



Llywodraeth Cymru
Welsh Government

STATISTICS

School Workforce Census results: as at November 2021

Statistics on the size and characteristics of the school workforce as at November 2021.

First published: 30 June 2022

Last updated: 30 June 2022

This document was downloaded from GOV.WALES and may not be the latest version.

Go to <https://gov.wales/school-workforce-census-results-november-2021-html> for the latest version.

Get [information on copyright](#).

Contents

[Introduction](#)

[Teachers](#)

[Support staff](#)

[Quality and methodology information](#)

[Footnotes](#)

[Contact details](#)

This document was downloaded from GOV.WALES and may not be the latest version.

Go to <https://gov.wales/school-workforce-census-results-november-2021-html> for the latest version.

Get [information on copyright](#).

Introduction

These are experimental statistics relating to information collected in the School Workforce Annual Census (SWAC) for Wales at November 2021. The SWAC collects information on teachers and support staff in local authority maintained schools in Wales.

Between 2020 and 2021, the number of teachers and support staff working in local authority-maintained schools has increased (by 2.6% and 3.4% respectively). These increases may be due to **Welsh Government funding** provided to schools to recruit extra staff to support pupils during the coronavirus (COVID-19) pandemic.

This statistical release includes previously unpublished data items (additional payments and subjects taught) and new items collected in 2021 (recruitment and retention and teacher sickness absences). The accompanying **StatsWales** tables and **dashboards** include more detailed information on the school workforce, including breakdowns by local authority and sector.

At this time, the **Pupil Level School Census (PLASC)** should continue to be used as the official source of statistics on the school workforce. Once SWAC data has been fully quality assured, SWAC will replace the workforce elements of PLASC.

Please see **School Workforce Annual Census: quality report** for more details on the SWAC collection and comparison of data items collected in SWAC and PLASC (relating to qualified teachers, teacher sickness absence and teacher recruitment and retention).

Teachers

Roles

- In November 2021, there were 26,600 teachers in local authority maintained schools in Wales, an increase of 2.6% on November 2020.
- The full-time equivalence ^[footnote 1] of all teachers was 24,700, up 3.0% on 2020.
- Based on the full-person equivalent ^[footnote 2], 22,345 teachers (84.0%) worked as a qualified classroom teacher.
- Most teachers worked in Primary schools (49.0%) or Secondary schools (41.6%).

Characteristics

- 19,815 teachers (74.5%) were female. Females accounted for 64.4% of teachers in leadership ^[footnote 3].
- There was a greater proportion of female teachers in Primary schools (83.0%) compared to Secondary schools (65.4%).
- 15,960 teachers (60.0%) identified as Welsh.
- 305 teachers (1.1%) were of Black, Asian, Mixed or Other ethnicity ^[footnote 4]. There was a smaller proportion of teachers from an ethnic minority background in leadership (0.5%).
- 180 teachers (0.7%) reported having a physical or mental health condition expected to last 12 months or more.

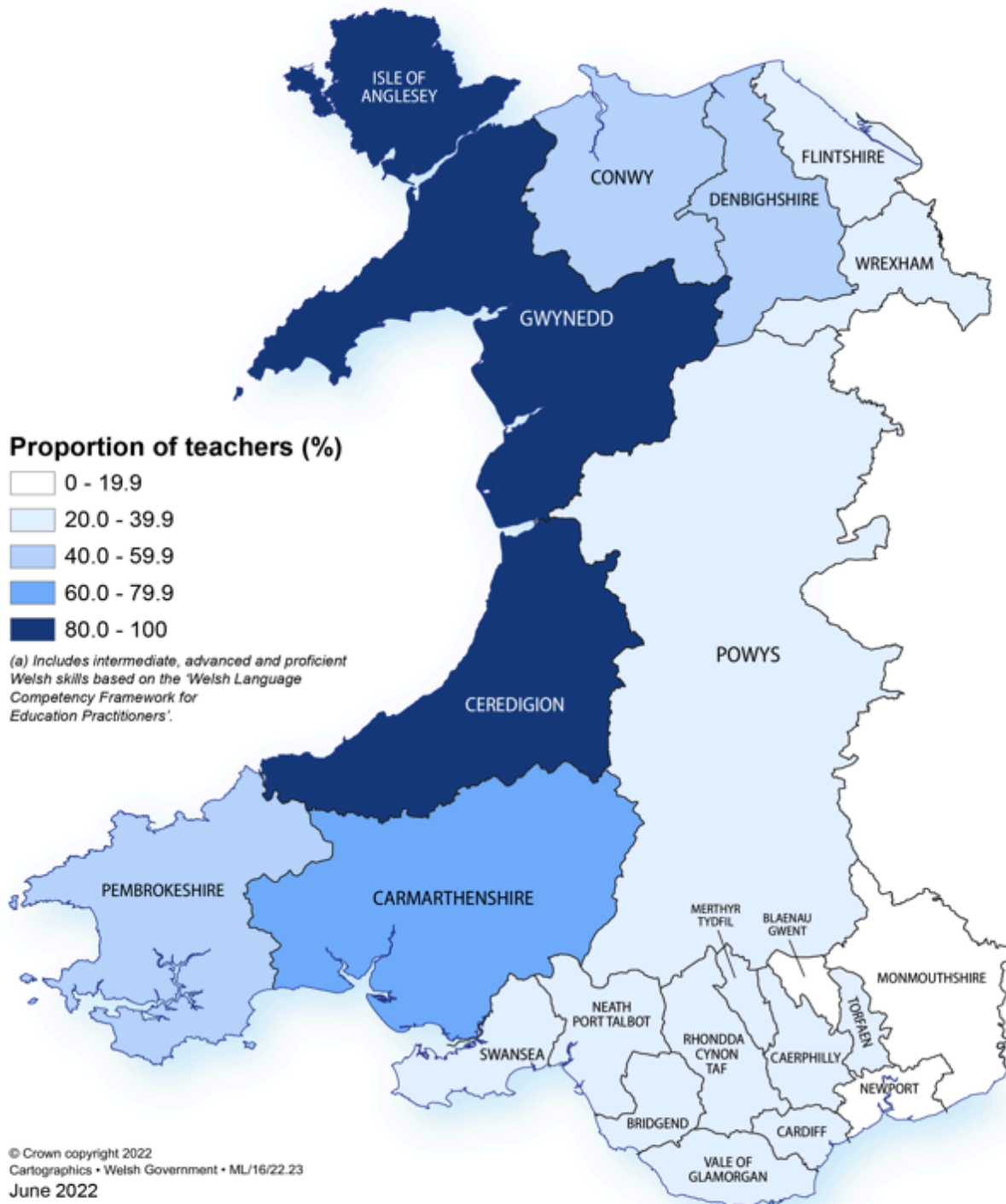
Welsh language

- 6,635 teachers (24.9%) were teaching/working through the medium of Welsh

in their current post, with a further 1,665 (6.3%) able to teach/work through the medium of Welsh but not doing so in their current post.

- 10,335 teachers (38.9%) reported having Welsh skills at intermediate level or above ^[footnote 5]. The proportion varied between sectors, from 31.9% in Secondary schools to 44.8% in Primary schools. At the local authority level, the proportion ranged from 11.4% in Blaenau Gwent to 93.1% in Isle of Anglesey.

MAP 1: Proportion of teachers with Welsh skills at intermediate level or above by local authority, November 2021 (a)



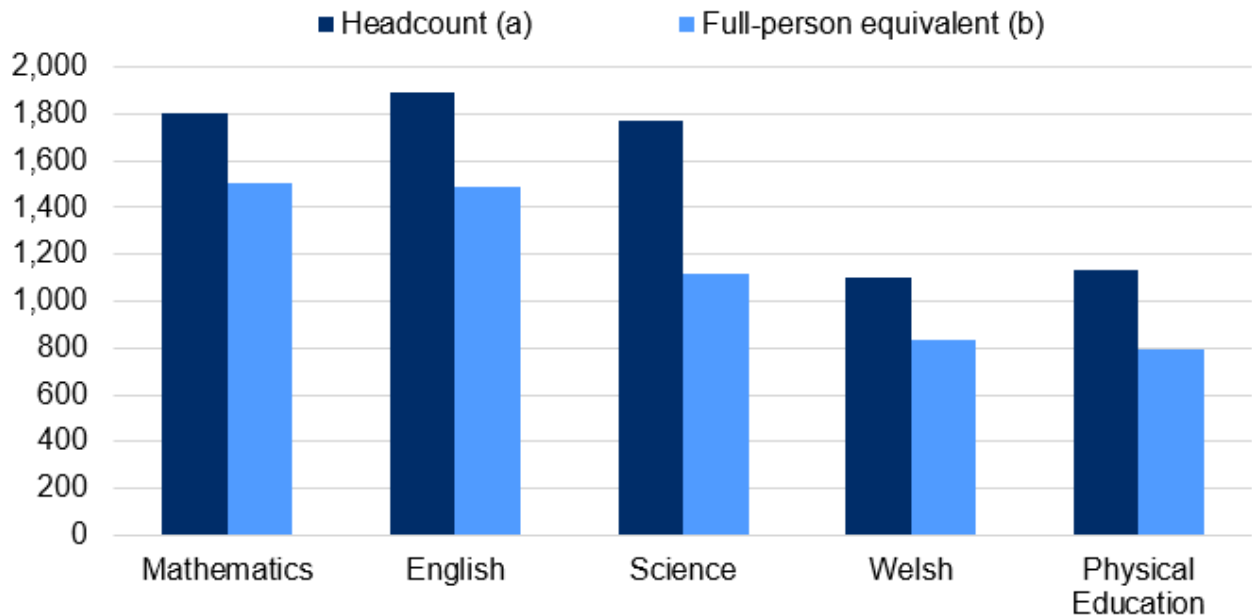
Source: SWAC School

Subjects taught

This data reflects subjects taught to pupils in years 7 to 13 in a typical two-week timetable.

- The greatest proportion of schools' timetable was spent teaching Mathematics (13.5%), English (12.9%), Science ^[footnote 6] (10.2%), Welsh (7.3%) and Physical Education (6.7%).
- On average, 1 in 5 teaching hours (21.0%) were taught bilingually or through the medium of Welsh.
- Individuals teaching Mathematics spent the greatest proportion of their timetable teaching that subject (83.5% ^[footnote 7]). This was followed by English (78.8%), Welsh (76.2%) and Modern Foreign Languages (75.5%).

Chart 1: Number of teachers by measure (headcount and full-person equivalent) and subjects taught, November 2021



Source: SWAC School

(a) The headcount counts teachers once for each subject taught.

(b) The full-person equivalent splits teachers according to the proportion of time spent teaching each subject. A teacher that spends half of their time teaching Maths and half of their time teaching English would be recorded as 0.5 in each category.

Recruitment and retention

Data relates to the 2020/21 academic year.

- On average, 10.3 applications were received per post advertised. The average was lower for Welsh medium posts (3.9) compared to English medium posts (13.5). The average was also lower for Secondary school posts (5.6) compared to Primary school posts (18.7).

This document was downloaded from GOV.WALES and may not be the latest version.

Go to <https://gov.wales/school-workforce-census-results-november-2021-html> for the latest version.

Get [information on copyright](#).

- At the end of the academic year, 1,383 of posts advertised were filled (78.8%).
- Of the 1,045 teachers that left the profession, 335 (23.4%) retired (at normal or early retirement age).

Pay and allowances

- The full-time equivalence (FTE) of all teachers was 25,820, with 15,310 (59.3%) paid on the upper pay range.
- The average (mean) FTE salary of all teachers was £42,080, an increase of £582 (1.4%) on 2020.
- Classroom teachers received an average salary of £39,009. Average classroom teacher salary ranged from £38,812 in Primary schools to £39,297 in Secondary schools.
- The average salary of headteachers ^[footnote 8] was considerably higher in Secondary schools (£95,646) compared to Primary schools (£65,102).
- On average, males were paid £2,217 more than females.
- Between November 2020 and 2021, 8,360 teachers (29.1%) received a Teaching and Learning Responsibility (TLR) allowance with an average value of £4,737.

Table 1: Average (mean) FTE salary by post and sex, November 2021

Post	Male	Female	Total
Unqualified teacher	£25,692	£24,693	£25,011
Classroom teacher	£38,756	£39,088	£39,009

Post	Male	Female	Total
Leading practitioner	£56,023	£53,151	£54,276
Headteacher (a)	£73,584	£67,639	£69,952
Other leadership (b)	£59,669	£56,320	£57,436
Total leadership	£65,199	£60,179	£61,952
Total	£43,731	£41,514	£42,080

Source: SWAC HR, Pay and Absences

(a) Includes executive headteacher

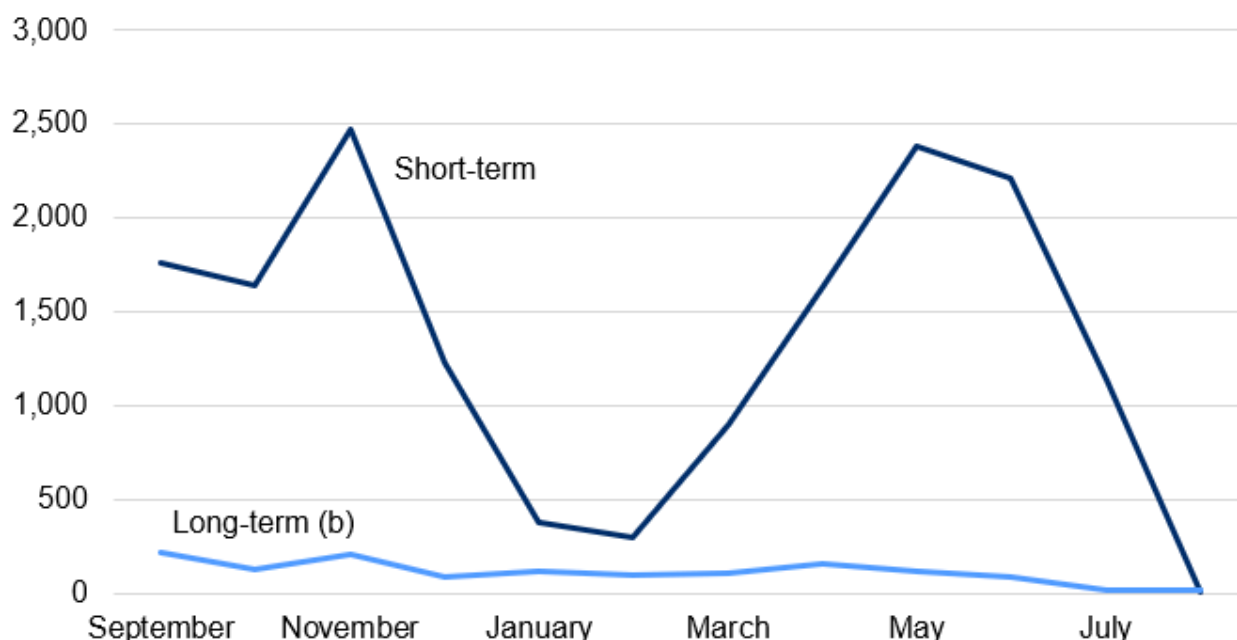
(b) Includes acting, deputy and assistant headteacher

Sickness absence

Data relates to 2020/21 academic year ^[footnote 9].

- 17,475 sickness absence records were opened or closed during the year.
- 10,285 teachers (40.0%) took at least one period of sickness absence.
- An average of 7.0 working days were lost per absence.

Chart 2: Number of teacher sickness absence records opened by month and absence type, September 2020 to August 2021 (a)



Source: SWAC HR, Pay and Absences

(a) All schools across Wales were closed from 4th January 2021, with a phase return of pupils between 22 February and 12 April 2021. Please see 'Timeline of school closures during the coronavirus (COVID-19) pandemic' for further Information

(b) More than 20 working days lost.

Support staff

Roles

- In November 2021, there were 30,035 support staff, an increase of 3.4% on November 2020.

- The full-time equivalence ^[footnote 10] of all support staff was 23,300, up 4.1%.
- Based on the full-person equivalent ^[footnote 11], 15,130 support staff (50.4%) worked as a teaching assistant, with a further 1,590 (5.3%) working as a higher level teaching assistant (HLTA).
- Most support staff worked in Primary schools (62.4%) or Secondary schools (23,7%).

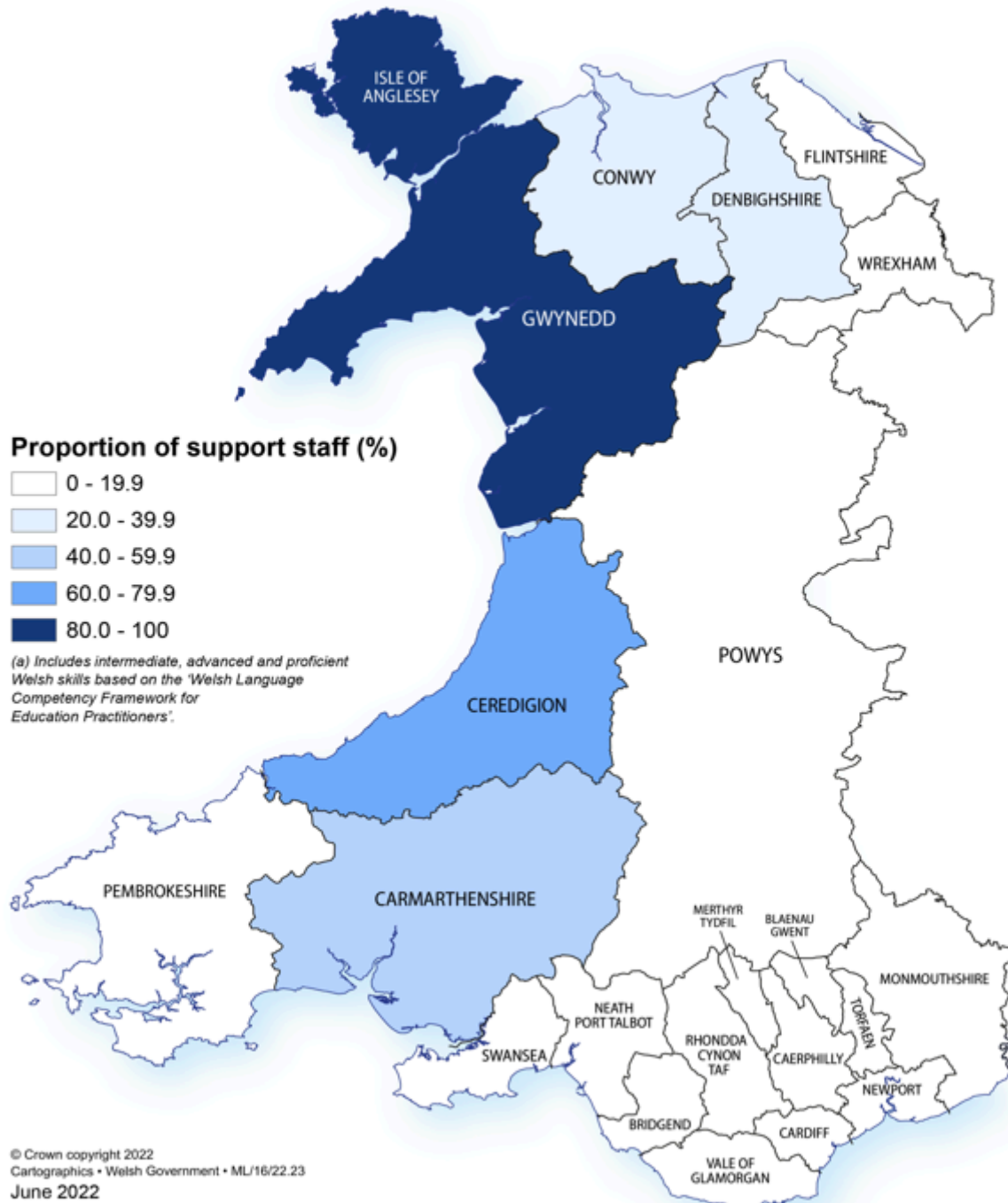
Characteristics

- 27,125 support staff (90.3%) were female, compared to 74.5% of teachers.
- 16,575 support staff (55.2%) identified as Welsh.
- 760 support staff (2.5%) were of Black, Asian, Mixed or Other ethnicity ^[footnote 4], compared to 1.1% of teachers.
- 365 support staff (1.2%) reported having a physical or mental health condition expected to last 12 months or more.

Welsh language

- 6,255 support staff (20.8%) reported having Welsh skills at intermediate level or above ^[footnote 5], compared to 38.9% of teachers.
- The proportion of support staff with Welsh skills at intermediate level or above ^[footnote 5] ranged from 2.8% in Blaenau Gwent to 84.3% in Gwynedd.

MAP 2: Proportion of support staff with Welsh skills at intermediate level or above by local authority, November 2021 (a)



OGL

Source: SWAC School

Recruitment and retention

This data relates to teaching assistants, higher level teaching assistants, foreign language assistants, Additional Learning Need (ALN) / Special Education Needs (SEN) coordinators and ALN / SEN support staff only for 2020/21.

- On average, 7.4 applications were received per post advertised. The average was lower for Welsh medium posts (3.0) compared to English medium posts (10.3). The average was also lower for Secondary school posts (3.0) compared to Primary school posts (10.0).
- At the end of the academic year, 855 (74.1%) of posts advertised were filled.
- Of the 1,070 support staff that left the profession, 235 (22.1%) moved to employment outside of education.

Quality and methodology information

The information collected in 2021 has not undergone a formal final validation process. However, various stages of automated validation and sense-checking have been built in to ensure the collection of high-quality data to inform policy making.

Our '[School Workforce Annual Census: quality report](#)' report provides further detail of quality and methodology information.

Footnotes

[1] The full-time equivalent is the proportion of full-contract time spent in a role. An individual working one day a week in a leadership role and one day a week in

a classroom teacher role would be recorded as 0.2 against each role.

[2] The full-person equivalent is the proportion of working time spent in a role. The above individual would be recorded as 0.5 against each role.

[3] Including executive headteachers, headteachers, acting headteachers, deputy headteachers and assistant headteachers.

[4] Including Black/African/Caribbean/Black British, Asian/Asian British, Mixed/Multiple ethnic groups and Other ethnic groups.

[5] Includes intermediate, advanced and proficient Welsh skills based on the '[Welsh Language Competency Framework for Education Practitioners](#)'.

[6] Science excludes Biology, Chemistry and Physics where they are taught as separate subjects.

[7] This is the full-person equivalent divided by the headcount. The greater the similarity between the headcount and full-person equivalent, the greater the proportion of time individuals spend teaching that subject. If an individual spends a high proportion of time teaching a particular subject, they may be more likely to be a specialist in that subject.

[8] Includes executive headteacher.

[9] Processes for recording COVID-19 related absences vary by local authority. For this reason, 2020/21 data may include some COVID-19 related absences.

[10] The full-time equivalent is the proportion of full-contract time spent in a role. An individual working one day a week in a teaching assistant role and one day a week in a SEN/ALN support staff role would be recorded as 0.2 against each role.

[11] The full-person equivalent is the proportion of working time spent in a role. The above individual would be recorded as 0.5 against each role.

Contact details

Statistician: Gareth Thomas

Telephone: 0300 025 0166

Email: educationworkforcedata@gov.wales

Media: 0300 025 8099

SFR 161/2022

This document may not be fully accessible.

For more information refer to our [accessibility statement](#).

This document was downloaded from GOV.WALES and may not be the latest version.

Go to <https://gov.wales/school-workforce-census-results-november-2021-html> for the latest version.

Get [information on copyright](#).