



Ein cyf/Our ref MA/LN/0628/25

Mike James  
Interim Chair  
National Academy for Educational Leadership  
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18 August 2025

Dear Mike

### **Professional Learning and Leadership Education Wales Remit Letter 2025-2026**

I am writing to set out the remit for Professional Learning and Leadership Education Wales (PLLEW) which will come into existence on 1 September 2025. From that date, this remit letter replaces the one issued to the National Academy for Educational Leadership (NAEL) for the period 2022-2026 and will remain in effect until a new remit letter for 2026-2030 is issued following the Senedd ordinary general election in May 2026. I am very grateful to you and the rest of the Board for supporting the transition from the NAEL into the new PLLEW body.

Our vision is for all learners in Wales to reach their full potential within an inclusive education system which values the unique contribution of every learner on their 3-16 journey and beyond. We are building an open, collaborative school system where school leaders and school staff have real agency over their own improvement. This means schools working in partnership with their local authorities, collectively supporting each other and accessing purposeful professional learning to support their improvement needs.

PLLEW will bring together the national provision and support for our practitioners. This will simplify the national professional learning and leadership support landscape in response to the views clearly expressed by leaders in the sector as part of the review of our education partners. PLLEW will need to work in partnership with other organisations to ensure a strategic focus to support our reform agenda. As outlined in the Articles of Association, PLLEW will:

- support the implementation of the Welsh Ministers' vision and priorities, as set out in the attached annex to this letter, for improving education in Wales;

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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.

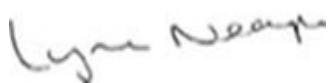
- work with the system and partners to provide a coherent range of professional learning opportunities in Wales for teaching assistants and teachers to further develop reflective, enquiring and collaborative education professionals;
- work with the system and partners to provide a coherent range of professional learning opportunities that focus on growing collaborative, system-wide leadership through developing the professional capabilities of current and aspiring leaders and school improvement advisers across the education system;
- maximise access for all Wales' school practitioners, including supply teachers, to professional learning services ensuring equity of access in both English and Welsh;
- work with Welsh Government, local authorities, MEDR, Estyn and other key stakeholders to ensure that professional learning is research-led, practice focussed and responsive to the needs of school practitioners, leaders and improvement advisers and meet the identified national priorities.

I am delighted that PLLEW will be in place to take forward this work to nurture and inspire leaders, teachers, teaching assistants and our school advisory staff now and for the future across the entire system in both Welsh-medium and English-medium settings.

To support the first year of operation and the delivery of the objectives I can confirm that the PLLEW initial resource budget for 2025-26 is **£3,247,064**. This sum will be made available via a funding letter, to be paid in advance according to evidenced need. We may issue a further funding award letter to confirm any additional funding that may be awarded for the remainder of the 2025-26 financial year. We will aim to provide the indicative budget for the 2026-27 financial year in the autumn for planning purposes.

I very much look forward to working with you to achieve these priorities and to establish the PLLEW as a key partner in our new school improvement arrangements.

Yours sincerely,



**Lynne Neagle AS/MS**  
Ysgrifennydd y Cabinet dros Addysg  
Cabinet Secretary for Education

## **Professional Learning and Leadership Education Wales: Strategic priorities for 2025-26**

### **1. Establish PLLEW as a strategic organisation with a positive and inclusive culture and robust governance that:**

- Has robust governance in place including a fully functioning Board and an executive function resourced sufficiently to be able to meet its remit;
- Is able to meet its legal and financial requirements as a company including having all necessary management policies in place;
- Fulfils the requirements set out within the Welsh Government Framework Document, including development of the corporate and operational plans;
- Has a clearly articulated vision and has established productive relationships with key partner organisations;
- Has an active and involved Stakeholder Group representing teachers, leaders, teaching assistants, improvement advisors and youth workers; and
- Has a responsive online and social media presence.

### **2. Develop quality assurance processes to ensure that all professional learning developed and delivered by the PLLEW and its partners meets the Welsh Government endorsement criteria and that there are robust arrangements in place to monitor the impact of all activity.**

### **3. Lead the development of the professional capabilities of current and aspiring leaders in schools and youth work by:**

- Reviewing all existing provision for leaders and developing a coherent programme of professional development opportunities.
- Working closely with partners and Welsh Government to identify gaps in provision and start to make recommendations on how best to fill those gaps to ensure leadership capabilities of all practitioners are developed.
- Deliver the NPQH, ensuring that the pilot programme is evaluated and revised accordingly for future cohorts.

### **4. Work with Welsh Government, schools, local authorities, diocesan authorities and partners to provide a coherent range of high-quality professional development and professional learning opportunities in Wales for teaching assistants and teachers to further develop reflective, enquiring and collaborative education professionals. This should include:**

- Working with local authorities and diocesan authorities on the continued development and delivery of the national induction programme for Newly Qualified Teachers and the Teaching Assistants Learning Pathway.
- Working with local authorities, Cydag and the National Centre for Learning Welsh on the development and delivery of professional learning to support practitioners in the Welsh-medium sector and the teaching of Welsh in English-medium schools.
- Working with Welsh Government, local authorities, diocesan authorities and other key partners on professional learning to support inclusive education for learners from all backgrounds and abilities.

- 5. Work with Welsh Government, local authorities, MEDR, Estyn, Adnodd, universities and other key stakeholders to ensure that professional development and professional learning is research-led, practice focused and responsive to the needs of school practitioners, leaders and improvement advisers and meets the identified national priorities. Key to this is aligning with and progressing the key Curriculum for Wales priorities, including literacy and numeracy and curriculum and assessment design.**
- 6. Maximise access for all school practitioners in Wales, including supply teachers, to professional development and professional learning opportunities on Hwb ensuring equity of access in both English and Welsh.**