

Y Grŵp Addysg, Cyfiawnder Cymdeithasol a'r Gymraeg  
Education, Social Justice and Welsh Language Group



Llywodraeth Cymru  
Welsh Government

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Eich Cyf/Your Ref:  
Ein Cyf/Our Ref: MA/JMEWL/2213/23

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Dear Hayden

## **NATIONAL LEVEL STUDENT TEACHER INTAKE ALLOCATIONS FOR INITIAL TEACHER EDUCATION WITH QUALIFIED TEACHER STATUS: 2024/25 ACADEMIC YEAR**

1. I am writing to let you know that the Minister has agreed the national desired student teacher intake for full-time initial teacher education (ITE) programmes which award qualified teacher status (QTS) for the 2024/25 academic year.

### **Background and current situation**

2. The Welsh Government continues to recognise that the pandemic caused uncertainty and challenge for the sector. The new system of ITE in Wales has been impacted since the first year of delivery with volatility in recruitment with both positive and negative trends across phases, subjects, and language medium.
3. The Teacher Planning and Supply Model (TPSM) has successfully been in use since 2007/08 to ensure against over/undersupply of newly qualified teachers in maintained schools in Wales. The statistical model considers actual historical data and future projections including learner, and teacher demographics alongside pupil teacher ratios. This enables us to forecast the likely future national demand for newly qualified teachers in maintained settings.
4. We are preparing and developing information on the TPSM process to be publicly placed on the gov.wales website with the aim of providing clarity to key partners and stakeholders on the TPSM and allocation process, and providing transparency for the public. We expect that our annual correspondence to you on the national student

*Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.*

*We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.*



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teacher intake allocations for ITE will be published as a matter of course on this webpage.

## **Action**

5. EWC will have due regard of the national desired intake of primary and secondary student teachers for ITE for the 2024/25 academic year set out in the table in the annex attached. Total numbers are provided for the primary and secondary phases. These figures are derived from the Welsh Government's forecast demand for newly qualified teachers to which the EWC, in exercising its functions, is required to have regard to under the *Education Workforce Council (Accreditation of Initial Teacher Training) (Additional Functions) (Wales) Order 2017*.
6. The figures in the attached annex continue to not include a separate Welsh-medium desired stock level because of the relatively small numbers of places available overall. Under EWC's monitoring processes the Welsh Government continues to expect that the percentage of Welsh-medium recruitment to ITE Programmes is included and related to the ongoing accredited status of ITE programmes. To support the growth in Welsh-medium education and the delivery of our Welsh in education workforce plan, the Welsh Government maintains our requirement that partnerships should continue to work towards ensuring that 30% of recruitment to all ITE programmes should be student teachers learning to teach through the medium of Welsh. This should be considered at individual programme level and across ITE Partnership's provision.
7. The 30% requirement is one of a range of actions Welsh Government has taken to support recruitment to the Welsh-medium sector however this should be considered not only as a desired recruitment outcome for our ITE partnerships but a marker for the whole of the education sector. All those involved in education play a role to ensure a sufficient supply of Welsh-medium applicants willing and able to enter ITE for this recruitment requirement to be met by our ITE partnerships, ensuring their accredited status and therefore ITE provision regionally.
8. Welsh Government understand that EWC's approach to monitoring recruitment during the pandemic has been necessarily, and rightly, light touch and that monitoring has now returned to business as usual. As such, if monitoring returns do not evidence an increase in the number of Welsh-medium students or recruitment more broadly, then partnerships may be required to provide written evidence of their actions to achieve this.
9. Welsh Government will also continue to use this requirement as an indicator for the whole education sector when evaluating the success of strategies employed by all organisations for ensuring a sufficient pool of potential Welsh-medium applicants for ITE partnerships to attract to their programmes.
10. Welsh Government continues in its commitment to an Anti-racist Wales and the implementation of our Black, Asian and Minority Ethnic recruitment plan (October 2021). The marker for Black, Asian and Minority Ethnic will remain at 5% and we will continue to use as an indicator for the whole education sector when evaluating the success of strategies employed by all organisations, including each ITE partnership, who are committed to increase applications from these students and offer support during the application process. We request that the EWC continue to monitor ethnic minority applications and acceptances onto programmes monthly.

11. In setting allocations for ITE Programmes for 2024/25, the EWC must continue to utilise a fair and equitable method based on robust methodology and statistical techniques. This should identify regional considerations alongside allocations by phase, language medium, and secondary subject specialism and utilise your expert knowledge of specific programmes.
12. In considering the allocation of secondary numbers, the EWC must bear in mind the Minister's continued focus on our priority subjects which must not be detrimentally affected by recruitment to other subjects or phases. The priority subject areas identified for AY2024/25 are:
  - Biology
  - Chemistry
  - Design & Technology
  - Information Technology (Computer science)
  - Mathematics
  - Modern foreign languages
  - Physics
  - Welsh
13. Partnerships are encouraged to exceed their allocations in secondary (except in the case of PGCE PE) where they can do so within reasonable parameters set at the discretion of the Welsh Government and EWC. For primary programmes, as was the case last year, a tolerance will be set of no more than 20% above the allocation. This is in response to higher than expected recruitment to primary PGCE courses in 2020/21 and 2021/22. This tolerance is intended to divert emphasis to the secondary sector where recruitment needs to be bolstered.
14. The Open University Partnership's Part-time PGCE and Salaried PGCE remain outside the allocation process. Their recruitment levels are set under a grant agreement supporting student teachers on the alternative routes into teaching.
15. Using the methodology at point 11 above, the EWC will calculate the regional allocations by phase, language and including for secondary subject specialisms.
16. The EWC will calculate allocations for each ITE programme and submit these in writing to the Welsh Government by 13 December 2023. These allocations will need to be justified and able to stand up to independent scrutiny or challenge.
17. The Welsh Government will give due regard to the submission and respond to the EWC by 18 December 2023.
18. Once approved by the Welsh Government the EWC will be able to notify ITE Partnerships of their allocations by 27 December 2023.
19. This timeline corresponds to this year's process only. Welsh Government and EWC reserve the right to manage the process timeline in forthcoming years as they see fit with due regard to ITE Partnerships recruitment cycles and the receipt of the required data sets needed for the TPSM.
20. EWC will continue its responsibility for monthly monitoring of recruitment levels for subject and phase, the take-up of Welsh medium provision, and recruitment of students from an ethnic minority background, under their duties as the accrediting body. EWC will

report this data to the Welsh Government monthly at no additional cost as per EWC statutory obligations.

21. EWC will alert the Welsh Government immediately where recruitment to programmes in the next academic year is likely to exceed desired intake allocations for each partnership by any significant degree so that officials can ensure the viability of any existing incentive schemes. EWC will also alert the Welsh Government to any anomalous reporting patterns in subjects or phases to ensure that allocations are being worked towards in an equitable manner.
22. The Welsh Government and EWC reserve the right to rescind these arrangements at any time. The Welsh Government and EWC reserve the right to limit continued recruitment to any subjects or phases where recruitment levels have exceeded the parameters agreed. This can apply to whole partnerships, phases nationally or programmes at the discretion of the Welsh Government and the EWC.

### **Next Steps**

23. Welsh Government will continue to update and review the TPSM as part of ongoing model development and workforce planning to ensure a sufficient supply of new teachers into the workforce to maintain pupil teacher ratios, protect against oversupply of teachers and provide a robust evidence base for supporting the development of policies to address any emerging issues.
24. The annual outputs of the TPSM will continue to be provided to the EWC for monitoring purposes which form part of your statutory obligations with regards to the accreditation and monitoring of ITE in Wales.
25. The Welsh Government will continue to review recruitment levels to ITE nationally and retains the right to reinstate the recruitment caps for ITE in future academic years.
26. The Welsh Government will publish this correspondence on gov.wales.
27. The EWC will communicate to the ITE partnerships that part of the monitoring of accredited status will include the Welsh Government's clear expectations for recruitment to ITE programmes for AY2024/25, as set out in this letter. In addition, ITE partnerships should be advised of the importance of providing timely and accurate recruitment data to the EWC and the Welsh Government where requested. This should be formally communicated to all ITE partnerships with programmes available in AY2024/25 by 8 January 2024 .

Yours sincerely



**Max White**  
Head of Initial Teacher Education

**Annex A:**

**Table 1: Desired Stock of new teachers academic year 2024/25**

ITE phase	Undergraduate	Postgraduate	Total
Primary	261	392	653
Secondary	0	1,056	1,056
<b>Total</b>	261	1,448	1,709

The desired stock of new teachers is intended to support a reduction in the pupil teacher ratio (PTR) in both secondary and primary and reflects levels of actual recruitment achieved in previous years. The desired stock maintains aspirations in relation to secondary intake where recruitment to ITE is most challenging and the pupil teacher ratio remains higher than the previous years. It maintains to an extent primary levels where recruitment into ITE has been buoyant with some recent years of over-recruitment and declining pupil projections. The 2022 pupil projections indicate that in nursery and primary schools, the pupil FTE will continue to decline and that secondary pupil numbers are projected to start decreasing from 2022/23. As with the previous year an assumption of less than 100% of new entrant need is achieved within the secondary sector has been utilised in the model.

Setting the TPSM model to deliberately reduce PTR (it should be noted that the national and local PTR is directly affected by decisions made at a school and local authority level in relation to their role as employers of teachers in Wales) is intended to mitigate the impact of the pandemic via reduced class-sizes. It is hoped this will support learners in relation to their attainment as well as teacher-wellbeing. Decreasing PTRs may also help to ensure there are enough highly skilled teachers within the workforce, including those able to work through the medium of Welsh and in the wide range of ALN roles.

In previous years the re-entrants’ rate was set with a greater reliance on re-entrants than ITE entrants. This was amended in 2020/21 and continues to ensure that more new teachers that have been trained to deliver the new curriculum through the new robust, accredited ITE programmes, are available without reducing space within the workforce for experienced practitioners that may wish to return to teaching. A greater reliance on new entrants will ensure that the age profile of the workforce is better balanced across the sector; increased reliance on re-entrants potentially unbalances the age profile in the workforce which has damaging implications once these re entrants reach retirement age.

An average wastage rate has been used due to the potential for volatility (given the uneven workforce picture across the pandemic and non-pandemic years) and the difficulty predicting future wastage rates following that period.

**Table 2: Indicative projected desired stock of new teachers in academic year 2025/26**

Phase	Undergraduate	Postgraduate	Total
Primary	270	406	676
Secondary	0	1,065	1,065
<b>Total</b>	<b>270</b>	<b>1,471</b>	<b>1,741</b>

**Table 3: Indicative projected desired stock of new teachers in academic year 2026/27**

<b>Phase</b>	<b>Undergraduate</b>	<b>Postgraduate</b>	<b>Total</b>
Primary	292	440	732
Secondary	0	1,044	1,044
<b>Total</b>	<b>292</b>	<b>1,484</b>	<b>1,776</b>

**The indicative numbers are for information only and are not to be considered a confirmation of the national level student teacher intake allocations for ITE in future years.** The Welsh Government will continue to provide annual confirmation to EWC on the desired stock of new teachers based on the most current actual data relating to pupil and teacher demographics and levels of ITE recruitment.