

Supply within the school teacher and school learning support worker categories

The EWC is the independent regulator for the education workforce in Wales. We register teachers and learning support workers in schools and further education institutions, as well as work-based learning practitioners and qualified youth/youth support workers. All data included in this summary is derived from the EWC Register of Education Practitioners. The data shown is at 1 March 2019.

1. Supply within the school teacher category

1.1 Number of supply school teachers

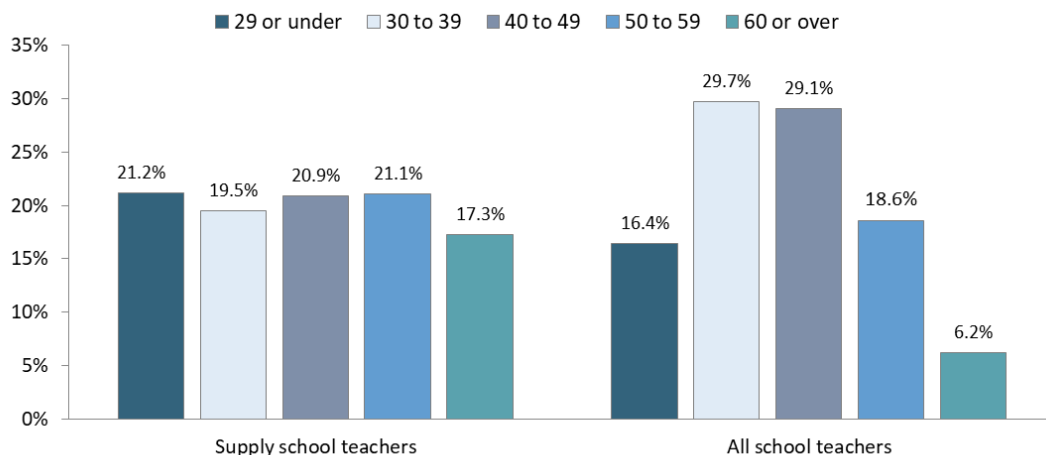
4,759 of those that are registered in the school teacher category have supply as their main employment. 3,325 of these are registered in the school teacher category only and 1,434 are also registered in other categories. A further 1,321 registrants have a supply employment record in addition to their main employment in a maintained school in Wales which is not included in the below supply figures.

	Number	%
Supply	4,759	13.4
Total in school teacher category	35,545	100

1.2 Age profile of supply school teachers

The age profile of supply school teachers differs from all school teachers. In particular, supply teachers are more commonly under the age of 29 or over the age of 50 whereas the age profile of all school teachers is more balanced.

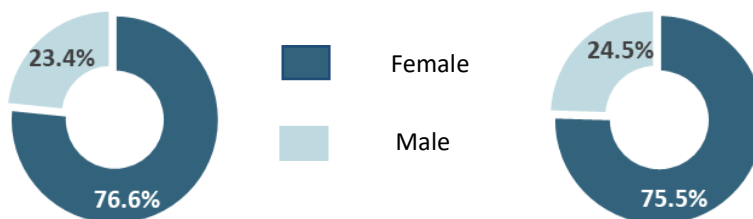
	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
29 or under	1,011	21.2	5,827	16.4
30 to 39	926	19.5	10,555	29.7
40 to 49	993	20.9	10,336	29.1
50 to 59	1,006	21.1	6,612	18.6
60 or over	823	17.3	2,215	6.2
Total	4,759	100	35,545	100



1.3 Gender of supply school teachers

As with all school teachers, over 75% of supply school teachers are female.

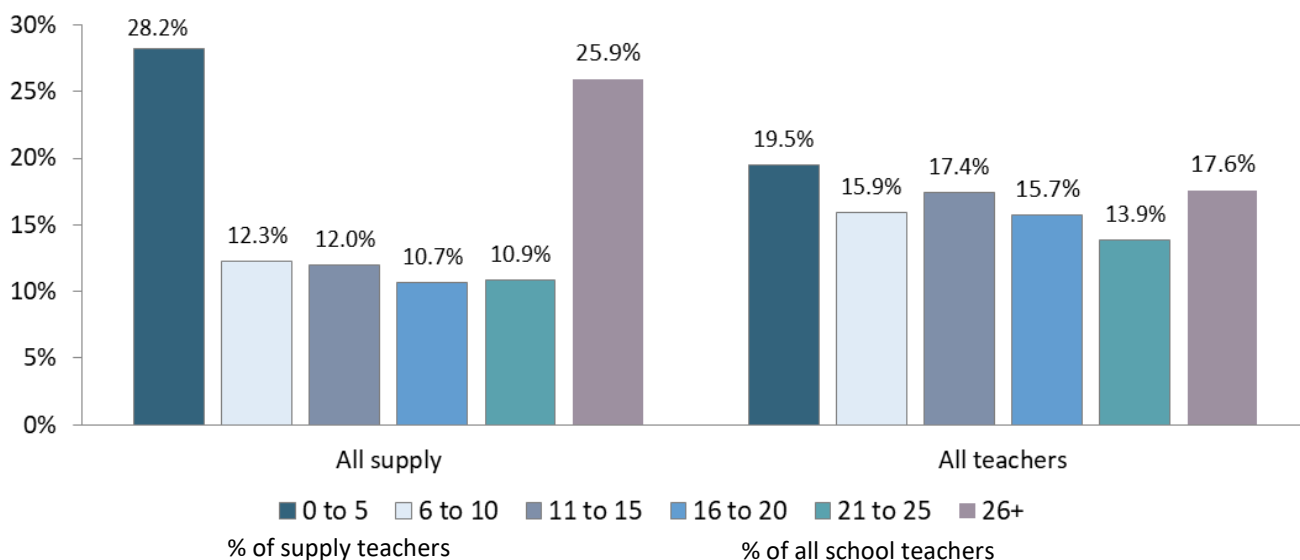
	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
Female	3,646	76.6	26,833	75.5
Male	1,113	23.4	8,712	24.5
Total	4,759	100	35,545	100



1.4 Years since QTS of supply school teachers

Most (54.1%) supply teachers have either gained QTS less than 6 years ago, or over 26 years ago which differs from the all school teacher profile which is more evenly distributed. 37.1% of all school teachers fall within these combined categories. 6.6% of supply school teachers are newly qualified teachers (NQTs).

	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
0 to 5	1,343	28.2	6,942	19.5
6 to 10	572	12.3	5,637	15.9
11 to 15	508	12.0	6,178	17.4
16 to 20	519	10.7	5,574	15.7
21 to 25	1,232	10.9	4,955	13.9
26+	585	25.9	6,259	17.6
Total	4,759	100	35,545	100



1.5 Employment of supply school teachers

3,292 supply teachers (69.2%) are employed through an agency. Of those employed via an agency the three most popular employers are New Directions (40.2%), Apollo Teaching Services (7.8%) and Bay Resourcing (5.6%). 1,359 supply teachers (28.6%) are employed through a local authority. Of this figure, 15.5% are employed by Powys, 12.3% the Isle of Anglesey and 8.5% Carmarthenshire.

Supply registrants in the school teacher category are only counted once regardless of the number of employers that they undertake supply work for. If registrants undertake work for more than one employer, the first supply record held is used. As a result, there are some registrants who are employed on a supply basis with an agency and a local authority. 280 registrants who have a supply record in a local authority as their main employment also have another supply record in an agency. 121 registrants who have a supply record in an agency as their main employment also have another supply record in a local authority.

Main employment	Employment in the school teacher category		
	Number	% of subtotal	Overall %
Supply subtotal	4,759	100	13.4
Through an agency	3,292	69.2	9.3
Through a local authority	1,359	28.6	3.8
Unattached/other	108	2.3	0.3
In service subtotal	26,066	100	73.4
Maintained school*	25,974	99.6	73.1
Independent school	92	0.4	0.3
Others in service subtotal**	554	100	1.6
Others out of service subtotal***	4,166	100	11.7
Total	35,545		100

*Maintained school includes registrants that teach in either primary, middle, secondary, nursery, pupil referral unit or special in a local authority.

**Others in service includes peripatetic teachers and advisory teachers

***Others out of service includes retired teachers, registrants employed in support roles or further education, and those with no employment recorded

1.6 National identity of supply school teachers

	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
British	1,264	26.6	7,839	22.1
English	450	9.5	2,332	6.6
Irish	25	0.5	192	0.5
Scottish	19	0.4	104	0.3
Welsh	2,708	56.9	22,049	62.0
I do not wish my nationality to be recorded	41	0.9	196	0.6
Other/unknown	252	5.2	2,833	7.9
Total	4,759	100	35,545	100

1.7 Welsh language ability of supply school teachers

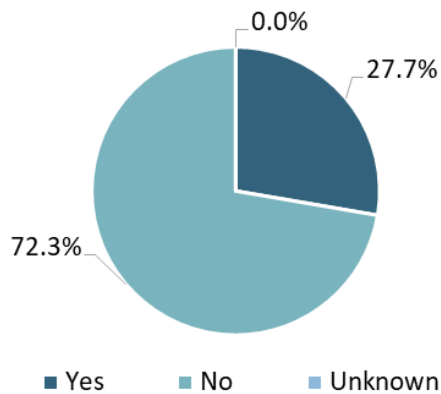
The school teacher category has a higher percentage of registrants that have declared that they are fluent or fairly fluent in the Welsh language, with 33.6% declaring that they are compared to 27.7% for the total number of supply teachers.

Ability to speak Welsh	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
Yes	1,317	27.7	11,937	33.6
No	3,441	72.3	22,106	62.2
Unknown	1	0.0	1,502	4.2
Total	4,759	100	35,545	100

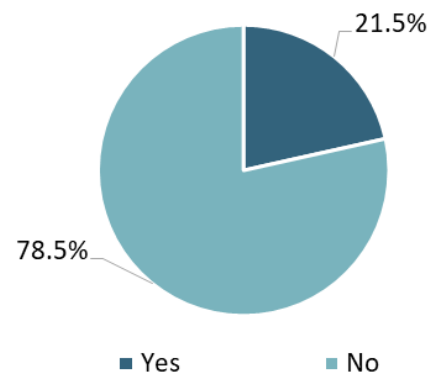
A larger percentage within the school teacher category are able to work through the medium of Welsh when compared to the total number of supply teachers with 27.2% being able to work through the medium of Welsh compared to 21.5%.

Ability to work through the medium of Welsh	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
Yes	1,023	21.5	9,663	27.2
No	3,736	78.5	24,317	68.4
Unknown	0	0.0	1,565	4.4
Total	4,759	100	35,545	100

% of supply teachers by Welsh language ability



% of supply teachers by ability to work through medium of Welsh



Welsh language ability is a self-declared by the registrant.

Are you a Welsh speaker? - answered "Yes" if they consider themselves to be fluent or fairly fluent in the Welsh language.

Do you work through the medium of Welsh? - answer "Yes" if they deliver education or training in Welsh, or feel confident to do so.

1.8 Induction status of supply school teachers

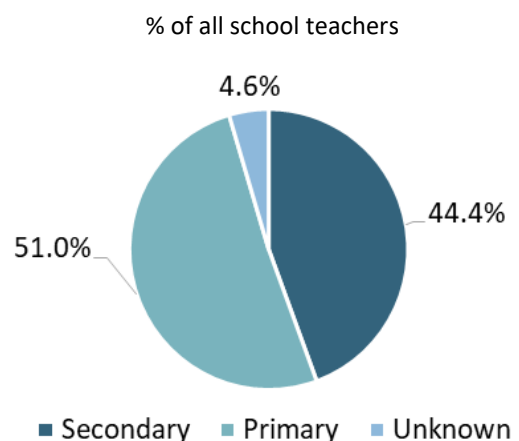
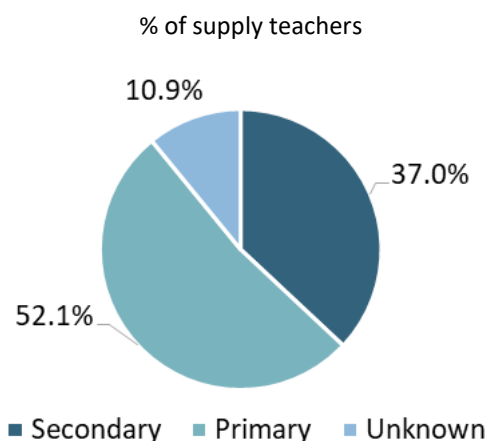
Statutory induction has been a requirement in Wales since September 2003 and applies to all school teachers who gained their qualified teacher status (QTS) after the 1 April 2003. The induction status is based on information extracted from the Register in December 2019 to ensure the most complete information.

	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
Pass	1,774	37.3	17,701	49.8
Not yet completed	733	15.4	1,365	3.8
Induction extended	16	0.3	42	0.1
Exempt	2,236	47.0	16,437	46.2
Fail	0	0	0	0
Total	4,759	100	35,545	100

1.9 Phase trained at initial teacher education for supply school teachers

Over half of supply teachers are primary trained (52.1%). 518 supply registrants have an unknown phase trained—of these registrants, 500 registrants gained QTS over 20 years ago, therefore this information is not recorded on EWC's database.

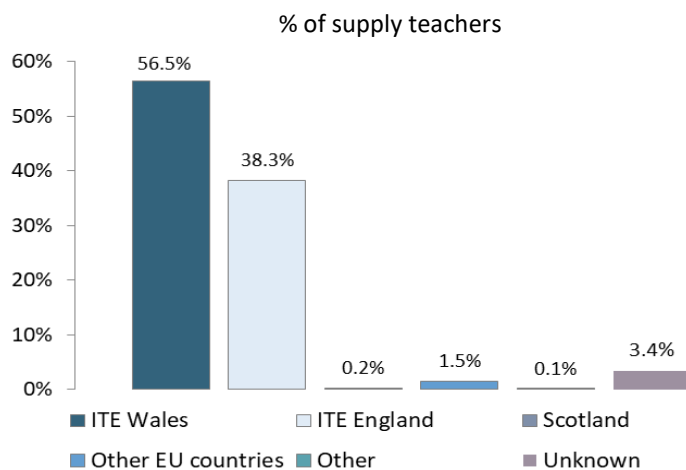
	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
Primary	2,478	52.1	18,112	51.0
Secondary	1,763	37.0	15,793	44.4
Unknown	518	10.9	1,640	4.6
Total	4,759	100	35,545	100



1.10 Initial teacher training education setting for supply school teachers

Over half of supply teachers were trained in Wales (56.5%). The next highest is England with 38.3%.

	Total number of supply teachers eligible to practise in the school teacher category		All school teachers	
	Number	%	Number	%
ITE Wales	2,687	56.5	24,836	69.9
ITE England	1,821	38.3	9,907	27.9
Scotland	11	0.2	61	0.2
Other EU countries	71	1.5	202	0.6
Other	6	0.1	67	0.2
Unknown	163	3.4	472	1.3
Total	4,759	100	35,545	100



2. Supply within the school learning support worker (LSW) category

The data shown is at 1 March 2019 and relates to registered school learning support workers. 1,140 supply learning support workers are also included in the supply school teacher figures as they are registered in both categories and supply is their main employment. Supply is as per registered category therefore the nature of the work may vary for those registered in multiple categories.

2.1 Number of supply school learning support workers

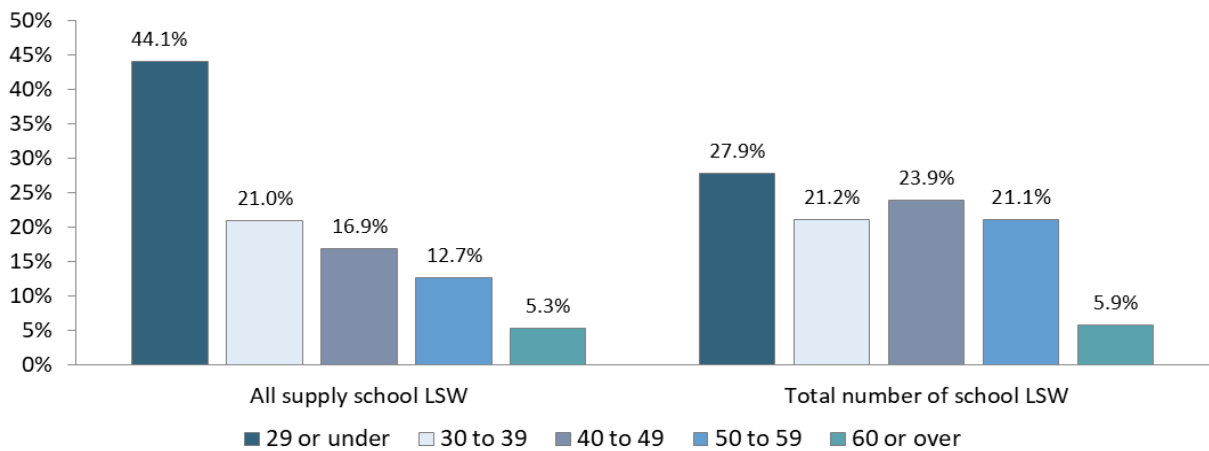
7,648 of those that are registered in the school learning support worker category have supply as their main employment which is more than the 4,759 in the school teacher category. Of the 7,648 supply school learning support workers, 1,393 are also registered in the school teacher category (18.2%). A further 900 registrants have a supply employment record in addition to their main employment in a maintained school in Wales which is not included in the below supply figures.

	Number	%
Supply	7,648	20.5
Total in school learning support worker category	37,325	100

2.2 Age profile of supply school learning support workers

The age profile of supply school learning support workers differs from all school learning support workers. In particular, supply school learning support workers are more commonly 29 or under. 44.1% of supply school learning support workers are aged 29 or under in comparison to 27.9% for all school learning support workers.

	Total number of supply LSW eligible to practise in the school LSW category		All school learning support workers	
	Number	%	Number	%
29 or under	3,371	44.1	10,422	27.9
30 to 39	1,609	21.0	7,914	21.2
40 to 49	1,291	16.9	8,933	23.9
50 to 59	973	12.7	7,883	21.1
60 or over	404	5.3	2,173	5.8
Total	7,648	100	37,325	100

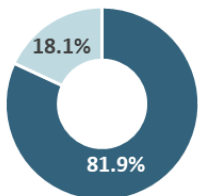


2.3 Gender of supply school learning support workers

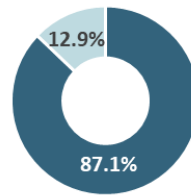
As with the school learning support worker category as a whole, over 80% of supply school learning support workers are female. There are however a larger percentage of males within supply at 18.1% compared to 12.9% within the school learning support worker category.

	Total number of supply LSWs eligible to practise in the school LSW category		All school learning support workers	
	Number	%	Number	%
Female	6,266	81.9	32,494	87.1
Male	1,382	18.1	4,831	12.9
Total	7,648	100	37,325	100

Total number of supply school LSWs



All school LSWs



2.4 Employment of supply school learning support workers

6,843 of supply school learning support workers (89.5%) are employed through an agency. Of those employed via an agency, the three most popular employers are New Directions (37.5%), Apollo Teaching Services (9.7%) and Teacher Active (5.6%). 746 supply school learning support workers are employed through a local authority. Of this figure, 10.7% of the local authority supply school learning support workers are employed by Powys, 9.5% Pembrokeshire and 8.3% Flintshire.

Supply registrants in the school learning support worker category are only counted once regardless of the number of employers that they undertake supply work for. If registrants undertake work for more than one employer, the first supply record held is used. As a result, there are some registrants who are employed on a supply basis with an agency and a local authority. 120 registrants who have a supply record in a local authority as their main employment also have another supply record in an agency. 74 registrants who have a supply record in an agency as their main employment also have another supply record in a local authority.

Main employment	Employment in the school LSW category		
	Number	% of subtotal	Overall %
Supply subtotal	7,648	100	20.5
Through an agency	6,843	89.5	18.3
Through a local authority	746	9.8	2.0
Unattached/other	59	0.8	0.2
In service subtotal	21,140	100	56.6
Maintained school*	21,117	99.9	56.6
Independent school	23	0.1	0.1
Others in service subtotal**	1,283	100	3.4
Others out of service subtotal***	7,254	100	19.4
Total	37,325		100

*Maintained school includes registrants that support in either primary, middle, secondary, nursery, pupil referral unit or special in a local authority.

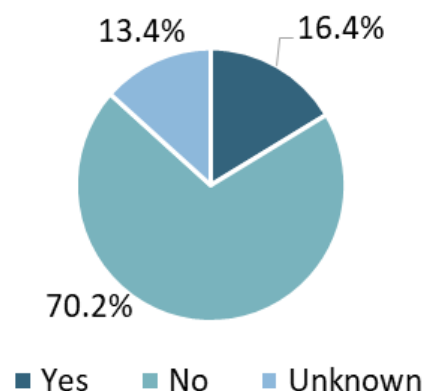
**Others in service includes music tutors and other peripatetic school learning support workers.

***Others out of service includes registrants that are not employed in a school learning support worker role, no longer employed in education or those with no employment recorded.

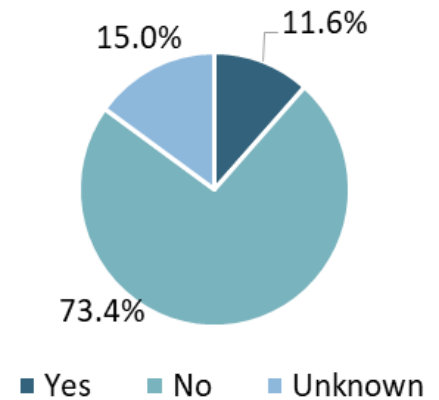
2.5 Welsh language ability of supply school learning support workers

Due to the high level of unknowns for this area, a comparison has not been made against the school learning support worker category as a whole. This is due to EWC previously working with employers to register their existing staff “en masse” to establish the Register for each group. At the point of establishing a Register for school learning support workers, EWC only required a minimal amount of data (which did not include Welsh language information). Since establishing the Register, practitioners have been further populating their records and any new registrants have been required to provide full information, including Welsh language information. The Council is undertaking a programme of work to continue to populate records of the newer registrant groups and will publish more specific data as records become more complete.

Ability to speak Welsh	Total number of supply school LSWs eligible to practise in the school LSW category	
	Number	%
Yes	1,256	16.4
No	5,368	70.2
Unknown	1,024	13.4
Total	7,648	100



Ability to work through the medium of Welsh	Total number of supply school LSWs eligible to practise in the school LSW category	
	Number	%
Yes	885	11.6
No	5,614	73.4
Unknown	1,149	15.0
Total	7,648	100



Welsh language ability is self-declared by the registrant.

Are you a Welsh speaker? - answer “Yes” if they consider themselves to be fluent or fairly fluent in the Welsh language.

Do you work through the medium of Welsh? - answer “Yes” if they deliver education or training in Welsh, or feel confident to do so.

Notes

The data in this summary is drawn from the EWC Register of Education Practitioners on the 1 March 2019. The employment information is however extracted from the Register in May 2019 following the fee renewal process to ensure the most complete employment information. Registrant numbers are recorded as actuals rather than full-time equivalents.

In relation to employment, if, for example, a registrant in the school teacher category has multiple employment records e.g. a school teacher role in a local authority and a supply teacher role for an agency, the school teacher role in a local authority would take precedence as the main employment and therefore they would not be included in the supply figures this has been noted in the relevant sections.

For some sections, a comparison has been made against the school teacher and school learning support worker category as a whole. Further statistics for both categories can be found in the Statistics Digest 2019 available at www.ewc.wales. Please note that the supply numbers are also included in the total category numbers. Practitioners registered in multiple registration categories are included in all relevant sections.

Percentages may not total 100 due to rounding.

Get in touch

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