



To: Chair of the Equality and Social Justice Committee

19 September 2023

Dear Jenny

### **Equalities and Social Justice Committee consultation: Anti-racist Wales**

Thank you for the opportunity to respond to the inquiry of the Equality and Social Justice Committee's consultation on the Welsh Government's Anti-racist Wales Action Plan.

The Council limits its comments on this consultation to matters relevant to its statutory remit in general, specific areas outlined in the action plan that relate to our role and where we are a named delivery partner, and the terms of reference for the inquiry.

#### About us

The Education Workforce Council (EWC) is the independent, professional regulator for the education workforce in Wales, covering teachers and learning support staff in school and further education settings, qualified youth/youth support workers, and work-based learning practitioners. Established by the Education (Wales) Act 2014, the Act formally sets out EWC's principal aims 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 persons 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

We work towards achieving these aims in four broad areas.

1. Our core statutory function is to regulate in the public interest. To do this, we are required to:
  - maintain a Register of Education Practitioners eligible to practise in schools, further education, youth work, and work-based learning
  - publish a Code of Professional Conduct and Practice which sets out the standards expected of those registered
  - investigate and hear allegations of unacceptable professional conduct, serious professional incompetence, or relevant criminal offences.
  - accredit programmes of initial teacher education, and monitor their compliance with national criteria.

2. We support our registrants to be able to deliver the highest professional standards by providing useful information, resources, and services designed to offer guidance and direction.
3. We utilise our data and knowledge to shape and influence educational policy in Wales for the benefit of our registrants.
4. We have a statutory responsibility to promote careers in education in Wales

Our priorities and commitment to equality, diversity and inclusion is set out in our Strategic Plan and Strategic Equality Plan.

## Regulation

### **Register of Education Practitioners**

As part of our core function to regulate, we maintain a Register of Education Practitioners eligible to practise in schools, further education, youth work, and work-based learning. It is a legal requirement on the individual and the employer to ensure that they are registered before commencing in employment. As such we have a unique source of information about the composition of the workforce including ethnicity.

\*We undertake an annual review of the quality and completeness of all of our data and as a result we have introduced a number of permanent and occasional measures/actions to improve the completeness specifically of the ethnicity data. As a result, the number of records where ethnicity is unknown has reduced. We are currently undertaking a data capture exercise to continue to improve the completeness of this data further.

#### *\*Relevant Goal and Action Anti-racist Wales Action Plan*

*Goal: To ensure that clear information is available about the ethnicity of staff at all levels in FE and WBL, and that staff are supported to progress in their careers regardless of ethnicity*

*Action: Ensure this improved data is used to support workforce policy and recruitment practices.*

### **Code of Professional Conduct and Practice**

We are required to develop and maintain a Code of Professional Conduct and Practice (the Code) which sets out the standards expected of those registered with us and is intended to support and guide their behaviours and judgements as professionals working in education and training roles in Wales. There are specific principles and expectations in the Code which are relevant to matters of equality, diversity and inclusion. Failure by a registrant to adhere to the Code may call their registration with the EWC into question and registrants could find themselves subject to our Fitness to Practice work as a direct result.

### **Accreditation of Initial Teacher Education**

Another of the EWC's statutory regulatory responsibilities is to accredit programmes of ITE (leading to the award of Qualified Teacher Status) within Wales. All programmes offered by providers across Wales are assessed for accreditation against the Welsh Government's Criteria for the accreditation of ITE programmes (the Criteria), and if accreditation is granted (up to a period of 5 years) the programmes are monitored throughout their period of accreditation. This work is carried out by our ITE Accreditation Board.

\*In 2022-23 the Welsh Government undertook a review and refresh of the Criteria, which was overseen by a steering group which included representation from EWC's ITE Accreditation Board Chair and ITE Accreditation and Quality Manager. In May 2023, the refreshed [Criteria for the accreditation of ITE programmes in Wales was published](#). Within the changes made, the importance of equity, wellbeing and children's rights has been made more prominent, with requirements for HEIs to support their Partner schools' whole-school approach to emotional and mental wellbeing. This sits alongside updated expectations for supporting learners with ALN and the need to ensure that all teaching practices are antiracist and ensure equity within the diverse learning environments in Wales.

Annually, the EWC also receives desired national intake numbers of ITE students from Welsh Government which it then, in collaboration with Welsh Government, allocates to accredited programmes and pathways of ITE in Wales. As part of this, we provide partnerships with specific requirements for the recruitment of teachers from black, Asian and minority ethnic communities as stipulated by Welsh Government (in 2022-23 this was set at 5% of recruitment in ITE programmes). Thereafter, we monitor recruitment to programmes monthly and report on this to Welsh Government.

*\*Relevant Goal and Action Anti-racist Wales Action Plan*

*Goal: To increase recruitment of teachers from ethnic minority communities into the Education sector with a clear focus on recruitment onto Initial Teacher Education (ITE) programmes.*

*Action: Review Initial Teacher Education (ITE) and professional learning to ensure that it reflect an anti-racist approach to teacher recruitment and training.*

#### Support our registrants to be able to deliver the highest professional standards

To complement the Code of Professional Conduct and Practice, referenced above, we publish a number of good practice guides to support registrants in a number of key areas including Tackling racism, endorsed by Show Racism the Red Card and BAMEed Network Wales.

Our monthly book and journal club, Meddwl Mawr, which encourages our registrants to engage with research have included recommendation on the topics of race, racism, equality and inclusion.

In November 2021, the EWC in partnership with BAMEd developed and hosted a half day virtual event/conference for our registrants and stakeholders - Moving from non-racist to anti-racist practice: promoting racial equity in education. Following on from that event EWC, in collaboration with registrants and other partners, delivered a series of twilight sessions on the following topics:

- The importance of reporting racism and addressing inclusion
- Your journey to create an anti-racist Wales – how to talk to your staff and learners about race

- Teaching Cynefin and the diverse history of Wales: How to include black, Asian and minority ethnic themes in the new curriculum

The EWC is a partner with DARPL (diversity and anti-racist professional learning) and has worked closely with it to promote their resources to our registrants, including through partnering with them to organise a national diversity and anti-racist leadership conference, which took place in Cardiff in June 2023 and was attended by over 250 leaders from across education, including from schools, further education, youth work and early years.

### Shape and influence policy

We utilise our data and knowledge to shape and influence educational policy in Wales for the benefit of our registrants.

As mentioned previously the Register of Education Practitioners unique source of information about the composition of the workforce including ethnicity and we publish Education Workforce Statistics for Wales annually, the 2023 issue was published in September, below we have provided a short analysis of the ethnicity data as at March 2023.

The number of EWC registrants (across all categories) identifying as black, Asian or minority ethnic is 4.1% in 2023, in 2019 it was 1.8% reflecting a significant increase in the completeness of our data in relation to ethnicity. The proportion of our registrants who are from black, Asian and minority ethnic backgrounds continues to be lower than that amongst the wider population of Wales (5.8% according to the 2021 Census). However, it should be noted that the ethnicity of 15.5% of our registrants is unknown and 1.3% of our registrants have specifically told us that they are not willing to disclose this information.

Across our registration categories, our data indicates that ethnic diversity is lowest amongst school teachers. The proportion of teachers identifying as black, Asian or minority ethnic remains below 2%. By contrast, 9.2% of pupils age 5 and over were recorded as being non-white in the 2022 school Census.

The FE learning support worker registrant group has the highest proportion of individuals who identify through the register as black, Asian or minority ethnic, 7.2% in 2023.

As mentioned above, using our data, we continuously seek out opportunities to inform, shape and influence education policy.

Indeed, our data is used within the Anti-racist Wales Action Plan to specifically highlight the lack of ethnic diversity within the school workforce.

We provide data from the Register to Welsh Government annually to feed into its Teacher Planning and Supply Model (TPSM) is used to predict the estimated numbers of teachers required in schools in Wales.

We are a member of the Anti-Racist Wales FE Steering Group, responsible for advising on, supporting and monitoring implementation of Anti-Racist Wales Action Plan actions relating to the FE and adult learning sections. In November 2022, we provided a data input to the Anti-Racist Wales FE Steering Group on Post-16 workforce development: improving data and encouraging recruitment of ethnic minority staff.

\*We were also involved in the development of Welsh Governments ITE Black Asian and Minority Ethnic Recruitment Plans, including activity and discussions about the second phase of development. There are actions attributed to the EWC within the plan, progress for which is outlined in this response.

*\*Relevant Goal and Action Anti-racist Wales Action Plan*

*Goal: To increase recruitment of teachers from ethnic minority communities into the Education sector with a clear focus on recruitment onto Initial Teacher Education (ITE) programmes.*

*Action: Collaborate and co-design with ethnic minority stakeholder groups to develop next phases of the ITE Black Asian and Minority Ethnic Recruitment Plan*

### Promotion of Careers

One of the EWC's main functions under the Education (Wales Act 2014) is to promote careers in the education workforce. At the request of and funded by Welsh Government, the EWC is also undertaking work over and above that specified in the Act to develop and deliver a strategic approach to recruitment and the promotion of careers in education in Wales.

Following extensive engagement, collaboration and engagement with the education sector, the Educators Wales brand, website and advocacy and support service was launched in September 2021.

The brand and website provide:

- A brand inclusive of all education professionals and settings (schools, further education, work-based learning, youth work and adult learning)
- Authentic, inclusive and diverse website content
- A career portal, where people can find information on careers in education, including the qualifications and skills they need for specific roles
- A Wales wide jobs portal (further information below)
- A training portal to advertise or find training opportunities

Provided alongside the website, is the recruitment, advocacy and support service. As well as responding to queries from individuals, providers and employers, the Educators Wales service is proactive, seeking out opportunities and partnership working with a wide range of organisation including schools, individuals, community groups, employers, training providers and other partner organisations such as DARPL, Coleg Cymraeg Cenedlaethol, Careers Wales etc. This is particularly important for the targeted advocacy work it

undertakes to promote careers within the priority areas of (the EWC has a Recruitment and Support Officer dedicated to each of these areas):

- Black, Asian and minority ethnic communities
- Welsh language
- Shortage secondary subjects

As part of this work, we are already working directly with ITE partnerships to support them to implement their [individual Black, Asian and Minority Ethnic recruitment plans](#). In addition, each of the FE colleges has shared their anti-racist action plans with EWC in order for us to identify areas of collaboration and support.

The EWC has also undertaken work to co-design support arrangements to support individuals from ethnic minority backgrounds at all stages of the application and study process. Activities have included:

- application workshop with Cathays High School. Held in local library to support people from minority ethnic backgrounds into education
- Cardiff Met summer school – Application and interview skills workshop for people from minority ethnic backgrounds
- South Riverside Community Centre – Application and CV workshops delivered with simultaneous translation.
- Chai and Chat – CV workshops for minority ethnic communities in Neath and Port Talbot

To date, EWC, through Educators Wales, has engaged with over 21,500 individuals interested in a career in education. Since August 2022, EWC has been using the Educators Wales Application Tracking System. The system allows EWC to provide personalised support and information to individuals interested in a career in education, this includes application and interview support to those applying to programmes or for a vacancy within the education sector.

We have employed a dedicated officer, within the Promotion of Careers team, whose role is focussed upon working with partners to increase engagement with black, Asian and minority ethnic communities in order to promote careers within education.

Outlined are some examples of the Educators Wales activity that is already taking place:

- Attendance (and sponsorship where appropriate) at key events e.g. Cardiff Mela (attended by 30,000 people), Swansea's 'Eid in the Park', regular
- Educators Wales sessions in schools across Wales
- Outreach work with community groups across Wales to provide information, advice and guidance on careers in FE e.g. Chai and Chat' sessions with community groups across Swansea and Neath Port Talbot and family fun days in partnership with the Ethnic Youth Support Team in Cardiff & Wrexham
- Bespoke events with ITE providers for example we delivered an event with Swansea University School Partnership (SUSP) to promote their ITE programmes.

Educators Wales delivered an information evening for people from Black, Asian and minority ethnic backgrounds. The event provided attendees with information about the ITE provision at SUSP as well as other support available (financial incentives etc). Prior to the event, the Educators Wales delivered multiple engagement activities with ethnic minority communities across Swansea to promote the event and encourage attendance. Forty individuals attended the event with an additional twenty expressing an interest to receive further information on careers in education in Wales, all attendees were from minority ethnic backgrounds

- Working with universities to identify opportunities to promote careers in education to third year undergraduate students – developing working relationships with careers and employability teams who can refer students that are interested to Educators Wales/direct to relevant providers

Through this work the EWC is gathering lived experience data of the existing and potential workforce which is informing further development of the Educators Wales brand, website and advocacy service. The data is also shared with key delivery partners.

*\*Relevant Goal and Action Anti-racist Wales Action Plan*

*Goal: To increase recruitment of teachers from ethnic minority communities into the Education sector with a clear focus on recruitment onto Initial Teacher Education (ITE) programmes.*

*Action: Review Initial Teacher Education (ITE) and professional learning to ensure that it reflect an anti-racist approach to teacher recruitment and training.*

*Action: Co-design appropriate and sensitive support arrangements for students from ethnic minority backgrounds at all stages of the application and study process*

*Goal: To increase levels of self-identification from ethnic minority people and increase confidence in sharing data*

*Action: Continue to collect hard and lived experience data on existing workforce and increase levels of self-identification from individuals. Ethnicity identification is voluntary so further work with communities to get greater ownership and compliance will be sought*

Progress and monitoring arrangements for the Plan

Where the EWC is undertaking work which is funded by Welsh Government it has in place robust arrangements for reporting and monitoring progress which include regular update meetings with policy leads and deputy director and quarterly reports to senior officials of progress on KPIs set by Welsh Government.

As mentioned previously we are also a member of the Anti-Racist Wales FE Steering Group.

## Conclusion

We have highlighted a number of areas where positive actions are taking place that we hope will begin to make careers in education more attractive to individuals from black, Asian and minority ethnic communities. We acknowledge, however, that significant challenges continue to exist in creating the fairer education system that is envisaged by the Anti-racist Wales Action Plan, particularly with respect to ensuring that the workforce becomes more representative (in terms of its ethnic diversity) of the wider population of Wales.

The EWC is committed implementing the agenda outlined within the Anti-racist Wales Action Plan, both in terms of our work in the specific areas where we are identified as partners and more broadly in support of equality, diversity and inclusion. Our Educators Wales work will continue to play a critical role in helping to promote diversity across the education workforce and we will continue to monitor and highlight progress (and challenges) through our monitoring of workforce composition and ITE intakes.

We look forward to continuing work with partners to realise the goals of the Anti-racist Wales Action Plan over the coming years.

If I can be of further assistance, please do not hesitate to contact me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'H Llewellyn', written in a cursive style.

Mr Hayden Llewellyn  
Chief Executive