

Education Workforce Council

Strategic plan 2022–25



Mae'r ddogfen hon hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

Introduction

The Education Workforce Council (EWC) is an independent regulator, established by the Education (Wales) Act 2014.

Education professionals from the foundation phase through to further education, youth work and work-based learning are legally required to register with the EWC. The Register of Education Practitioners in Wales is the biggest public register of any profession in Wales and the most wide-ranging of its kind in the world, with over 80,000 practitioners registered across seven different groups within the education workforce.

This strategic plan outlines our priorities for the period 2022–25 and reflects our statutory role and remit within the context of the broader education landscape in Wales. In developing the plan, we have undertaken a comprehensive review of both our own activities and the external environment, and consulted with key stakeholders including Council members, EWC staff and the education community.



Our vision

To be a forward-looking, independent and responsive regulator that is trusted by the education workforce, learners, parents and the public to maintain standards and enhance professionalism within the education workforce.

Our mission

1. To safeguard learners, parents and the public through effective regulation.
2. To actively promote careers in education in Wales.
3. To use our position, knowledge and data to play a leading role in developing evidence-based policy advice which helps to drive improvement across the education system in Wales.

Our values

Fairness & Integrity	We act fairly and with transparency to uphold high standards and promote professionalism within the education workforce in Wales.
Support	We support the education workforce to maintain high standards of conduct and practise.
Excellence	We take pride in our work, are open to new ways of working and seek to do our best for the education workforce, learners, parents and the public.
Equality	We are committed to fairness, diversity and equality of opportunity. We work to achieve these goals, through our own employment policies and workplace culture and more broadly across the education system.
Collaboration	We work in partnership with the education workforce and stakeholders to develop and promote excellence in teaching and learning.
Financial resilience	We are committed to delivering value for money and we work efficiently to ensure that we are financially stable.

Legislative framework

The Education (Wales) Act 2014 formally sets out our role as a regulator and strategic leader in the education sector in Wales. The Act also details the obligations we have to our registrants, learners, parents and the public.

Our principal aims under the Act are summarised below and detailed further in secondary legislation. These are:

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

Our people

Our Council is made up of fourteen members who set the organisation's strategic direction and are responsible for its governance.

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 employ over 50 members of staff. We also maintain and support:

- a pool of over 50 fitness to practise panel members
- 12 Initial Teacher Education (ITE) accreditation board members
- a pool of over 40 assessors of the Quality Mark for Youth Work in Wales

Financial sustainability

As an independent regulator, funded by registration fees, it is essential that we operate within our means and use our resources efficiently. We strive to keep our registration fees as low as possible, whilst providing the highest level of service in fulfilling our statutory duties. We also maintain adequate financial reserves, to ensure the services we provide are protected from risks that may arise from unexpected events.

We regularly lead activities on behalf of Welsh Government where it is considered that the EWC is the most appropriate body to do such work in Wales. In such instances, Welsh Government will cover our costs, through grant funding.

Our annual report and accounts are laid before the Senedd annually and are audited by Audit Wales.

The Welsh language

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

We will continue to operate as a fully bilingual organisation, offering services to registrants in both Welsh and English.

Key objectives for 2022–25

Our objectives for the lifetime of this plan set out how we aim to realise our vision. These will feed into specific, measurable actions that will be set as part of our annual operational planning process.

Objective 1

Be an effective 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 practise may do so.
- 1.3** Shape the practise of registrants by developing and promoting high standards of conduct and professionalism.
- 1.4** Quality assure/accredit education programmes and provision in Wales.
- 1.5** Influence Welsh Government and other stakeholders to ensure that legislation underpinning our regulatory functions remains fit for purpose.

Objective 2

Support professionalism and learning within the education workforce

- 2.1** Provide an effective suite of guidance, resources and professional services for registrants.
- 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** Ensure visibility of the Council's work amongst registrants, parents, the public and our stakeholders through effective, accessible and responsive communication and engagement.

Objective 3

Seek to shape and influence educational policy in Wales for the benefit of the education workforce

- 3.1** Provide independent advice, research and analysis to influence the development and delivery of education policy in Wales, which serves to enhance standards.
- 3.2** Collaborate with registrants, parents, the public and our stakeholders to influence education policy in Wales, helping to enhance standards.
- 3.3** Lead initiatives to promote careers within the education workforce and drive improvement in recruitment and retention.
- 3.4** Champion health and wellbeing and equality and diversity, as fundamental tenets of a modern professional education workforce.
- 3.5** Act as Secretariat 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

- 4.1** Manage resources effectively 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 Welsh Government and other stakeholders to ensure that legislation underpinning our independence, governance and finances remains fit for purpose.

