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Yr Adran Addysg a Sgiliau
Department for Education and Skills



Llywodraeth Cymru
Welsh Government

Mr Darren Millar AC
Cadeirydd
Y Pwyllgor Cyfrifon Cyhoeddus
Cynulliad Cenedlaethol Cymru

7 Chwefror 2014

Annwyl Mr Millar

Diolch am eich gwahoddiad i gyfarfod y Pwyllgor ar 14 Ionawr i gyflwyno ein tystiolaeth ar ganfyddiadau'r Archwilydd Cyffredinol yn ei adroddiad ar Drefniadau Cyflenwi ar gyfer Absenoldeb Athrawon.

Yn ystod y cyfarfod gofynnoch chi i ni ddarparu gwybodaeth ategol ychwanegol, a gyflwynir isod mewn perthynas â'r pum mater allweddol.

1. Y nifer o athrawon cyflenwi sydd wedi'u cofrestru a'u rhestru ar restrau awdurdodau lleol ac asiantaethau.

- Nid yw'r data hwn wedi'i gasglu ac felly ni allwn ddarparu'r wybodaeth a geisiwyd. Fodd bynnag fel y dywedwyd yn ein tystiolaeth i'r Pwyllgor, rydym ni'n gweithio gyda Chyngor Addysgu Cyffredinol Cymru (CyngACC) i wneud cyswllt uniongyrchol ag athrawon cyflenwi. Byddwn yn gofyn iddyn nhw gytuno i ganiatáu i'w manylion cyswllt gael eu defnyddio i ddarparu gwybodaeth a chyngor perthnasol iddyn nhw. Byddwn ni hefyd yn defnyddio'r broses hon (yn amodol ar gytundeb yr athrawon cyflenwi) i gasglu data'n nodi gyda phwy maen nhw wedi'u cofrestru. Ein bwriad yw cwblhau'r broses hon erbyn mis Mehefin 2014.

2. Y nifer o ddiwrnodau o absenoldeb salwch a gymerir gan athrawon a gweld a oes patrwm o achosion.

- Rhan o'n tystiolaeth ni oedd yr wybodaeth ddiweddaraf sydd ar gael ym mwletin Ystadegau Cymru ar "Athrawon mewn gwasanaeth, swyddi gwag ac absenoldeb drwy salwch" (Ionawr 2013) oedd yn nodi mai'r nifer o ddiwrnodau salwch a gymerwyd gan athrawon yn ystod 2012 oedd 187,377 oedd dros 25,000 yn llai nag yn 2011. Rwyf yn atodi copi o'r bwletin hwn er gwybodaeth yn atodiad 1. (Nid yw'r ddogfen hon ar gael yn y Gymraeg).
- O ran patrwm yr achosion, yn ôl adroddiad Swyddfa Archwilio Cymru "Nid yw ysgolion nac awdurdodau lleol yn monitro'n ddigonol rhesymau dros absenoldeb athrawon fel mater o drefn, ac felly nid ydynt bob amser yn deall y rhesymau pam mae angen staff cyflenwi" (Tudalen 18, paragraff 1.13). Rydym ni felly'n methu â

chadarnhau a oes patrwm o achosion mewn perthynas ag absenoldeb salwch athrawon. Fodd bynnag byddwn ni'n codi'r mater hwn yn ein trafodaethau gyda CLILC gan ofyn iddyn nhw gydweithio gydag awdurdodau lleol i sefydlu system gyson ar gyfer casglu'r data hwn a fyddai'n caniatáu dadansoddiad manylach o'r holl absenoldebau.

- Fel y dywedwyd yn ystod gwrandawriad y pwyllgor, byddwn ni'n datblygu canllawiau i ysgolion ac awdurdodau lleol a fydd yn eu cynorthwyo i fynd i'r afael â materion sy'n ymwneud ag absenoldeb athrawon. Yn benodol bydd y canllawiau'n darparu gwybodaeth ynglŷn â sut y dylid monitro a rheoli presenoldeb ac absenoldeb athrawon yn effeithiol. Disgwylir y caiff y canllawiau hyn eu cyhoeddi ym mis Medi 2014. Byddwn ni hefyd yn gofyn i Estyn ymgymryd ag astudiaeth thematig yn ystod 2016/17 i fesur llwyddiant o ran mabwysiadu'r canllawiau.

3. Y nifer o athrawon newydd gyflawni sy'n ymgymryd â chyfnod ymsefydlu drwy'r llwybr cyflenwi

- Ar 30 Ionawr 2014, roedd cyfanswm o 543 o athrawon cyflenwi'n wedi cofrestru gyda CyngACC fel rhai sy'n ymgymryd â'u cyfnod ymsefydlu statudol.

4. Y nifer o athrawon cyflenwi sy'n ymgymryd â Gradd Meistr mewn Ymarfer Addysgol

- Ar 30 Ionawr 2014, roedd cyfanswm o 13 o athrawon cyflenwi'n wedi cofrestru ar gyfer y Radd Meistr mewn Ymarfer Addysgol - 12 o athrawon yng Nghohort 2 ac 1 athro yng Nghohort 1. Mae ymgymryd â'r Radd yn ddewisol ac mae'r holl ddarpar fyfyrwyr yn ddarostyngedig i'r un meini prawf cymhwysedd. Mae gwybodaeth ynghylch ymgymryd â'r Radd Meistr ar gael i'r holl athrawon newydd gyflawni drwy wefannau Llywodraeth Cymru a CyngACC.

5. Nodyn ynghylch effeithiolrwydd y cynllun mentora allanol ac a yw buddsoddi yn y cynllun yn darparu gwerth da am arian

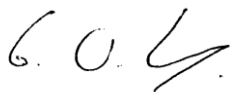
- Cyflwynwyd rôl y mentor allanol i ddarparu cymorth cyson o ansawdd uchel i'r holl athrawon newydd gyflawni (ANG) yng Nghymru gan ymarferwyr profiadol drwy gydol eu cyfnod ymsefydlu statudol a thrwy dair blynedd y Radd Meistr mewn Ymarfer Addysgol (i'r ANGau hynny sy'n dewis ymgymryd â'r Radd).
- Sail resymegol rôl y mentor allanol yw ei bod yn caniatáu cyfle i fentoriaid weithio ar draws amrywiaeth o ysgolion, gan rannu ymarfer gorau a gweithio ar y cyd â'u cohort o ANGau a gyda mentoriaid eraill, yn rhanbarthol ac yn genedlaethol. Ceir manteision diriaethol hefyd i ysgolion y mentoriaid gan eu bod yn gallu defnyddio eu hadnoddau mentora yn eu hysgol eu hunain a dod â'r arferion da maen nhw wedi'u gweld mewn ysgolion eraill yn ôl i'w rhannu. Mae hwn yn fwrriadol yn ddull cylchol o weithredu sy'n sicrhau bod rôl y mentor yn fuddiol i'r sawl sy'n cael ei fentora a hefyd i ysgol y mentor ac mae'n rhan o'r drefn ehagnach o gymorth rhwng ysgolion sy'n cael ei datblygu gan Lywodraeth Cymru.
- Mae mentoriaid allanol yn gweithio rhan amser gydag ANGau. Bydd yr amser y bydd pob mentor yn ei neilltuo i'r rôl yn dibynnu ar y nifer o ANGau y mae'n eu cynorthwyo, ac a yw'r ANGau yn ymgymryd ag ymsefydlu yn unig neu gyfuniad o'r Radd Meistr ac ymsefydlu. Mae'r cyllid wedi'i gyfrifo drwy dybio os yw mentor yn cynorthwyo rhwng 18 a 24 o ANGau y flwyddyn (sy'n cyfateb i dri diwrnod yr

wythnos) yna bydd ysgol y mentor yn derbyn digon o gyllid i'w galluogi i gyflogi ANG llawn amser i gyflenwi ar gyfer absenoldeb y mentor. Mae hyn yn amlwg yn caniatáu hyblygrwydd i ysgolion benderfynu sut i ddefnyddio gweddill amser y mentor yn yr ysgol. Yn ymarferol, gyda'r cynllun yn dal i fod ar gam cynnar yn ei ddatblygiad, mae'r mwyafrif o fentoriaid yn cynorthwyo nifer llai o ANGau.

- Mae'r drefn o ryddhau rhan amser ynghyd â natur y rhaglenni ymsefydlu a Gradd Meistr yn golygu bod y mentoriaid i raddau helaeth yn gyfrifol am eu hamserlenni eu hunain felly mae modd iddyn nhw gynllunio eu hamser i ffwrdd o'r ysgol o flaen llaw a sicrhau eu bod yn gallu cyflawni eu rôl fel mentor a hefyd parhau i fod ag ymrwymiad llawn i'w rôl yn yr ysgol. Mae hyn yn golygu bod yr ysgol yn gallu cynllunio trefniadau effeithiol i gyflenwi ar gyfer eu habsenoldeb sy'n sicrhau cysondeb dysgu i'r dysgwyr sy'n cael eu heffeithio.
- Mae'r rhaglen Gradd Meistr mewn Ymarfer Addysgol wedi bod yn rhedeg ers 16 mis. Dechreuodd yr ail gohort o ANGau a mentoriaid y rhaglen ym mis Ionawr 2014 gyda chynnydd yn y niferoedd o'i gymharu â'r cohort cyntaf.
- Mae'n ddyddiau cymharol gynnar ar y rhaglen o hyd felly, ond mae adborth cychwynnol oddi wrth y mwyafrif o fyfyrwyr a mentoriaid yn dangos eu bod yn awyddus i barhau gyda'r rhaglen am y tair blynedd lawn. Os oes myfyrwyr wedi gadael y cwrs neu fentoriaid wedi ymddiswyddo, ar y cyfan rhesymau personol neu newidiadau mewn cyflogaeth sy'n gyfrifol yn hytrach na phenderfyniad bwriadol i dynnu'n ôl o'r rhaglen.
- Mae dadansoddiad cychwynnol, anffurfiol yn dangos bod y Cwrs Meistr yn darparu gwerth am arian, gyda'r adborth mwyaf cadarnhaol yn ymwneud â rôl y mentor allanol. Mae myfyrwyr y Cwrs Meistr a'u penaethiaid yn ystyried bod y cymorth sy'n seiliedig ar ymarfer a gaiff ei ddarparu gan y mentor allanol yn elfen unigryw o raglen Meistr.
- Disgwylir i werthusiad allanol ffurfiol adrodd yn ystod gwanwyn 2015. Bydd y gwerthusiad hwn yn cynorthwyo i bennu a ddylid estyn contract y Radd Meistr mewn Ymarfer Addysgol. Gwerth am arian felly fydd un o'r meini prawf gwerthuso craidd a gaiff eu hystyried. Yn y tymor hirach, bydd gofyn i Estyn hefyd ymgymryd ag astudiaeth thematig fydd yn canolbwyntio ar effaith y Radd Meistr ar godi safonau addysgu a gwella canlyniadau dysgwyr.

Gobeithio y bydd yr wybodaeth ychwanegol sydd wedi'i darparu'n mynd i'r afael â'r cwestiynau a godwyd gennych chi. Os oes angen unrhyw fanylion pellach, cysylltwch â mi ac fe wnaf fy ngorau i ddelio â'ch cais.

Yn gywir



Owen Evans

Teachers in service, vacancies and sickness absence, January 2013

This Statistical First Release presents data on the number of teachers in service, vacancies for full-time permanent teachers in maintained schools in Wales as at January 2013, and sickness absence during 2012. The information is taken from the STATS3 survey of local authorities (LAs) and is analysed by type of school, type of teacher, vacancies by subject and summary information relating to sickness absence.

Key points

Teachers in service (Section 1)

- There were 27,310 full-time equivalent (FTE) teachers in service with LAs, an increase of 333 since January 2012 (*Chart 1, Table 1*).
- There were 26,139 FTE qualified teachers employed at maintained nursery, primary and secondary schools in Wales, an increase of 394 since January 2012 (*Chart 2, Table 2*).
- There were 666 FTE qualified teachers at maintained special schools, a decrease of 26 since January 2012 (*Table 3*).
- The number of FTE qualified teachers providing education other than at school decreased from 327 to 277 between January 2012 and January 2013 (*Table 1*).

Teacher vacancies (Section 2)

- The total number of teacher vacancies in nursery, primary and secondary schools was lower in January 2013 (86) compared with January 2012 (93) (*Tables 4 and 5*).
The total nursery, primary and secondary vacancy rate is 0.3 per cent.
- There were no nursery school vacancies. The number of vacancies for teachers in primary schools was 47, a decrease of 9 compared with January 2012 (*Table 5*).
The vacancy rate in the nursery/primary sector is 0.4 per cent.
- There were 39 vacancies in secondary schools in January 2013, an increase of 4 from January 2012 (*Table 4*).
The vacancy rate in the secondary sector is 0.3 per cent.

Teacher sickness absence during 2012 (Section 3)

- 60 per cent of teachers took sickness absence during 2012, compared with 59 per cent during 2011 (*Table 7*).
- The average annual number of sick-days per teacher taking sickness absence was 11 days (*Table 7*).
- The total number of sick-days taken by teachers during 2012 was 187,377 – over 25,000 days less than during 2011 (*Table 7*).

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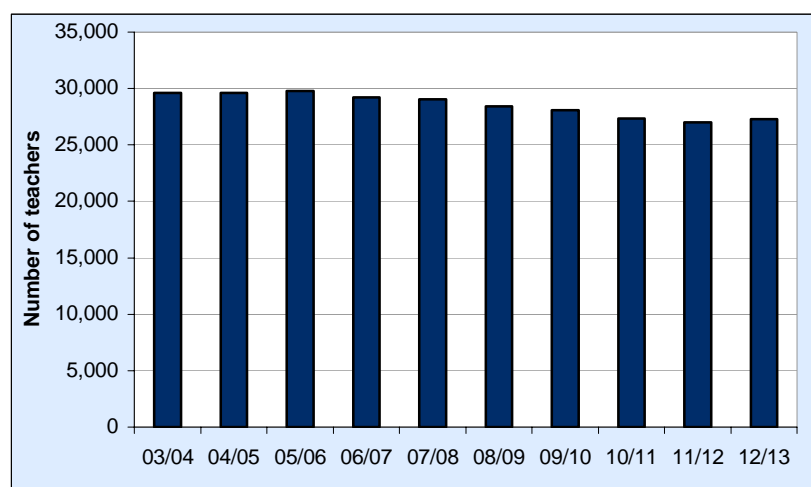
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Section 1: Teachers in Service

The teachers in service data is collected every January by LAs in Wales, and only includes qualified teachers.

Chart 1: Teachers in service with LAs



- 2012/13 has seen the first increase in teacher numbers since 2005/06.
- In the last ten years the largest number of teachers was in 2005/06 with 29,783.

Table 1: Teachers in service with LAs (a)

	2008/09	2009/10	2010/11	2011/12	2012/13 (b)
<i>FTE</i>					
Qualified teachers at:					
LA maintained schools (c):					
Nursery	75	74	73	57	55
Primary	13,090	13,072	12,758	12,736	12,944
Secondary	12,988	12,782	12,526	12,327	12,525
Total	26,153	25,928	25,357	25,120	25,524
Miscellaneous/divided service (d):					
Primary	417	426	343	324	322
Secondary	371	386	310	301	293
Total	788	811	653	625	615
Total	26,941	26,740	26,010	25,745	26,139
LA maintained special schools (c)	738	703	684	692	666
Other qualified teachers providing education other than at school (e)	430	371	361	327	277
Other teachers (f)	85	87	100	66	45
Adult Education Centres (g)	222	184	176	148	183
All teaching staff	28,417	28,084	27,332	26,977	27,310
of which on secondment for one term or more	28	26	26	22	21

(a) At January each year.

(b) Two local authorities were unable to provide supply teacher data.

(c) Includes:

- full-time teachers in regular service including those on secondment;
- full-time equivalent (FTE) of part time teachers in regular service;
- full-time teachers in occasional service including agency staff;

(d) Including peripatetic teachers and advisory teachers.

(e) Under the provisions of the Education Act 1944, Section 56 and the Education Act 1981, Section 3. Includes qualified teachers in pupil referral units.

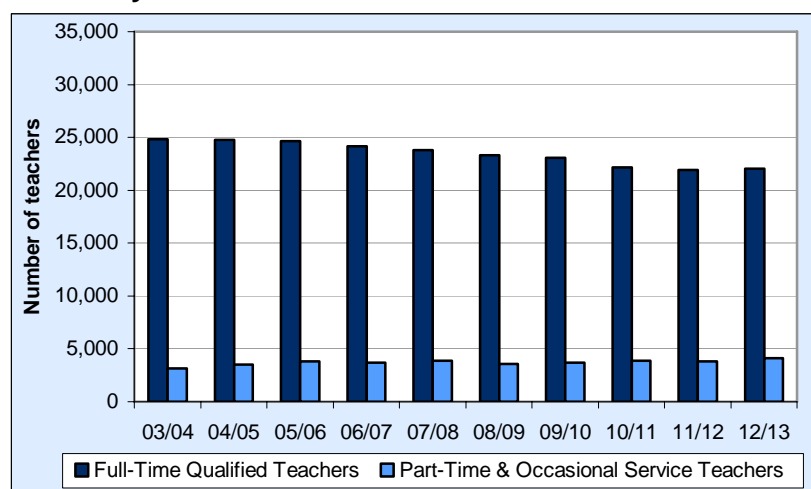
(f) Includes:

- any other full-time teachers in regular service including those on secondment;
- any other FTE of part time teachers in regular service;

(g) Includes:

- full-time teaching staff in regular service including those on secondment;
- FTE of part-time teaching in regular service;
- FTE of hourly paid part time teaching staff;
- FTE of all staff not paid on teaching staff scales but who spend all or part of their time teaching.

Chart 2: Number of full-time, part-time and occasional service teachers at maintained nursery, primary and secondary schools



- The number of full-time qualified teachers has fallen over the last ten years from 24,828 to 22,024.
- The number of part-time and occasional service staff has increased in the last ten years from 3,121 to 4,115.

Table 2: Teachers in service at maintained nursery, primary or secondary schools (a)

	<i>FTE</i>				
	2008/09	2009/10	2010/11	2011/12	2012/13 (b)
Qualified teachers in full-time regular service:					
LA maintained:					
Nursery schools	63	59	60	50	45
Primary schools	10,981	10,993	10,477	10,536	10,649
Secondary schools	11,756	11,446	11,152	10,894	10,948
Miscellaneous/divided service					
Primary	261	276	221	214	188
Secondary	280	288	236	222	194
Total	541	564	457	436	382
Total (c)	23,341	23,062	22,146	21,916	22,024
Part-time (FTE) & Teachers in occasional service: (including supply teachers):					
LA maintained:					
Nursery schools	12	15	13	7	10
Primary schools	2,110	2,079	2,281	2,200	2,295
Secondary schools	1,232	1,337	1,374	1,433	1,577
Miscellaneous/divided service					
Primary	156	149	121	110	134
Secondary	91	98	75	79	99
Total	247	248	196	189	233
Total (c)	3,600	3,678	3,864	3,829	4,115
All teaching staff (FTE):					
LA maintained:					
Nursery schools	75	74	73	57	55
Primary schools	13,090	13,072	12,758	12,736	12,944
Secondary schools	12,988	12,782	12,526	12,327	12,525
Miscellaneous/divided service					
Primary	417	426	343	324	322
Secondary	371	386	310	301	293
Total	788	811	653	625	615
Total (c)	26,941	26,740	26,010	25,745	26,139

(a) At January each year.

(b) Two local authorities were unable to provide supply teacher data.

(c) Includes those on secondment.

Table 3: Teachers in service with LAs at maintained special schools (a)

	FTE				
	2008/09	2009/10	2010/11	2011/12	2012/13
Qualified teachers in full-time regular service:	636	613	596	591	572
Part-time (FTE) & Teachers in occasional service: (including supply)	82	90	88	101	94
All teaching staff (FTE)	738	703	684	692	666

(a) At January each year.

Includes:

- full-time teachers in regular service including those on secondment;
- fte of part-time teachers in regular service;
- full-time teachers in occasional service;

- The last seven years has seen the number of teachers in maintained special schools fluctuate between 611 and 738.
- The 666 teachers in maintained special schools in 2012/13 is the lowest number since 2005/06.

Section 2: Teacher Vacancies

Teacher vacancies include advertised vacancies on 15 January 2013 for full-time permanent appointments or full-time appointments for at least one term's duration.

Further data for individual subjects and attainment levels can be found in Tables 4 to 6.

Key Points

Teacher vacancies in maintained secondary schools (Table 4)

- In 2012/13, the total number of vacancies in secondary schools has increased since last year, and stood at 39 in January 2013.

Teacher vacancies in maintained primary and nursery schools (Table 5)

- In 2012/13, total vacancies in primary and nursery schools fell to 47, down 11 from the previous year.
- All the vacancies in 2012/13 are in primary schools, none in nursery.

Table 4: Teacher vacancies in maintained secondary schools, by subject (a)

	2008/09	2009/10	2010/11	2011/12	2012/13
Mathematics	6	1	1	7	5
Computer Studies/ Information Technology	0	0	1	1	1
Chemistry	3	1	0	1	0
Physics	3	0	0	0	1
Biology	0	1	1	1	1
Other Science (b)	7	1	1	4	1
French	2	1	0	1	0
German	0	0	0	0	0
French/German	0	1	1	0	0
Spanish	0	0	0	0	0
Other languages	0	1	1	0	1
Welsh	6	6	0	1	1
English	4	0	1	4	5
Drama	1	2	1	0	1
History	0	0	0	1	1
Social Studies	0	0	0	0	1
Geography	1	0	1	1	1
Religious Education	2	0	1	2	1
Design and Technology (c)	2	1	1	1	2
Commerce/Business	0	0	1	0	1
Art/Light Craft	0	0	1	0	0
Music	5	2	1	0	0
P.E.	2	3	2	0	0
Special Educational Needs	2	2	1	1	1
Careers	0	0	0	0	0
Other main subjects	0	0	1	1	2
Combined subjects	0	1	0	0	2
Total	46	24	18	27	29
Headteacher vacancies	3	6	7	5	3
Deputy headteacher vacancies	5	3	4	3	7
Total vacancies	54	33	29	35	39
<i>Vacancy rate</i>	<i>0.4</i>	<i>0.3</i>	<i>0.2</i>	<i>0.3</i>	<i>0.3</i>

(a) At January each year.

(b) Including Key Stage 3 and Key Stage 4 Science.

(c) Includes Home Economics/Needlework.

Table 5: Teacher vacancies in maintained nursery and primary schools (a)

	2008/09	2009/10	2010/11	2011/12	2012/13
Nursery schools:					
Headteacher	0	0	0	1	0
Deputy headteacher	0	0	0	0	0
Other	0	1	0	1	0
Primary schools:					
Headteacher	6	16	16	15	11
Deputy headteacher	12	6	13	12	12
Other	25	22	32	29	24
Totals:					
Headteacher	6	16	16	16	11
Deputy headteacher	12	6	13	12	12
Other	25	23	32	30	24
Total vacancies	43	45	61	58	47
<i>Vacancy rate</i>	<i>0.3</i>	<i>0.3</i>	<i>0.5</i>	<i>0.4</i>	<i>0.4</i>

(a) At January each year.

Table 6: Teacher vacancies in maintained special schools (a)

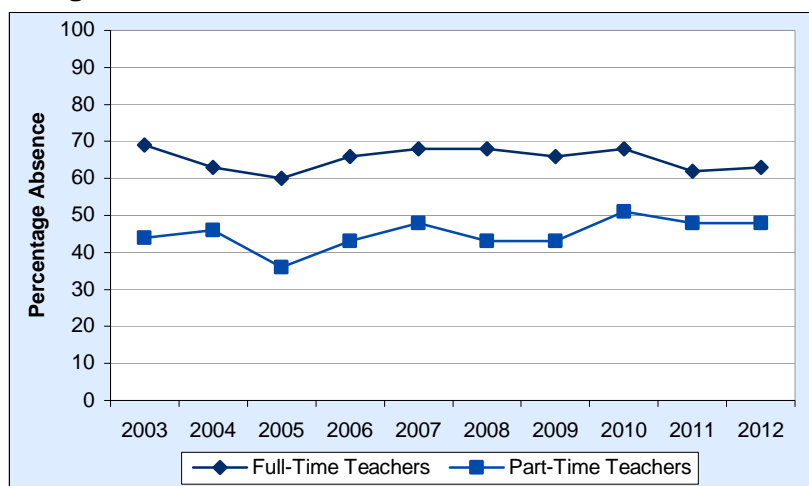
	2008/09	2009/10	2010/11	2011/12	2012/13
Special schools:					
Headteacher	1	0	0	1	0
Deputy headteacher	0	0	0	0	0
Other	4	2	2	1	1
Total	5	2	2	2	1

(a) At January each year.

Section 3: Teacher Sickness Absence

Sickness absence includes that recorded for full-time and part-time teachers, with permanent contracts or contracts of over 1 month (at maintained schools from 1 January to 31 December).

Chart 3: Percentages of full-time and part-time teachers taking sickness absence



- Over the last ten years the percentage of full-time teachers taking a period of sick leave has varied between 60 and 69 per cent.
- Over the last five years the percentage of all teachers taking sickness absence has varied between 59 and 64 per cent.

Table 7: Sickness absence of teachers in maintained schools: 1 January to 31 December (a)

	2008 (c)	2009	2010	2011	2012
Teachers taking a period of sickness absence (b):					
Total teachers:					
Number	18,777	18,230	18,409	16,949	17,204
Percentage	64%	62%	64%	59%	60%
Full-time teachers:					
Number	16,573	15,932	15,647	14,229	14,343
Percentage	68%	66%	68%	62%	63%
Part-time teachers:					
Number	2,204	2,298	2,762	2,720	2,861
Percentage	43%	43%	51%	48%	48%
Average number of days lost due to sickness:					
per teacher taking a period of sick leave	14	13	12	13	11
per teacher (all teachers)	9	8	8	7	7
Average number of days lost due to sickness:					
per full-time teacher taking a period of sick leave	13	13	11	13	11
per teacher (all full-time teachers)	9	8	8	8	7
Average number of days lost due to sickness:					
per part-time teacher taking a period of sick leave	14	15	14	12	11
per teacher (all part-time teachers)	6	6	7	6	5
Sickness absences by duration (in days):					
Full-time teachers:					
5 days or less	68,348	62,140	58,363	50,083	52,020
6 to 20 days	47,965	43,953	29,067	36,635	28,719
more than 20 days	106,694	95,946	91,075	94,032	75,447
Total days sickness absence taken by full-time teachers	223,007	202,038	178,505	180,750	156,186
Part-time teachers:					
5 days or less	8,530	8,186	10,058	8,498	8,731
6 to 20 days	6,388	7,833	6,537	8,409	5,772
more than 20 days	15,984	18,116	23,251	15,660	16,688
Total days sickness absence taken by part-time teachers	30,902	34,136	39,846	32,567	31,191
Total days sickness absence	253,909	236,174	218,350	213,317	187,377

(a) Sickness absence (including unpaid absence) of teachers with permanent contracts or contracts of more than 1 month.

(b) Headcount, not full-time equivalents.

(c) For 2008 one LA was unable to provide part-time absence data.

Key Quality Information

Caution should be used when looking at data on teacher vacancies, as they are only a snapshot of the year, and are taken as at a single day in January each year.

Source of data

STATS3 data collection from LAs

The STATS3 return is completed every January by each LA in Wales and records the number of teachers in service, and vacant posts. The return covers all maintained establishments as well as peripatetic teachers, advisory and miscellaneous teachers and teachers with service divided between schools and those on secondment.

Definitions

Coverage: Data relating to Middle Schools for the 2013 exercise was recorded with Secondary establishments.

Two LAs were unable to provide supply teacher data. In 2010 the two authorities had a combined figure of around 100 supply teachers.

Teachers: The following teachers, employed by LAs, are included in the STATS3 data collection:

- Head teachers and other teachers regardless of whether they had classroom duties on the survey date.
- Teachers on full-time or part-time regular engagements, of one month or more, including those provided by an agency.
- Permanent and temporary supply teachers.
- Teachers on engagements of less than one month (occasional service - including 'claims based' and agency staff) if they were employed for the whole of the survey date.
- Teachers on leave, sick leave or maternity leave who are still being paid by the authority/school. Teachers, whether full-time or part-time, seconded for service *with the authority from outside the authority's area*.
- Full-time teachers in receipt of full salary whilst full-time on training courses of one term or more.
- Teachers in receipt of full salary whilst on a training course of less than one term.
- Teachers seconded by the authority on full pay.

The following are excluded from the STATS3 data collection:

- Teachers seconded for teaching service in a maintained school or establishment outside the authority's area.
- Unqualified teachers employed in nursery schools and classes under Section 4(1)(a) of Schedule 4 of the Education (Teachers) Regulations 1982.
- Nursery assistants.
- Foreign language assistants.
- Students on teaching practice.
- Teachers employed by colleges in the FE sector.

Teacher vacancies: includes advertised vacancies on 15 January 2013 for full-time permanent appointments or full-time appointments for at least one term's duration.

Sickness absence: includes sickness absence recorded for full-time and part-time qualified and unqualified teachers, with permanent contracts or contracts of over 1 month.

Symbols: The following symbols have been used throughout the publication:

- .. not available
- . not applicable

Rounding: In tables where figures have been rounded to the nearest final digit there may be an apparent discrepancy between the sum of the constituent items and the total as shown.

Other countries' releases

Attached is the latest available release for England (includes data on teachers, vacancies and sickness absence), published on 30 April 2013:

[School Workforce in England: November 2012](#)

Scotland publishes some data on teachers as part of a larger publication on schools. Their latest release was published on 11 December 2012:

[Summary Statistics for Schools in Scotland, No.3 2012 Edition](#)

Related data for Wales

The Welsh Government also releases data **from a different source** (the Pupil Level Annual School Census – PLASC) in the form of a Statistical First Release:

[School Census Results, 2012](#) published on 11 July 2012 (2013 data will be published on 11 July 2013)

Since the above release is from a different source, figures may not match, and therefore caution should be taken when making comparisons.

Who are the key users of this data?

These statistics are used within and outside the Welsh Government. Some of the key users are:

- Ministers and the Members Research Service in the National Assembly for Wales;
- The Department for Education in England;
- Other government departments;
- Local authorities;
- Schools;
- Estyn, Her Majesty's Inspectorate of Education and Training in Wales;
- Wales Audit Office;
- The Department for Education and Skills in the Welsh Government;
- Other areas of the Welsh Government;
- The research community;
- Students, academics and universities;
- Individual citizens and private companies.

Comments on the coverage or presentation of this release are welcomed. Contact details are on the front page.

Data on teachers is also available from the School Census and General Teaching Council for Wales.

We would welcome any feedback on these statistics.