



Education Workforce Council

Welsh language standards monitoring report 2024/25

Mae'r ddogfen hon ar gael yn y Gymraeg hefyd

Introduction

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 (FE), youth work, and adult/work-based learning. Our Register of Education Practitioners 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.

We are included in category four of the Welsh language standards. This requires us to comply with 148 standards covering service delivery, operational matters, policy making, and record keeping. Our standards of service policy, and guidance on using and promoting the Welsh language internally, (reviewed biennially and annually respectively), explain how we will act in accordance with the requirements of the standards, and follows the principle that Welsh and English have equal status in our work and administration. They also recognise our responsibility to promote and develop the use of Welsh within our workplace and the wider education workforce in which our registrants practice.

Alongside these documents, this annual report sets out our compliance with the Welsh language standards during 2024/25, detailing how we have worked to promote use of the language, both amongst our own employees, and in engaging with registrants and external stakeholders.

Our standards, compliance and monitoring

All employees have a responsibility to ensure that they comply with the standards, which are available to both employees and service users on our website (in compliance with operational standard 149). We also publish information on our website detailing our compliance with the Welsh language standards.

Compliance with the Welsh language standards is a standing agenda item at monthly senior management team meetings. Responsibility for monitoring compliance with the standards lies with the Director of Professional Development, Accreditation and Policy. This annual report, detailing our compliance with the standards, has been reviewed by our Executive Committee before being discussed and approved by our Council.

Should the Welsh Language Commissioner request information regarding any aspect of our compliance with the standards, we are under a duty to provide it. We have continued to engage constructively with the Welsh Language Commissioner over the course of the reporting period, not only regarding our efforts to promote and encourage the use of the Welsh language but also to seek their advice on service provision and good practice.

Compliance

Service delivery standards

Written correspondence

When the preferred language of the person we are contacting is unknown, or when writing to groups of people (such as through email newsletters) our initial correspondence is always bilingual, with Welsh on the left or on top so that it appears first. Where we know the language preference, communication is then conducted in that language. When someone writes to us using both Welsh and English, we provide a bilingual response.

Our letterheads include a statement welcoming correspondence in Welsh and confirming that using Welsh will not cause any delay in our response.

All email signatures and/or email footers include bilingual job titles and contact details and Welsh in the Workplace logos for employees who choose to include it, and who are fluent speakers or learners. All out of office replies are in Welsh and English as standard.

Telephone calls

Our main telephone number connects to an automated system which greets the caller bilingually (Welsh message first). Thereafter, the system allows the caller to choose whether they wish to speak to an employee in Welsh or English. We have trained employees on how to deal with calls in order to ensure that callers receive the best service in the language of their choice.

If a caller, whose preferred language is Welsh, wishes to speak to someone with specific expertise, who is not a Welsh speaker, they are informed of this and asked whether they are content to proceed with the conversation in English, before being transferred.

On occasions when a call from an individual whose preferred language is Welsh needs to be transferred to a specific department during a time when all Welsh speaking staff are unavailable, the caller is given three options: to remain on hold, to leave their contact details and receive a call back as soon as possible, or be transferred to a member of staff with whom they can continue their call in English (demonstrating compliance with operational standard 17). A summary of the number of calls received during 2024/25, in Welsh and English, is provided below:

	Welsh calls		English calls		Unknown ¹		Total
	Number	%	Number	%	Number	%	
Quarter 1	447	8.7%	4,648	90.2%	56	1.1%	5,151
Quarter 2	279	8.0%	3,180	91.1%	30	0.9%	3,489
Quarter 3	317	9.8%	2,865	89.0%	38	1.2%	3,220
Quarter 4	325	8.1%	3,640	90.6%	54	1.3%	4,019
Total	1,368	8.6%	14,333	90.3%	178	1.1%	15,879

¹ Unknown relates to calls transferred internally as the telephone system is unable to record this data.

Meetings

When arranging meetings, we confirm the preferred language of attendees in advance, and offer simultaneous translation, if required.

The Council conducts its meetings bilingually by agreement of Council members, employing a simultaneous translation service to ensure that all participants and observers can follow proceedings. Minutes of the public Council meetings are approved bilingually by the Council and published bilingually on our website.

Events

Over the last year, we have hosted several events to promote our work and engage with registrants and stakeholders, namely:

- Masterclass: Leading reflective practice – from evidence to effective action (June 2024)
- Annual Education Workforce Statistics 2024 stakeholder briefing event (October 2024)
- Policy Briefing: Learning support workers in Wales: trends, challenges, and policy pathways (November 2024)
- Professionally Speaking lecture: Embracing AI in education: opportunities, challenges, and ethical considerations (January 2025)

We provide full simultaneous translation at all public events that we organise, enabling presenters and audience members to participate in Welsh or English. All such events during the reporting year have been virtual, via Zoom, which allows simultaneous translation to be provided.

At all events that took place during the reporting period, the event's host addressed the audience bilingually in the opening and closing remarks. Welsh language speakers have presented their items through the medium of Welsh with a simultaneous translation service provided for non-Welsh speakers. The audience were able to submit questions via the chat function in Welsh or English, and during eight of our events, the audience was able to ask questions orally in either language (two questions were asked in Welsh orally, 11 via the chat function).

All PowerPoint presentations used at these events have been provided bilingually, with attendees able to choose whether to view the slides in Welsh or English. All events are recorded and subtitled in both Welsh and English. These recordings are available on our website.

All of our public events are free of charge and we administer our ticketing bilingually through an online platform, TicketSource. As part of the sign-up procedure, we ask whether or not attendees are Welsh speakers.

In May 2024, we had a week-long presence at the Urdd Eisteddfod in Maldwyn, and in August 2024 we were at the National Eisteddfod in Pontypridd for the whole week, sharing a stand with Educators Wales on both occasions. We ensured that at least one Welsh-speaking employee was present at all times, and employees who are learning Welsh were also encouraged to volunteer.

Other events we have attended this year, across all parts of Wales (and beyond) include:

- the National Education Show (Llandudno and Cardiff)
- Pride Cymru (Cardiff)
- Cardiff Mela
- Royal Welsh Show (Builth Wells)
- Tafwyl (Cardiff)
- conference 'market places' across various locations
- university open days throughout Wales
- recruitment fairs across Wales and England

We made every effort to ensure that at least one employee attending these events was a Welsh speaker so that registrants, stakeholders, and the public would be able to engage with us in their preferred language.

Presentations

As summarised below, we offer presentations on a number of our operational areas in Welsh or English, at the request of employers/stakeholders. We endeavour to provide all presentations in the language requested².

A presentation on the Code of Professional Conduct and Practice (the Code) is available on our YouTube channel which includes the slides and subtitles in Welsh.

Fitness to practise

The fitness to practise team (and senior officers) regularly visit schools, FE colleges, and other settings across Wales to deliver presentations to current and future registrants, employers/agents, and others about the Code. In this reporting period, we delivered 46 of these sessions, of which three were delivered in Welsh.

Registration

Annually, the registration team presents to final year teaching (school and FE), and youth work students at institutions across Wales. In this reporting period, we delivered 33 registration presentations, of which 11 were requested and provided in Welsh. Copies of all slides were provided in Welsh and English after each presentation. Attendees at all presentations were able to ask questions (and receive a response) in Welsh or English.

Professional development and funding

The professional development and funding team delivers presentations to newly qualified teachers and relevant stakeholders about the induction profile, as well as to all registrants and stakeholders on the Professional Learning Passport (PLP). During the reporting period, we received requests for 18 presentations to be delivered in Welsh, out of a total of 74.

² Where a request has been made for a presentation to be delivered on a specific date, it may not always be possible to provide a speaker (either in Welsh or English). Where a Welsh speaker is not available, we are happy to offer alternative dates when a presentation can be delivered in Welsh.

Promotion of Careers

In the reporting period, the promotion of careers team delivered a total of 16 demonstrations of the Educators Wales website, 6 of which were requested and provided in Welsh.

Signage, notices, publicity, and promotional materials, documents and forms

We produce all EWC materials either bilingually (with Welsh on the left or on top so that it appears first), or in separate Welsh and English versions. English only versions notify the reader that the material is available in Welsh (demonstrating compliance with operational standards 136, 137, and 138).

Website and social media

Our website and associated web-services are fully bilingual and users can easily switch between Welsh and English. This applies to all of our web services, including the public Register of Education Practitioners which can be checked by learners, parents/guardians, members of the public, and employers. In addition, the PLP is supported by a fully bilingual app.

During 2024/25, the PLP saw:

- 193 newly qualified teachers create their induction profiles using the Welsh language version (with 1,029 created in English)³
- 2,371 Welsh language professional learning experience templates created (14,263 in English)
- 437 Welsh language career entry profiles created (by Initial Teacher Education (ITE) students at the end of their studies) and used to identify their strengths and areas for further development as they enter induction (1,364 in English)

We are also responsible for the Educators Wales website which provides an online careers, training and recruitment portal for educators and aspiring educators in Wales. The website is fully compliant with the Welsh language standards, with all content available through both Welsh and English. It also provides a bilingual webchat service, offering live or next day replies by EWC officers. Three queries were received via the webchat service in Welsh and 151 in English during 2024/25. We also received 195 direct emails, six of which were in Welsh.

The EWC currently has social media accounts on Facebook and LinkedIn, and until December 2024 we operated an account on X (Twitter). Across these platforms, all messages are posted in Welsh and English on a single feed. We also respond to all messages received through social media in the language of the original query.

On our YouTube channel all videos that we post are available in separate versions with Welsh and English subtitles (with all text provided in the viewers preferred language, regardless of the language being spoken).

The Communications Manager is responsible for all social media output.

³ In line with EWC's PLP account retention and deletion policy, we have deleted 9,586 accounts and the associated assets of PLP users who are no longer registered with EWC during the reporting period.

Office reception

Within our corporate services team, two of the four posts are Welsh essential, ensuring that we are able to provide full bilingual reception cover. All Welsh-speaking employees are provided with, and encouraged to wear, the Welsh at work lanyard or pin badge (also demonstrating compliance with operational standard 130 and 130A), and posters are displayed in reception informing visitors that we provide a fully bilingual service. The visitors' signing in book is also bilingual.

Other Welsh language service delivery information

Initial teacher education accreditation

We are responsible for accrediting and monitoring programmes of ITE in Wales. We notify all providers about the importance of the Welsh language in the accreditation process and ensure that the accreditation arrangements operate bilingually. On all visits (virtual or onsite) to partnerships, we welcome presentations and professional dialogue through the medium of Welsh, or bilingually. We also offer simultaneous translation services at all visits (virtual or onsite).

During the reporting period, simultaneous translation services were used for two accreditation visits (Cardiff and CaBan), and two reaccreditation visits (USW and SUSP). In addition, it was used at the ITE stakeholder event, hosted jointly by EWC and Estyn, which took place in person in October 2024.

In November 2024, in collaboration with Welsh Government, we allocated ITE intake numbers for programmes commencing in September 2025 to ITE partnerships. We also provided partnerships with specific targets for the recruitment of Welsh-medium teachers (30% of total recruitment). We will monitor recruitment against these targets in 2025/26 and report on this to Welsh Government.

We delegate responsibility for accrediting ITE programmes to our ITE Accreditation Board (the Board). As at 31 March 2025, the board consisted of 15 members, including the chairperson and two deputies, all drawn from different fields of education. There are currently five members who are fluent Welsh speakers and two Welsh learner members.

Promoting careers in the education workforce to Welsh speakers

During 2024/25 we continued to undertake work to promote careers in the registered professions in line with our statutory remit, as well as work over and above that specified in our statutory functions, funded by Welsh Government. Our approach is aligned with Welsh Government's ambitions with respect to developing the language skills of all practitioners (and their ability to teach Welsh or deliver through the medium of Welsh) and responds to the Cymraeg 2050 strategy, which identifies the education sector as having a key contribution to make in order to achieve the vision of a million Welsh speakers.

Our advocacy and support team have developed recruitment and engagement plans which include targeted recruitment for Welsh-medium teachers. The team also includes a recruitment and support officer with specific responsibility for planning and delivering events and promotional activity aimed at Welsh speakers. This has included:

- working with ITE partnerships to deliver information evenings for those considering becoming a Welsh-medium teacher
- delivering employability workshops and presentations on careers in education in Welsh-medium secondary schools
- attendance at careers fairs in Welsh-medium schools and colleges
- presentations to Welsh-medium teaching assistants to encourage them to progress into a career in teaching

EWC officers continue to work closely with Welsh Government officials and Coleg Cymraeg Cenedlaethol on a number of actions within the Welsh Government's 10 year Welsh in Education Plan. Regular meetings have led to plans to deliver promotional activity in collaboration at national Welsh medium events and all communications in relation to Welsh medium teacher recruitment directs users to the Educators Wales website.

Fitness to practise and induction appeals

As at 31 March 2025, we had 53 panel members available to sit on fitness to practise committees, of whom 13 were Welsh speakers.

We conduct all fitness to practise cases and induction appeals in the registrant's language of choice (Welsh or English). Upon receiving a case, we contact the registrant involved to establish their preferred language. Should the matter proceed to a hearing, we verify this preference again to ensure compliance. Witnesses retain the right to submit evidence in Welsh or English, irrespective of the hearing's primary language.

During the year to 31 March 2025, we heard one hearing fully in Welsh and four hearings partly in Welsh.

Quality Mark for Youth Work (QMYW) in Wales

As at 31 March 2025, we had 45 assessors for the QMYW. Of these, nine are Welsh speakers (at various levels).

Organisations applying for the QMYW may submit documentation in Welsh, English, or bilingually. We conduct QMYW assessments in the applicant's preferred language. During the year to 31 March 2025, one QMYW assessment was conducted partially in Welsh.

Policy making standards

Policies and procedures

Our new Integrated Impact Assessment (IIA) process—introduced this year—replaces and strengthens the previous Equality Impact Assessment. It expands the scope of considerations and ensures greater robustness in policy development and review. As part of this process, we assess compliance with Welsh language standards, and evaluate how policies may affect Welsh-speaking or Welsh-learning employees, registrants, and stakeholders. The process also encourages officers to actively seek opportunities to promote the status and use of the Welsh language within the workplace, and increase the use of our Welsh language services. We also have a specific policy in place on using Welsh in the workplace (standard 92).

Consultations, research, and statistics

We published two consultations during the reporting year. These related to our Strategic Plan 2025–2028 and our revised Code of Professional Conduct and Practice. Both were conducted bilingually, and sought views about the Welsh language in line with standards 86–88.

This year, we have responded to the Welsh Language Commissioner’s consultations and calls for evidence, on:

- regulatory outcomes questionnaire
- key line of enquiry questionnaire
- revised enforcement policy

In July 2024, we published our Annual Education Workforce Statistics for Wales. This report detailed Welsh language information for the whole education workforce in Wales, across schools, FE, work-based learning, and youth work settings. Following its publication, we held a stakeholder briefing in October 2024, providing attendees with an overview of the data, with a particular focus on the key trends identified including statistics relating to the number of practitioners able to speak and work through the medium of Welsh. The EWC’s Data Manager, who led the event, presented through the medium of Welsh.

Operational standards

Promotion of the Welsh language

We have a policy in place for the promotion of the Welsh language in the workplace. The policy aims to encourage and promote the use of Welsh internally, as a key element of our organisational culture. Awareness of the Welsh language standards forms part of our induction programme, with new employees learning about the standards and how they apply to us. New starters who are Welsh speakers are encouraged to use Welsh, both for work and in informal chats with colleagues. Opportunities to learn and develop Welsh language skills, as well as to practise speaking Welsh with colleagues, are highlighted to new starters. We also have a promotional video on our website and YouTube channel highlighting how we promote the Welsh language within the workplace, and the work we do to ensure that all of our services are bilingual.

We issued our bilingual Cymraeg ar Waith (Welsh at Work) e-newsletter to all staff on a quarterly basis throughout the year, to promote the use of the Welsh language across our organisation and provide hints and tips on compliance, to help ensure we implement the Welsh language standards consistently.

Our staff intranet, Eddie, is bilingual, enabling staff to receive all internal communications, and access organisational information and corporate literature, through their preferred language. We also use Eddie to share information about various awareness campaigns and cultural celebrations. This year, through Eddie, we promoted the Welsh language Commissioner's 'Defnyddia dy Gymraeg' campaign, Dydd Miwsig Cymru and a number of Welsh language events including the Urdd Eisteddfod, National Eisteddfod, and Tafwyl.

Our dedicated EWC Welsh style guide, Yr Arddulliadur, provides all staff guidance on communicating in Welsh.

We also continue to provide access to the Cysgliad software package, which includes an online Welsh dictionary and spellchecker, on the computers of Welsh-speaking employees. The 'To Bach' programme, which assists with using the circumflex accent that frequently appears in the Welsh language, is installed on all computers.

Policies and procedures

We publish all EWC policies, including those listed in the standards, in Welsh and English on the staff intranet. Any forms or documents associated with the policies are available to employees in Welsh and English, or bilingually.

Our discipline and grievance policies set out employee rights, as per the standards, to use the Welsh language during any procedure.

Complaints

If we receive any complaints, we have processes in place to ensure that we note these in detail and save them electronically. Complaints are also reported to the senior management team. We have a dedicated area on our webpage outlining our commitment to the Welsh language concerning complaints relating to the Welsh language. Our standards of service document is also available on our website and we make hard copies available upon request. We have received no requests for copies of our standards of service.

During 2024/25, we did not receive any complaints regarding the Welsh language, or our compliance with the standards. We did however receive correspondence from four individuals who were unhappy about receiving a bilingual email from the EWC in which Welsh text appeared first. All four concerns were resolved through responses which explained that we are a fully bilingual organisation that is required to comply with the Welsh Language Standards.

Welsh language training

We have fostered an encouraging environment for Welsh learners within the organisation. We encourage employees to speak/learn Welsh and first language Welsh speakers are highly supportive of colleagues who are learners.

The Performance Development Review (PDR) process together with the staff survey referenced below are the primary tool for identifying training and development in Welsh for employees. We fully support relevant Welsh language training for all employees. During the reporting year, one member of staff continued to undertake further formal Welsh language training.

We have also supported members of staff who want to build on their formal training by offering in-house mentoring sessions. One member of staff, who with our support, has been learning Welsh since 2018, meets with our Welsh speaking communications officer weekly for informal conversations to help build confidence and nurture their conversational skills.

Bilingual training has been provided on health and safety, as outlined in operational standard 122. No further training has been provided in the areas outlined in operational standards 122 and 123 during the reporting year. If further training is provided in these areas, it will be provided in Welsh as well as English.

Welsh language skills

Employees

We conduct a survey of our employees' Welsh language skills and abilities annually. We also ask all new starters to complete the questionnaire during their induction. The survey asks employees to provide information regarding their Welsh language skills in relation to listening, reading, speaking, and writing, asking them to assess their abilities using the 0-5 (as suggested within the Welsh Language Commissioners advice document). The 2025 survey yielded a 96% response rate. We have summarised the response from all employees in the table below and attached a detailed breakdown of responses (by department) as appendix 1.

Employee Welsh language survey – summary of results⁴

	Competency score						Total
	0	1	2	3	4	5	
Listening	15	16	3	2	2	17	55
Reading	13	17	3	3	4	15	55
Speaking	15	18	1	3	4	14	55
Writing	18	15	2	2	5	13	55

The employee Welsh language survey also asked employees about their Welsh language training requirements. A total of 16⁵ employees requested Welsh language training with 12 interested in introductory/beginner level training, four requesting extension level training, and one wishing to undertake revision/special skills training (for fluent Welsh speakers).

Council members, ITE Board members, Fitness to Practise panel members and Quality Mark assessors

As part of our data collection, all Council members, ITE Board members, panel members and Quality Mark Assessors are asked to indicate their Welsh language abilities through a voluntary survey. The collated information is used to monitor members' Welsh language skills and inform future recruitment activity.

Council members⁶

Of the 14 members in post as at 31 March 2025, we received eight responses:

Can you understand/speak/write Welsh?	
Welsh Learner	1
None	3
Prefer not to say	1
Understand spoken Welsh, speak Welsh, read Welsh	1
Understand spoken Welsh, speak Welsh, read Welsh, write Welsh	1
Speak and understand a small amount	1
Total	8

4 Note that the number of employee responses to the survey (55) is two short of the total number of employees working for EWC as at 31 March 2025. This is due to two members of staff not responding to the survey.

5 One member of staff requested beginner and extension training.

6 Note that the form seeking information on the Welsh language ability of Council members was circulated prior to the requests sent to staff and panel members. As a result, the data was not collected using the revised form and does not align. From 2025/26 onwards, all data will be collected on the same basis.

ITE Accreditation Board members

Of the 15 Board members in post as at 31 March 2025, we received nine responses:

	Competency score						Total
	0	1	2	3	4	5	
Listening	3	2	2	0	0	2	9
Reading	3	2	2	0	0	2	9
Speaking	2	3	2	0	0	2	9
Writing	3	2	2	0	1	1	9

Fitness to practise panel members

Of the 53 of panel numbers as at 31 March 2025, we received 38 responses:

	Competency score						Total
	0	1	2	3	4	5	
Listening	11	5	5	7	3	7	38
Reading	10	6	10	5	2	5	38
Speaking	9	6	8	5	3	7	38
Writing	11	7	10	5	1	4	38

Quality Mark assessors

Of the 45 assessors as at 31 March 2025, we received 18 responses:

	Competency score						Total
	0	1	2	3	4	5	
Listening	5	3	6	0	1	3	18
Reading	5	4	4	1	1	3	18
Speaking	3	7	3	1	1	3	18
Writing	9	5	0	2	1	1	18

Recruitment

Before embarking on a process of recruitment, a line manager and the relevant director, using our recruitment requisition form, will evaluate the need for and nature of the potential post, including the need for Welsh language skills. The entire recruitment process, is then completed in Welsh and English, or bilingually, including the job advert, all supplementary information, application form, and correspondence with applicants.

When advertising Welsh essential posts, we use Welsh language recruitment websites. At interview stage, we ensure that when we interview Welsh speakers at least one member of the selection panel is fluent in Welsh speaker. Candidates are then asked at least one question in Welsh, requiring a response in Welsh.

Our application form provides a space for applicants to indicate if they wish to use the Welsh language at interview or at any other method of assessment. It also explains that we will provide a translation service if required.

When we offer a new post, we ask the individual their preference with regards to receiving any formal correspondence, including the contract of employment, in Welsh.

In the reporting year, we advertised 11 new and vacant posts, as detailed below:

	AO	EO	HEO	SEO	Grade 7	Director	Total
Essential	0	2	0	0	0	0	2
Desirable	0	7	1	1	0	0	9
Other	0	0	0	0	0	0	0
Total	0	9	1	1	0	0	11

Record keeping standards

We keep all records in accordance with the standards and we will provide these to the Welsh Language Commissioner on request.

Appendix 1: Welsh language employee survey: summary of results by department⁷

Listening

	Competency score						Total
	0	1	2	3	4	5	
Senior management	0	2	1	0	0	1	4
Data	0	0	0	0	0	4	4
Finance & Corporate services	2	3	1	1	1	0	8
Fitness to practise	9	2	0	0	0	0	11
Policy and planning & Communications	0	3	0	0	0	2	5
Professional development and funding	2	0	0	1	0	3	6
Registration	0	4	1	0	0	4	9
ITE accreditation	1	0	0	0	1	0	2
Promotion of careers	1	1	0	0	0	3	5
Quality Mark	0	1	0	0	0	0	1
Total	15	16	3	2	2	17	55

⁷ Note that the number of employee responses to the survey (55) is two short of the total number of employees working for EWC as at 31 March 2025. This is due to two members of staff not responding to the survey.

Reading

	Competency score						Total
	0	1	2	3	4	5	
Senior management	0	2	0	1	0	1	4
Data	0	0	0	0	0	4	4
Finance & Corporate services	2	4	0	1	1	0	8
Fitness to practise	6	5	0	0	0	0	11
Policy and planning & Communications	0	2	1	0	0	2	5
Professional development and funding	2	0	0	1	0	3	6
Registration	0	3	2	0	0	4	9
ITE accreditation	1	0	0	0	1	0	2
Promotion of careers	1	1	0	0	2	1	5
Quality Mark	1	0	0	0	0	0	1
Total	13	17	3	3	4	15	55

Speaking

	Competency score						Total
	0	1	2	3	4	5	
Senior management	0	2	1	0	0	1	4
Data	0	0	0	0	1	3	4
Finance & Corporate services	2	4	0	2	0	0	8
Fitness to practise	7	4	0	0	0	0	11
Policy and planning & Communications	1	2	0	0	1	1	5
Professional development and funding	2	0	0	1	0	3	6
Registration	1	4	0	0	0	4	9
ITE accreditation	1	0	0	0	0	1	2
Promotion of careers	1	1	0	0	2	1	5
Quality Mark	0	1	0	0	0	0	1
Total	15	18	1	3	4	14	55

Writing

	Competency score						Total
	0	1	2	3	4	5	
Senior management	0	3	0	0	1	0	4
Data	0	0	0	0	2	2	4
Finance & Corporate services	4	2	0	2	0	0	8
Fitness to practise	7	4	0	0	0	0	11
Policy and planning & Communications	1	2	0	0	1	1	5
Professional development and funding	2	0	1	0	0	3	6
Registration	1	3	1	0	0	4	9
ITE accreditation	1	0	0	0	1	0	2
Promotion of careers	1	1	0	0	0	3	5
Quality Mark	1	0	0	0	0	0	1
Total	18	15	2	2	5	13	55