EWC data to an off-site cloud-based backup service.

The EWC has a published standards of service document with a system and timescale for dealing with complaints. Two complaints have been received this financial year which were both responded to in accordance with the timescales set out in our standards of service document.

The EWC is committed to deploying its human resources to promote strong corporate governance. It is committed to developing competent and well-trained people to perform the various functions. During the year, it continued with an all-staff training programme, covering specific and general topics. This is in addition to individual identified training provision, including support for studying toward relevant professional qualifications.

An annual training day was held with Council members in April 2024 which covered a variety of topics including an overview from officers on EWC and governance matters, an update on EWC's legislative duties and a Fitness to Practise casework update. In addition, sessions with external speakers were also held covering youth work in Wales, an update from the Chief Executive of Medr on the new body, and briefings from the Chief Executives of the General Osteopathic Council, and Public Standards Authority.

The EWC has its own annual Performance and Development Review (PDR) programme, which assesses officers' performance over the previous year and identifies specific objectives and training needs for the following year.

All officers are obliged to comply with the Code of Conduct for employees of the EWC. The EWC has a range of HR policies to ensure consistent expectations and levels of support. Staff have recourse to a whistleblowing policy including named Council members should the need arise. No matters were raised in 2024/25.

Review of Council's effectiveness

Members' attendance at meetings held during 2024/25 is detailed in the following table (total possible meetings in brackets):

Member	Council attendance	Standing Committee attendance		
		Executive	Registration & Regulation	Audit & Scrutiny
Eithne Hughes	6(6)	3(3)		
Bethan Thomas	4(6)	2(3)		
David Edwards (from 2 September 2024)	4(4)			2(2)
David Williams	5(6)		3(3)	
Geraint Williams	5(6)		1(3)	
Gwawr Taylor*	6(6)			4(4)
Jane Jenkins	6(6)	2(3)		
Karl Jones (from 2 September 2024)	4(4)		2(2)	
Kathryn Robson	5(6)	3(3)		
Kelly Edwards	5(6)			3(4)
Nicola Stubbins	5(6)		2(3)	
Rosemary Jones	4(6)			4(4)
Sue Walker	4(6)		2(3)	
Theresa Evans-Rickards	5(6)	3(3)		

*Chairperson of Audit & Scrutiny Committee

Members participate in an annual members' review process, including an annual self-assessment of performance by members themselves, and an assessment of performance of all members by the Chairperson. This has recently been completed for the 2024/25 year and continues to be very successful.

Achievements against operational objectives are reported and reviewed regularly throughout the year via quarterly reviews. These reviews note achievement on the short-term outcomes and highlight any action remaining. This document is considered by the Chief Executive and the SMT, and is overseen by the Executive Committee. A summary of the EWC's achievements of objectives in 2024/25 is given in the [performance report](#).

In addition, in respect of activities which are publicly funded, regular meetings are held with Welsh Government officials to monitor the achievement of those specific operational objectives. All operational targets were achieved.

Audit & Scrutiny Committee

The Audit & Scrutiny Committee plays a significant role in the corporate governance structure, and through its review advises the Chief Executive on the efficacy of policies, systems and procedures. Its terms of reference are included within EWC's standing orders.

During the year, it has received and reviewed various reports from both internal and external auditors, completed an assessment of internal and external auditors' performance and reviewed the risk register at each meeting. The committee also received an annual report on compliance with the Freedom of Information Act and Data Protection Act and an annual report on IT services.

All committee activity has supported a positive assessment of the EWC's governance arrangements.

Internal audit

TIAA act as internal auditors for the year ending 31 March 2025. Within an over-arching three-year plan which ensures cyclical coverage of all areas, an annual programme of work is agreed prior to the financial year. As reviews are completed during the year, reports are presented to the Audit & Scrutiny Committee. The results of the year are summarised in an annual report.

A total of five reports were completed in 2024/25:

- governance – operational performance management
- ICT security – cyber security
- key financial controls
- registration
- UK General Data Protection Regulation (GDPR)

The following table summarises the level of assurance, and recommendations from each review:

Area	Assurance	Recommendations: Priority		
		High	Medium	Low
Governance – operational performance management	Substantial	-	-	-
ICT security – cyber security	Substantial	-	-	-
Key financial controls	Substantial	-	-	-
Registration	Substantial	-	-	-
UK General Data Protection Regulation (GDPR)	Substantial	-	-	-

The annual report concluded that “...for the areas reviewed during the year, the Education Workforce Council has reasonable and effective risk management, control and governance processes in place.”

External audit

Assessment on the effectiveness of the governance framework is also implicit in the findings and reports of the financial audit. The Auditor General for Wales (AGW) is the statutory external auditor of the Education Workforce Council, appointed under the Education (Wales) Act 2014. The audit of the 2024/25 Annual Accounts was completed on his behalf by Audit Wales.

Comments on the audit of the 2023/24 Annual Accounts were positive, with the AGW issuing an unqualified audit opinion, confirming that no significant matters had arisen as a result of audit testing, and noting that auditors had not found any material instances where resources have not been properly used and accounted for.

Significant governance issues

The Council has not identified any significant governance issues in the year. Nor have any areas of concern been identified which require strengthening or improvement.

My operational focus has been on:

- registering and regulating each of the 13 registrant groups set out in legislation, including bringing principals and senior leaders in further education institutions and adult learning practitioners onto the register from May 2024 for the first time
- working with Welsh Government to initiate further changes to legislation in 2025/26 in the areas of registration and regulation
- implementing ITE accreditation processes as set out in legislation
- delivering all Welsh Government grant funded activities to standards agreed
- reviewing and implementing the impact on EWC reserves as a result of the removal of the registrant fee subsidy from Welsh Government and reviewing options for a future fee review

There were no losses or special payments incurred in the year.

In addition, there were no referrals to the Information Commissioner in respect of activity in-year, and no complaints have been raised.

Statement by Chief Executive

In summary, I am satisfied that the governance framework of the EWC during the year has been effective, giving assurance of the proper stewardship of resources in performance of its objectives.

Hayden Llewellyn
Chief Executive
10 July 2025



Remuneration and staff report

Remuneration policy

The remuneration and staff report details remuneration practices in respect of Council members and EWC staff.

Service contracts

Staff appointments are made in accordance with the EWC's recruitment and selection policy, which requires appointments to be on merit on the basis of fair and open competition, but also includes the circumstances when appointments may otherwise be made.

The senior staff covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

With the exception of the Chief Executive, all staff salaries are based on Welsh Government salary scales. The Chief Executive's remuneration is based on an incremental scale, and any progression is approved by the Chairperson and confirmed by the Performance Review Committee. No bonuses are payable.

Members' remuneration*

The Chairperson is the only member of Council who may be remunerated. The office is not entitled to membership of the Council's pension scheme.

Eithne Hughes was elected as Chairperson to serve for the period until March 2027 following Angela Jardine's end of term on 31 March 2023. As a serving Trade Union representative up to her retirement on 31 August 2024, this appointment was treated as a secondment and a proportion of salary was reimbursed to her employer during this period. From 1 September 2024, Mrs Hughes receives remuneration from EWC for her commitment of two days per week (this increased from one and a half days per week prior to 1 September 2024). Therefore, Chairperson costs in 2024/25 are higher than in 2023/24.

All other Council members are paid for their expenses, including the reimbursement of costs incurred in travelling to meetings, and also payment of supply cover to their employers or equivalent costs, as appropriate. This expenditure is reported as Members' costs at [note 5](#).

Eithne Hughes	2024/25 £000s	2023/24 £000s
Reimbursement to employer (inclusive of VAT) – Chairperson (1 April 2024 to 31 August 2024)	15	30
Remuneration of Chairperson (1 September 2024 to 31 March 2025)	24	-

*This information is subject to audit

Senior staff remuneration*

The salary, pension entitlements, and the value of any taxable benefits in kind of the most senior officers of the EWC were, as follows:

Single total figure of remuneration*

	Salary (£000s)		Bonus payments (£000s)		Pension benefits ¹ (£000s)		Total (£000s)	
	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24
Hayden Llewellyn (M) Chief Executive	110-115	105-110	-	-	76	27	185-190	130-135
Lisa Winstone (F) Director of Finance & Corporate Services	90-95	85-90	-	-	59	19	150-155	105-110
Bethan Holliday-Stacey (F) Director of Professional Development, Accreditation & Policy	80-85	80-85	-	-	57	21	140-145	105-110
David Browne (M)* Director of Regulation	75-80	40-45	-	-	32	16	105-110	55-60

¹ The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increase excludes increases due to inflation or any increase or decrease due to a transfer of pension rights.

Salary

Salary includes gross salary, overtime, reserved rights to London weighting or London allowances, recruitment and retention allowances, private office allowances, and any other allowance to the extent that it is subject to UK taxation. This report is based on payments made by the EWC and thus recorded in these Accounts.

No bonuses are payable by the EWC.

*This information is subject to audit

Fair pay disclosures*

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the remuneration of the organisation's workforce.

	2024/25	2023/24
Band of highest paid individual's remuneration (£000s)	110-115	105-110
% change from the previous financial year for the highest paid director	4.65%	4.88%
Average salary and allowances (excluding highest-paid director)	£41,313	£38,816
% change from previous financial year for the employees as a whole	6.43%	3.86%

The banded remuneration of the highest-paid director in the EWC in the financial year 2024/25 was £110,000-£115,000 (2023/24 £105,000-£110,000). The percentage change from the previous financial year is 4.65% (2023/24 4.88%). The average salary and allowances (excluding the highest paid director) has increased by 6.43% (2023/24 3.86%) due to the implementation of an all staff pay award with effect from 1 April 2024.

Pay ratios	2024/25	2023/24
25 th percentile total pay and benefits	£33,748	£29,999
25 th percentile pay ratio	3.3	3.6
Median total pay and benefits	£34,768	£32,141
Median pay ratio	3.2	3.3
75 th percentile total pay and benefits	£45,974	£41,675
75 th percentile pay ratio	2.5	2.6

The remuneration of the highest paid director was 3.3 times (2023/24 3.6) the 25th percentile remuneration of the workforce, which was £33,748 (2023/24 £29,999), 3.2 times (2023/24 3.3) the median remuneration of the workforce, which was £34,768 (2023/24 £32,141), and 2.5 times (2023/24 2.6) the 75th percentile remuneration of the workforce, which was £45,974 (2023/24 £41,675). The 25th percentile pay ratio has slightly decreased this year with the other ratios remaining fairly static. The movements between 2023/24 and 2024/25 are due to a 5% all staff pay award implemented with effect from 1 April 2024, where incremental awards have been processed when staff are not at the maximum of their scale and also where new employees have joined the organisation but are on a lower point of the scale than their predecessors.

In 2024/25, no employees (2023/24, nil) received remuneration in excess of the highest-paid director (the Chief Executive). Remuneration ranged from £28,246 to £111,359 (2023/24, £26,901 to £106,056).

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the EWC and treated by HM Revenue and Customs as a taxable emolument. No benefits in kind were paid during the year.

Pension benefits*

	Accrued pension at pension age as at 31/3/25 and related lump sum £000s	Real increase in pension and related lump sum at pension age £000s	<u>CETV at 31/3/25</u> £000s	<u>CETV at 31/3/24</u> £000s	<u>Real increase in CETV</u> £000s
Hayden Llewellyn (M) Chief Executive	45-50 plus a lump sum of 120 -125	2.5-5 plus a lump sum of 2.5-5	1133	1020	66
Lisa Winstone (F) Director of Finance & Corporate Services	25-30	2.5-5	413	339	39
Bethan Holliday-Stacey (F) Director of Professional Development, Accreditation & Policy	35-40 plus a lump sum of 85-90	2.5-5 plus a lump sum of 2.5-5	737	663	43
David Browne (M) Director of Regulation	5-10	0-2.5	114	79	22

Civil Service Pensions

Pension benefits are provided through the Civil Service pension arrangements. Before 1 April 2015, the only scheme was the Principal Civil Service Pension Scheme (PCSPS), which is divided into a few different sections – classic, premium, and classic plus provide benefits on a final salary basis, whilst nuvos provides benefits on a career average basis. From 1 April 2015 a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or alpha, which provides benefits on a career average basis. All newly appointed civil servants, and the majority of those already in service, joined the new scheme.

The PCSPS and alpha are unfunded statutory schemes. Employees and employers make contributions (employee contributions range between 4.6% and 8.05%, depending on salary). The balance of the cost of benefits in payment is met by monies voted by Parliament each year. Pensions in payment are increased annually in line with the Pensions Increase legislation. Instead of the defined benefit arrangements, employees may opt for a defined contribution pension with an employer contribution, the partnership pension account.

In alpha, pension builds up at a rate of 2.32% of pensionable earnings each year, and the total amount accrued is adjusted annually in line with a rate set by HM Treasury. Members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004. All members who switched to alpha from the PCSPS had their PCSPS benefits 'banked', with those with earlier benefits in one of the final salary sections of the PCSPS having those benefits based on their final salary when they leave alpha.

The accrued pensions shown in this report are the pension the member is entitled to receive when they reach normal pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over normal pension age. Normal pension age is 60 for members of classic, premium, and classic plus, 65 for members of nuvos, and the higher of 65 or State Pension Age for members of alpha. The pension figures in this report show pension earned in PCSPS or alpha, as appropriate. Where a member has benefits in both the PCSPS and alpha, the figures show the combined value of their benefits in the two schemes, but note that the constituent parts of that pension may be payable from different ages.

When the Government introduced new public service pension schemes in 2015, there were transitional arrangements which treated existing scheme members differently based on their age. Older members of the PCSPS remained in that scheme, rather than moving to alpha. In 2018, the Court of Appeal found that the transitional arrangements in the public service pension schemes unlawfully discriminated against younger members.

As a result, steps are being taken to remedy those 2015 reforms, making the pension scheme provisions fair to all members. The [public service pensions remedy](#) is made up of two parts. The first part closed the PCSPS on 31 March 2022, with all active members becoming members of alpha from 1 April 2022. The second part removes the age discrimination for the remedy period, between 1 April 2015 and 31 March 2022, by moving the membership of eligible members during this period back into the PCSPS on 1 October 2023. This is known as rollback.

For members who are in scope of the public service pension remedy, the calculation of their benefits for the purpose of calculating their Cash Equivalent Transfer Value and their single total figure of remuneration, as of 31 March 2023 and 31 March 2024, reflects the fact that membership between 1 April 2015 and 31 March 2022 has been rolled back into the PCSPS. Although members will in due course get an option to decide whether that period should count towards PCSPS or alpha benefits, the figures show the rolled back position i.e., PCSPS benefits for that period.

The partnership pension account is an occupational defined contribution pension arrangement which is part of the Legal & General Mastertrust. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member). The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

Further details about the [Civil Service pension arrangements can be found on their website](#).

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits, and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are worked out in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008, and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement), and uses common market valuation factors for the start and end of the period.

Compensation for loss of office

No compensation payments for loss of office were made in the year to those staff included in this remuneration and staff report, or any other employees.

Staff report

Number of persons employed by employment type*

During 2024/25, the EWC employed an average of 56.1 staff~ (2023/24 – 56.3) (including officers on maternity leave), as follows:

	EWC	WG	Total	2023/24
Permanent contract	38.1	17	55.1	55.3
Fixed term contract	1	0	1	1
Temporary	0	0	0	0
Total	39.1	17	56.1	56.3

~Full time equivalents

The staff composition by gender as at the end of the financial year was, as follows:

	31 March 2025			31 March 2024		
Staff	Male	Female	Total	Male	Female	Total
Senior	2	2	4	2	2	4
General	13	40	53	16	36	52
Temporary	0	0	0	0	0	0
Total	15	42	57	18	38	56

The average age of the EWC's staff on 31 March 2025 was 42 years (41 years, at 31 March 2024).

Sickness absence

The EWC monitors sickness absence on an ongoing basis, reviewing both cumulative and long-term absences. In 2024/25, employees reported a total of 515 days sickness absence (265.5 days, 2023/24) of which 74% was in respect of long-term sickness (32.7%, 2023/24).

Absence due to sickness is higher than the previous reporting year and higher than the national average, with an average of 9.2 days per employee (4.73 days, 2023/24). The most recently reported national average was 5.7 days per worker in 2022 (ONS, April 2023 – next release due). In January 2025, the UK Government reported that the average for civil service staff in the year ending 31 March 2024 was 7.8 days per worker (UK Gov, 2024). There were no retirements on the grounds of ill health.

Staff costs*

	EWC		WG activities		24/25	23/24
	Permanent staff £000s	Other £000s	Permanent staff £000s	Other £000s	Total £000s	Total £000s
Salaries	1,590	0	741	0	2,331	2,273
Social Security costs	171	0	81	0	252	244
Pension costs	460	0	210	0	670	592
Total	2,221	0	1,032	0	3,253	3,109
Agency costs	0	0	0	0	0	0
Total	2,221	0	1,032	0	3,253	3,109

No agency staff have been utilised during 2024/25 (2023/24, nil).

The Principal Civil Service Pension Scheme (PCSPS) and the Civil Servants and Others Pension Scheme (CSOPS) (known as alpha) are unfunded multi-employer defined benefit scheme but the EWC is unable to identify its share of the underlying assets and liabilities. The scheme actuary valued the scheme as at 31 March 2020. You can find details in the [resource accounts of the Cabinet Office: Civil Superannuation](#).

For 2024/25, employers' contributions of £667,783 were payable to the PCSPS (2023/24, £592,347) at 28.97% of pensionable earnings, based on salary bands. The scheme actuary reviews employer contributions usually every four years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits accruing during 2024/25 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. No EWC employees took up this option, and therefore no employer's contributions were made.

Off-payroll arrangements

No payments were made under off-payroll arrangements during the year (2023/24, nil).

Exit packages

There were no redundancy or other departure costs in the year (2023/24, £nil).

*The above information is subject to audit.

Hayden Llewellyn
Chief Executive
10 July 2025



Audit report

The Certificate and report of the Auditor General for Wales to the Senedd

Opinion on financial statements

I certify that I have audited the financial statements of the Education Workforce Council for the year ended 31 March 2025 under the Education (Wales) Act 2014.

The financial statements comprise the Statements of Comprehensive Income, Financial Position, Cash Flows, Changes in Taxpayers' Equity, and related notes, including the material accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual.

In my opinion, in all material respects, the financial statements:

- give a true and fair view of the state of the Council's affairs as at 31 March 2025 and of its net expenditure, for the year then ended;
- have been properly prepared in accordance with UK adopted international accounting standards as interpreted and adapted by HM Treasury's Financial Reporting Manual.
- have been properly prepared in accordance with Welsh Ministers' directions issued under the Education (Wales) Act 2014.

Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by the Senedd and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my certificate.

My staff and I are independent of the body in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the body's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Chief Executive with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Education Workforce Council is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

Other information

The other information comprises the information included in the annual report other than the financial statements and my auditor's report thereon. The Chief Executive is responsible for the other information in the annual report. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon. My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion, the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with Welsh Ministers' directions made under the Education (Wales) Act 2014.

In my opinion, based on the work undertaken in the course of my audit:

- the parts of the Accountability Report subject to audit have been properly prepared in accordance with Welsh Ministers' directions made under the Education (Wales) Act 2014; and
- the information given in the Foreword, Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of the body and its environment obtained in the course of the audit, I have not identified material misstatements in the Foreword, Performance Report and Accountability Report.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- I have not received all of the information and explanations I require for my audit;
- proper accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my team;
- the financial statements and the audited part of the Accountability Report are not in agreement with the accounting records and returns;
- information specified by Welsh Ministers regarding remuneration and other transactions is not disclosed;
- certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual are not made or parts of the Remuneration and Staff Report to be audited are not in agreement with the accounting records and returns;
or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

Responsibilities of the Chief Executive for the financial statements

As explained more fully in the Statement of the Council's and Chief Executive's Responsibilities, the Chief Executive is responsible for:

- maintaining proper accounting records;
- the preparation of the financial statements and Annual Report in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- ensuring that the Annual Report and financial statements as a whole are fair, balanced and understandable;
- ensuring the regularity of financial transactions;
- internal controls as the Chief Executive determines is necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- assessing the body's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Chief Executive anticipates that the services provided by the body will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Education (Wales) Act 2014.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- enquiring of management, the audited entity's Internal Audit provider and those charged with governance, including obtaining and reviewing supporting documentation relating to the Education Workforce Council's policies and procedures concerned with:
 - ◆ identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - ◆ detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
 - ◆ the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: expenditure recognition, and the posting of unusual journals;
- obtaining an understanding of the Education Workforce Council's framework of authority as well as other legal and regulatory frameworks that the Education Workforce Council operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Education Workforce Council;
- obtaining an understanding of related party relationships.

In addition to the above, my procedures to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of management, the Audit Committee and legal advisors about actual and potential litigation and claims;
- reading minutes of meetings of those charged with governance and the Council;

- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all audit team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the Education Workforce Council's controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Other auditor's responsibilities

I obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Senedd and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Report

I have no observations to make on these financial statements.

Adrian Crompton
Auditor General for Wales
14 July 2025

1 Capital Quarter
Tyndall Street
Cardiff
CF10 4BZ

The maintenance and integrity of the EWC's website is the responsibility of the Chief Executive, the work carried out by auditors does not involve consideration of these matters and accordingly auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.



Financial Statements

Statement of comprehensive net expenditure for the year ending 31 March 2025

	Note	2024/25 £000s	Restated (note 2) 2023/24 £000s
Income			
Grant from Welsh Government		6,531	8,004
Registration fees		2,741	2,756
Other income	4	139	101
Release from Reserves	17	31	67
Total income		9,442	10,928
Expenditure			
Staff costs	*	3,253	3,109
Direct programme costs	5	1,763	1,677
Induction programme costs	6	5,097	6,406
Other operating costs	7	486	424
Depreciation	9	26	68
Amortisation	10	383	449
Right of Use lease depreciation	11	122	121
Finance charges – lease	19	4	6
Total expenditure		11,134	12,260
Surplus/(Deficit) on ordinary activities		(1,692)	(1,332)
Interest receivable	8	211	219
Net expenditure for the year transferred to reserves		(1,481)	(1,113)

All EWC-funded activities are continuing.

*A breakdown of staff costs is included in the [staff report](#).

The [notes on pages 70-83](#) form part of these accounts.

Statement of financial position as at 31 March 2025

	Note	31 March 2025 £000s	31 March 2024 £000s
Non-current assets			
Property, plant, and equipment	9	42	34
Intangible assets	10	410	648
Right of use asset – lease	11	395	517
Total non-current assets		847	1,199
Current assets			
Short-term investments		2,503	2,503
Trade and other receivables	12	304	469
Cash and cash equivalents	13	4,397	5,237
Total current assets		7,204	8,209
Total assets		8,051	9,408
Current liabilities			
Trade and other payables	14	(3,304)	(3,143)
Provisions for liabilities and charges	15	-	-
Total current liabilities		(3,304)	(3,143)
Non-current assets +/- net current assets/liabilities		4,747	6,265
Non-current liabilities			
Deferred grant income	14	(125)	(242)
Right of use lease liability	19	(293)	(420)
Total non-current liabilities		(418)	(662)
Assets less liabilities		4,329	5,603
Financed by:			
Taxpayers' equity			
General reserve		2,993	4,536
Database reserve	17	736	767
Fitness to Practise reserve	17	300	300
Accommodation reserve	17	300	-
Total capital and reserves		4,329	5,603

Hayden Llewellyn
Chief Executive
10 July 2025

The [notes on pages 70-83](#) form part of these accounts.

Statement of cash flows for the year ending 31 March 2025

	Note	2024/25 £000s	Restated (note 2) 2023/24 £000s
Cash flows from operating activities	16	(980)	(1,297)
Cash flows from investing activities			
Interest received	8	211	219
Purchase of property, plant and equipment	9	(34)	(13)
Purchase of intangible assets	10	(145)	(192)
Grant in Aid from Welsh Government	3	238	1,248
Right of use asset: lease payments	19	(130)	(131)
Net Increase/(Decrease) in cash and cash equivalents		(840)	(166)
Cash and cash equivalents at 1 April		5,237	5,403
Cash and cash equivalents at 31 March		4,397	5,237

Statement of changes in taxpayers' equity for the year ending 31 March 2025

	Restated general reserve £000s	Designated reserves £000s	Total £000s
Balance as at 1 April 2023	4,401	1,134	5,535
Changes in taxpayers' equity 2023/24 (restated (note 2))			
Balance at 1 April	4,401	1,134	5,535
Welsh Government funding	1,248		
Deficit for the year	(1,113)	-	135
Transfers to/(from) designated reserves (note 17)	-	(67)	(67)
Balance at 31 March 2024	4,536	1,067	5,603
Changes in taxpayers' equity 2024/25			
Balance at 1 April	4,536	1,067	5,603
Welsh Government GiA funding	238	-	238
Deficit for the year	(1,481)	-	(1,481)
Transfers to/(from) designated reserves (note 17)	(300)	269	(31)
Balance at 31 March 2025	2,993	1,336	4,329

The [notes on pages 70-83](#) form part of these accounts.

Notes to the accounts

1. Accounting policies

1.1 Accounting convention

These financial statements have been prepared in accordance with the 2024/25 Government Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Education Workforce Council (EWC) for the purpose of giving a true and fair view has been selected. The particular policies adopted by the EWC are described below. They have been applied consistently in dealing with items that are considered material to the Accounts.

Accounting standards issued, not yet effective:

IFRS 17 Insurance Contracts has not yet been adopted by the public sector and the date of adoption is 1 April 2025. The underlying aim of IFRS 17 is to make risk transfer contracts more comparable between different entities. As the EWC does not hold any insurance contracts, this is unlikely to have an impact on the EWC's financial statements when this is adopted.

1.2 Registration fee income

The registration year runs from 1 April to 31 March annually with the fee due on 1 April every year. The fee is required to be paid in full regardless of the date a practitioner actually registers with the EWC. There is no reduction for part-year registration.

Fee income was credited to the Statement of Comprehensive Income on an accruals basis, with any fees received in advance for the following financial year being treated as pre-paid income and recorded in the Statement of Financial Position as a liability.

1.3 Induction expenditure

Induction programme expenditure is recognised on the basis of the academic term in which the training activity was completed. Grant expenditure and income due in respect of the spring term is included within Accruals (grant expenditure due to schools) and Receivables (grant due from Welsh Government), depending on the timing of payment and receipt of relevant grants. Spring term could occasionally span two financial years, although this is not always the case as Easter determines the spring term end date. For this reason, and as approved by audit historically, the spring term, regardless of when it finishes, is accounted for in the year where all, or the majority of sessions occur.

1.4 Non-current assets

Non-current assets are defined as any single piece of equipment, costing more than £1,000 (inclusive of VAT) that has an estimated economic/operational life of more than one year. Where it is more usual to treat individual components as a group, these are treated as assets so long as their collective value exceeds the capitalisation threshold.

Non-current assets have been valued at historic cost at the year-end as, in the opinion of the EWC, any revaluation adjustments are not material.

1.5 Depreciation

Depreciation is provided on all non-current assets at rates calculated to write off the cost, less any estimated residual value of each asset, evenly over their expected useful lives as follows:

- all electrical equipment, including computers and office equipment, is depreciated on a straight-line basis over three years
- furniture and fixtures and fittings are depreciated on a straight-line basis over five years

In all cases, depreciation will commence from the month following purchase.

1.6 Intangible assets

Software development work and website content and licences costing more than £1,000 (inclusive of VAT) and with an estimated economic/operational life of more than one year are capitalised.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset over its expected useful life:

- database and website development work is amortised on a straight-line basis over three years
- software licences are amortised on a straight-line basis over their life

In both cases, amortisation will commence from the month following purchase.

1.7 Government grants

The EWC receives project grant income from Welsh Government for the following areas:

- administering the award of QTS
- administering funding, tracking, and recording arrangements for induction
- developing and hosting the PLP
- issuing induction certificates
- developing the Educators Wales website
- acting as the Secretariat to the IWPRB
- data analysis
- leading a range of national initiatives and research projects on specific teaching and learning matters

In addition to project grant funding, the EWC also receives Grant in Aid from Welsh Government for the following areas:

- promoting careers in the education professions

All project grants received are credited to the statement of comprehensive income in the year they are received (on an accruals basis), with any outstanding balances credited to accrued or deferred income at the year-end accordingly.

Where funding is received in respect of the purchase of non-current and intangible assets, grant income is treated as deferred (Long Term Liability), and released in proportion to the value of the asset consumed annually.

Grant in Aid funding is regarded as financing and is credited to the General Reserve on receipt.

1.8 Pension costs

Past and present employees are covered by the provisions of the Civil Service Pension Schemes which are described within [the remuneration and staff report](#). The defined benefit elements of the schemes are unfunded. The EWC recognises the expected costs of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the Principal Civil Service Pension Schemes (PCSPS) of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS and the Civil Servant and Other Pension Scheme (CSOPS). In respect of the defined contribution elements of the schemes, the EWC recognises the contributions payable for the year.

1.9 Value Added Tax (VAT)

Most of the EWC's activities are outside the scope of VAT and, in general, output tax does not apply and input tax on purchases is not recoverable. Irrecoverable VAT is charged to the relevant expenditure category or capitalised if related to a fixed asset. Where output tax is charged or input VAT is recoverable, the amounts are stated net of VAT.

1.10 Right of use assets

In accordance with IFRS 16, at inception of a contract, we assess whether or not a contract is, or contains a lease. A contract or parts of a contract that convey the right to use an asset in exchange for consideration are classified as leases and are accounted for in accordance with IFRS 16.

A contract is, or contains a lease, if:

- the contract involves the use of an identified asset
- we have the right to obtain and substantially all of the economic benefit from the use of the asset throughout the period of use
- we have the right to direct the use of the asset

When a lease is recognised in a contract, we recognise a right of use asset and lease liability at the commencement date. The right of use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for initial direct costs, prepayments, and incentives.

The right of use asset is depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right of use asset, or the end of the lease term. The estimated useful lives of the right of use assets are determined on the same basis as those of property, plant and equipment assets.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, using the HMT issued incremental borrowing rate.

We have excluded contracts for low value items costing less than £5,000, and contracts with a term shorter than twelve months.

1.11 Prepayments

The EWC has adopted a de minimis threshold of £1,200 (£100 monthly equivalent charge) for the recognition of prepayments. Other than for full month prepayments, the profiled charge will commence from the month following payment.

1.12 Provisions for liabilities and charges

The EWC provides for all legal or constructive obligations that are of uncertain timing or amount at the statement of financial position date on the basis of the best estimate of the expenditure required to settle the obligation. In accordance with IAS 37, provisions are only recognised where the transfer of economic benefit is probable, and the amount can be reasonably estimated.

1.13 Short term investments

In accordance with its cash management policy, the EWC holds short-term investments, for up to 12 months, on deposit with one of the main high street banks.

1.14 Employee benefits

As required, the EWC recognises the cost of employee benefits including:

- short-term employee benefits, being the 'cost' of untaken annual leave at the year-end
- post-employment benefits, in respect of termination benefits

1.15 Cash and cash equivalents

The EWC's core functions are funded from fee income from the statutory annual registration of practitioners, and other activities completed on behalf of Welsh Government are funded by grant. Fee income is received annually in advance and grant funding is drawn down on a quarterly, and then monthly basis, as required. Because of the non-trading nature of these activities and these sources of funding, the EWC is not exposed to any degree of financial risk.

Its cash balances are held in commercial bank accounts: the EWC is exposed to minimal interest rate risk. Although the EWC can borrow funds, it has not required to do so in this financial year.

1.16 Foreign exchange

Transactions which are denominated in a foreign current are translated into sterling at the exchange rate ruling on the date of the transaction.

2. Prior period adjustment

The prior year adjustment is in respect of an error in the accounting treatment of Grant in Aid income from Welsh Government. In accordance with the FReM, Grant in Aid is treated as a financing transaction rather than as revenue. In 2023/24, grant-in-aid of £1,248,000 was incorrectly included as grant income in the Statement of Comprehensive Net Expenditure. Therefore, a prior year adjustment has been made to remove this from the Statement of Comprehensive Net Expenditure and included under Taxpayers Equity instead.

The correction to the comparatives in 2023/24 is as follows:

Statement of comprehensive net expenditure

Overstatement of grant from Welsh Government	£000s
In 2023/24 as previously stated	9,252
Adjustment	(1,248)
As restated	8,004

A decrease of (£1,248,000) in the total income resulting in a restated overall deficit of (£1,113,000) in the Statement of Comprehensive Net Expenditure for the year ending 31 March 2024. This adjustment also impacts on the Cash Flow Statement, Statement of Changes in Taxpayers' Equity and [note 16](#) – Notes to the Cashflow Statement.

3. Welsh Government funding

	2024/25 £000s	2023/24 £000s
Grant in aid received from the Welsh Government	238	1,248
Amount credited to general reserve	238	1,248

As outlined in note 2, grant in aid of £238,000 (£1,248,000 2023/24) are now credited to the General Reserve on receipt.

4. Other Income

	2024/25 £000s	2023/24 £000s
Miscellaneous income	65	27
QMYW contract with Welsh Government	74	74
Total	139	101

The EWC is contracted by Welsh Government to administer and further develop the Quality Mark for Youth Work (QMYW) in Wales. The contract has been extended to March 2026.

5. Direct programme costs

	2024/25			2023/24
	EWC £000s	WG £000s	Total £000s	£000s
Members' costs	62	5	67	42
Panel members' costs	127	-	127	116
ITE accreditation board costs	44	-	44	56
Professional Learning Passport	-	158	158	150
IWPRB Secretariat	-	106	106	140
Promotion of Careers/Educators Wales	-	121	121	194
Database maintenance and development	15	2	17	14
Legal and professional fees - FtP	1,075	-	1,075	901
Translation costs	18	-	18	31
Printing, postage, promotional costs & professional fees	30	-	30	33
Total	1,371	392	1,763	1,677

Fitness to practise panel member costs and legal fees are higher this year due to a higher volume of casework being completed in 2024/25. Promotion of careers/Educators Wales costs are lower this year due to social media management being brought in-house for 2024/25. This was previously a contracted-out service in 2023/24. Translation costs are also lower due to increased translation being completed in-house. Members costs are higher this year due to the increase in Chairperson costs and travel and subsistence.

6. Induction programme costs

All Welsh Government expenditure	2024/25 £000s	2023/24 £000s
Administration	82	80
Induction grant expenditure	5,015	6,326
Total	5,097	6,406

On behalf of Welsh Government, the EWC administers induction-related funding to schools, regional consortia, and local authorities. This includes funding for schools that support newly qualified teachers (NQTs) during induction, as well as funding for the delivery of the external verifier (EV) and external mentor (EM) roles.

In September 2024 Welsh Government introduced changes to the EM and EV roles. All NQTs undertaking induction now receive the support of an Induction Mentor (IM). For NQTs completing induction through day-to-day supply work, the IM replaces the former EM role. The IM role is funded at £400 per term, an increase from £350 per term. Additionally, a new role of Induction Validator (IV) was introduced, replacing the previous EV role. The IV is responsible for quality assuring the induction process and supporting IMs. IVs are required to validate a sample of 50% of NQTs, this role is also

funded at £400 per term (previously £350 per term). As a result of the reduced sample size, there has been a notable decrease in the total funding provided to consortia, local authorities, and schools for the IM/IV role.

Schools that support NQTs during induction continue to receive £900 per term for NQT release time. In addition, the funding for the Induction Mentor (IM) role increased in September 2024 from £350 to £400 per term. However, despite these increases in funding, there has been an ongoing decline in the number of NQTs receiving induction support, which has impacted the overall level of grant funding remitted.

7. Other operating costs

	2024/25			2023/24
	EWC £000s	WG £000s	Total £000s	£000s
Officers' expenses	12	-	12	8
Training and recruitment	32	-	32	32
Rent and rates	64	-	64	68
Service charge and utilities	111	-	111	92
Professional fees	23	-	23	8
Insurance	14	-	14	21
Printing & stationery	4	-	4	5
Postage	12	-	12	9
Computer costs	103	-	103	85
Venue hire	4	-	4	8
Audit fees	24	-	24	24
Maintenance	5	-	5	4
Other costs	78	-	78	60
Total	486	-	486	424

Service charge and utilities are higher this year due to a general increase in costs and additional balancing charges being paid relating to prior years' service charge. Computer costs are also higher this year due to a general increase in license, support, and maintenance charges.

Professional fees are higher this year due to an increase in legal fees required for HR purposes. Other costs are higher due to increased office maintenance and repairs in 2024/25 compared with 2023/24.

8. Interest receivable

Interest of £211,393 (2023/24, £219,072) was received during the period in respect of the EWC's bank accounts, including an accrual of £6,854 (2023/24, £6,754).

9. Non-current assets

	Office equipment £000s	Computer equipment £000s	Furniture and fittings £000s	Total £000s
Cost or valuation				
As at 1 April 2024	44	225	324	593
Additions	-	29	5	34
Disposals	-	(1)	-	(1)
As at 31 March 2025	44	253	329	626
Depreciation				
As at 1 April 2024	40	198	321	559
Charge for year	3	21	2	26
Disposals	-	-	(1)	(1)
As at 31 March 2025	43	219	322	584
Net Book Value as at 31 March 2025	1	34	7	42
Net Book Value as at 1 April 2024	4	27	3	34

Of the Net Book Value at 31 March 2025, £nil was in support of Welsh Government-funded activities (£1,400, as at 31 March 2024).

10. Intangible assets

	Database developments £000s	Development expenditure £000s	Total £000s
Cost or valuation			
As at 1 April 2024	3,010	-	3,010
Additions	140	5	145
Transfer from development	-	-	-
Disposals	-	-	-
As at 31 March 2025	3,150	5	3155
Amortisation			
As at 1 April 2024	2,362	-	2,362
Charge for year	383	-	383
Disposals	-	-	-
As at 31 March 2025	2,745	-	2,745
Net Book Value as at 31 March 2025	405	5	410
Net Book Value as at 1 April 2024	648	-	648

Of the Net Book Value at 31 March 2025, £346,000 was in support of Welsh Government-funded activities (£553,000, as at 31 March 2024) mainly relating to the continuing development of Educators Wales platform and the PLP.

There has been no impairment of either non-current or intangible assets, which are shown at depreciated/amortised cost and considered to be at 'fair value'.

11. Right of use asset – lease

	Office lease £000s	Total £000s
Cost or valuation		
As at 1 April 2024	760	760
Additions	-	-
As at 31 March 2025	760	760
Depreciation		
As at 1 April 2024	243	243
Charge for year	122	122
As at 31 March 2025	365	365
Net Book Value as at 31 March 2025	395	395
Net Book Value as at 1 April 2024	517	517

IFRS16: Leases became effective from 1 April 2022. The EWC has complied with this standard and introduced right of use assets in line with the requirements of the FReM. The only right of use asset is the office lease for floors 9 and 10 of Eastgate House. The lease is due to end on 30 June 2028.

12. Trade and other receivables

	31 March 2025 £000s	31 March 2024 £000s
Amounts falling due within one year		
Other receivables	129	289
Prepayments	175	180
Total	304	469

The decrease in other receivables is mainly due to the timing and value of Welsh Government year-end debtor.

13. Cash and cash equivalents

	2024/25 £000s	2024/25 £000s
Balance at 1 April	5,237	5,403
Net change in cash and cash equivalent balances	(840)	(166)
Balance at 31 March	4,397	5,237

The EWC's cash balances were held in a commercial bank at year end. No balances were held with the Office of HM Paymaster General.

14. Trade and other payables

	31 March 2025 £000s	31 March 2024 £000s
Amounts falling due within one year		
Registration fees prepaid	723	762
Other payables	456	804
Right of use lease liabilities	127	126
Other taxation and social security	72	66
Pension	67	60
Deferred income: Welsh Government grant	251	350
Accruals	1,608	975
Total	3,304	3,143
Amounts falling due after more than one year		
Deferred income: Welsh Government grant	125	242
Right of use lease liabilities	293	420
Total	418	662

Accruals are significantly higher this year largely due to the value of the year end induction accrual of £1,559,024 (refer to [note 6](#)).

The EWC received grant income from Welsh Government toward the cost of non-current assets. Since these assets will be depreciated over their useful economic life, a deferred liability is recognised at purchase which will be released over the life of the assets.

15. Provisions for liabilities and charges

Provisions are recognised in the financial statements when the EWC considers that, as a result of a past event, it has a legal or constructive obligation which will probably result in the transfer of economic benefit and which can be reliably estimated.

	Buildings refurbishment £000s	Total £000s
Balance at 1 April	-	-
Provided in the year	-	-
Released in the year	-	-
Balance as at 31 March	-	-

16. Notes to the cash flow statement

Reconciliation of surplus on ordinary activities to net cash inflow from ordinary activities

	2024/25 £000s	Restated (note 2) 2023/24 £000s
(Deficit) on ordinary activities	(1692)	(1,332)
Depreciation	26	68
Amortisation	383	449
Depreciation ROU asset	122	121
ROU asset interest	4	6
Increase/(Decrease) in Trade and other payables	160	(686)
(Increase)/Decrease in Trade and other receivables	165	253
Increase/(Decrease) in Deferred liability	(117)	(108)
Increase/(Decrease) in provisions	-	-
Release to/from reserves	(31)	(67)
Net cash inflow/(outflow) from ordinary activities	(980)	(1,297)

Analyses of changes in net funds during the period

	2024/25 £000s	2023/24 £000s
Net funds as at 1 April	5,237	5,403
Net cash inflow/(outflow)	(840)	(166)
Net funds at 31 March	4,397	5,237

All balances as at 31 March 2025 were held with a commercial bank (including an amount of £2,503,279 held in a 95-day notice account), and cash.

17. Designated reserves

In accordance with the EWC's financial strategy, the following designated reserves have been established:

Fitness to Practise (FtP) reserve

To minimise the effect of fluctuation in the volume of referred cases on the EWC's financial position, and to provide for the costs of any legal challenge above and beyond those costs covered by Professional Indemnity Insurance.

Database reserve

To fund the replacement of the Register of Education Practitioners database.

Accommodation reserve

To support the EWC's future costs in respect of its accommodation needs.

	Database reserve £000s	FtP reserve £000s	Accomm. reserve £000s	Total £000s
Balance at 1 April	767	300	-	1,067
Release from reserves	(31)	-	-	(31)
Addition to reserves	-	-	300	300
Balance at 31 March	736	300	300	1,336

18. Capital commitments

At 31 March 2025, the EWC had capital commitments valued at £528,315 (2023/24, £643,530). This relates to the ongoing upgrade of the registration database and the development of animations to be used as digital content within the PLP.

19. Right of Use Lease Liabilities

	31 March 2025 £000s	31 March 2024 £000s
Balance at 1 April	546	671
Repayments	(130)	(131)
Finance charges	4	6
Total	420	546
Annual commitment on building leases by year:		
Within one year	127	126
Between one year and five years	293	420
Beyond five years	-	-
	293	420
Total	420	546



20. Derivatives and other financial instruments

The EWC has no borrowings and mitigates its exposure to liquidity risk by managing its resources.

All assets and liabilities are denominated in sterling, and so it is not exposed to currency risk.

21. Related party transactions

Welsh Government is regarded as a related party, and during the year the EWC received grant totalling £6,769,000 split between project grant funding of £6,531,000 and Grant in Aid funding of £238,000 (£9,252,000 2023/24 split £8,004,000 project grant funding and £1,248,000 Grant in Aid). This includes a year-end debtor balance of £77,383, (£253,514 2023/24) for the final grant draw down for 2024/25 which is submitted to Welsh Government in June. In addition, as per [note 4](#), the EWC has a contract with Welsh Government to administer and further develop the Quality Mark for Youth Work in Wales. During the year the EWC received £74,380 (£73,791 2023/24) from Welsh Government for this contracted work. There have been no expenditure transactions with Welsh Government during 2024/25 (£nil 2023/24).

Council members may also hold positions with organisations that the EWC has transactions with. However, Council members have no influence over these transactions as they occur in the normal course of the EWC's activities.

During 2024/25, neither Council members, EWC senior officers, nor any of their family were involved directly or indirectly in any transactions with the EWC, apart from the normal payment of expenses and salary.

22. Contingent liabilities

There are no contingent liabilities (2023/24, £nil).

23. Events after the reporting period

There are no events to report as at the date of signing of these Accounts.

The Chief Executive authorised these Accounts for issue on 10 July 2025.

