

Dear

ATISN 26698 – Workforce, Workload, Funding

Information requested

Thank you for your request which I received on 11 February 2026. You asked for:

Information for the period 2018 to present around school funding and workforce assumptions; awareness of staffing and workload pressures; correspondence with local authorities; interventions and decisions; Estyn related matters; and records of concern raised by members of the public. You asked for this information to be broken down by various points under each of these headings.

Our response

I have established the following in response to your request:

1. School funding and workforce assumptions

- Documents setting out assumptions used by Welsh Government regarding:

1a. Staffing levels in maintained secondary schools – this information is set out in returns sent to Welsh Government for the School Workforce Annual Census (SWAC). The guidance for completing the SWAC can be accessed via this link [School Workforce Annual Census technical completion notes](#) and the most recent SWAC results, issued in July 2025, can be accessed via the [School Workforce Census results | GOV.WALES](#) which also contains links to data going back to 2019. Additionally, the Teacher Planning Supply Model (TPSM) estimates the number of student teachers needed every year and Welsh Government notify the Education Workforce Council of the nation figures. Further information is available from [Initial teacher education recruitment process | GOV.WALES](#). Stats Wales also publish many statistics by local authority area about teachers and support staff. These can be accessed via [Teachers and support staff | StatsWales](#) which provides links to previous years. Information before 2019 is not on StatsWales but can be provided on request.

1b – Teacher and support staff workload – I am able to provide the following factual information. The [School Teachers' Pay and Conditions \(Wales\) Document 2025/26](#) sets out the working hours expected for a teacher, paragraphs 50.1 to 50.12 refer. This has not changed since 2018. This does not apply to support staff who are employed under local authority terms and conditions. As teachers and support staff are employees of local authorities, the local education authorities may hold further detail about teacher and support staff workload; you would need to contact them directly. Contact details for Directors of Education can be found at the Welsh Local Government Association via this link www.wlga.wales/directors-of-education-contact-details.

1c – Reliance on unpaid overtime or work outside contracted hours – following a search of our paper and electronic records I have established the information you require is not held by Welsh Government. Local education authorities may hold this information; you would need to contact them directly. Contact details for Directors of Education can be found at the Welsh Local Government Association via this link www.wlga.wales/directors-of-education-contact-details.

2. Awareness of staffing and workload pressures

- Internal briefings, submissions or risk assessments relating to:

2 a – Staff burnout – following a search of our paper and electronic records I have established the information you require is not held by Welsh Government. Local education authorities may hold this information; you would need to contract them directly. Contact details for Directors of Education can be found at the Welsh Local Government Association via this link www.wlga.wales/directors-of-education-contact-details.

2b – Recruitment and retention difficulties - from my preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to answer your request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours to determine whether we hold the information and to thereafter locate, retrieve and extract it. Welsh Government publishes information about recruitment of teachers into Initial Teacher Education, details of which are available from [Initial teacher education | GOV.WALES](http://Initialteachereducation|GOV.WALES)

2c – Workload sustainability in Welsh schools – From my preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to answer your request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours to determine whether we hold the information and to thereafter locate, retrieve and extract it.

3. Correspondence with local authorities

- Correspondence between Welsh Government and local authorities concerning:

3a - School budget deficits

3b - Staff reductions

3c - Workforce sustainability concerns

3d - Requests for additional funding or intervention

From my preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to answer your request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours to determine whether we hold the information and to thereafter locate, retrieve and extract it.

4. Interventions and decisions

- Records of any consideration given to:

4a - Intervening in local authority school funding decisions

4b - Adjusting funding allocations in response to staffing pressures

4c - Declining to intervene, and the reasons for doing so

From my preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to answer your request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours to determine whether we hold the information and to thereafter locate, retrieve and extract it.

5. Estyn-related matters

- Correspondence between Welsh Government and Estyn relating to:
 - 5a - Inspection findings linked to staffing or workload
 - 5b - Risks to educational delivery arising from workforce pressures

Following a search of our paper and electronic records we are not aware of any direct correspondence between Welsh Government and Estyn relating to inspection findings directly linked to staffing, workload or workforce pressures impacting educational delivery. Our main interaction with Estyn is to monitor progress of schools causing concern (e.g. schools in special measures/significant improvement).

Estyn share with Welsh Government all inspection reports of schools placed in a statutory category. I attach a link to Estyn's website to search for inspection reports; however, these can only be filtered by sector, local authority, and report type, I do not believe you are able to filter using key words such as staffing or workload for example [Latest inspection reports - Estyn](#)

You may also wish to read Estyn's 2024-25 annual report which references recruitment issues in certain areas impacting provision [Adroddiad Blynyddol | Annual Report – Estyn](#)

6. Public concerns

- Records of concerns raised by members of the public regarding:
 - 6a - School staffing levels
 - 6b - Workload expectations
 - 6c - Impacts on educational quality

From my preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to answer your request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours to determine whether we hold the information and to thereafter locate, retrieve and extract it.

With reference to points 2b - Recruitment and Retention Difficulties; 2c - Workload Sustainability in Welsh Schools; 3 - Correspondence with Local Authorities; 4 - Interventions and Decisions; and 6 - Public Concerns, I have noted that from preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2024. My initial estimate is that complying with your request would exceed 220 hours. This has been estimated as follows:

- 2b - Recruitment and Retention Difficulties – I estimate this is likely to take at least 48 hours. I sampled ministerial submissions for an hour and covered two months as most needed to be opened and checked if they contained relevant information. This sampling was for one area in one division only and did not extend to other areas of Education Directorate.
- 2c - Workload Sustainability in Welsh Schools – I estimate this is likely to take at least 48 hours. I sampled ministerial submissions for an hour and covered two months as most needed to be opened and checked if they contained relevant information. This sampling was one area in one division only and did not extend to other areas of Education Directorate.
- 3 - Correspondence with Local Authorities - I estimate this is likely to take at least 32 hours. Sampled time for ministerial correspondence for 2025 took one and half hours

to cover the year. This is about 12 hours for the 8 years. It would likely take the same time for treat officially correspondence for the 8 years. Additionally, further searches would be required across the Directorate

- 4 - Interventions and Decisions – I estimate this is likely to take at least 32 hours. Similarly to above, sampled time for ministerial correspondence for 2025 took one and half hours to cover the year. This is about 12 hours for the 8 years. It would likely take the same time for treat officially correspondence for the 8 years and likely about 8 hours to search ministerial advice. Additionally, further searches would be required across the Directorate
- 6 - Public Concerns - I estimate this is likely to take over 60 hours. Sampled time for searching just treat officially correspondence in one division took 1 hour to cover 3 months of correspondence. This would estimate around 4 hours for one year, so 32 hours for 8 years. There would need to be similar searches against ministerial correspondence and would need to be extended across Education Directorate

If you wish to submit a revised request, then you may wish to consider how best to narrow your request so it is more specific about the information you are looking to obtain. It may be helpful to consider the question you want the information to answer and what it is specifically you are trying to understand and clarify. It may also be helpful to consider the amount of time over which you are requesting information and if you can, how many years you are requesting and if these can be narrowed. If you do refine your request in this way, this will be treated as a new request.

Next steps

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at: Information Rights Unit, Welsh Government, Cathays Park, Cardiff, CF10 3NQ or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely