

EWC's Strategic Equality Plan 2024-28

Our vision

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

Our values

Fairness

Support

Excellence

Collaboration

Independence

Our strategic equality objective 1

Build a diverse and inclusive EWC team

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

Our strategic equality objective 2

Monitor the gender pay gap and identify opportunities to reduce it

We aim to minimise the gender pay gap by ensuring the continued fair and equitable application of policies relating to pay and progression, providing equal opportunities for all.

Our strategic equality objective 3

An inclusive workplace where diversity is celebrated

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

Our strategic equality objective 4

Deliver accessible services for registrants and stakeholders

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

Our strategic equality objective 5

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

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