

# Supporting Brief ANNEX

## CYPE Committee – Teacher recruitment and retention data overview

17 Sept 2025

### Strategic Education Workforce Plan – data overview

#### Summary and key figures

The data in this document provide an overview of the school workforce in Wales and provide information on teachers and support staff in local authority maintained schools in Wales. The information is collected from schools in the School Workforce Annual Census (SWAC). The latest data relates to academic year 2024/25 and collected in November 2024.

Further information is available in the [School Workforce Census results annual release](#) published on July 16. More detailed data is also published on our [StatsWales](#) website.

Key figures from SWAC as at November 2024:

- There were 25,115 teachers in local authority maintained schools in Wales, a decrease of 2.4% on November 2023 and a decrease of 3.1% compared to November 2020.
- 18,655 teachers (74.3%) were female. Females accounted for 66.6% of teachers in leadership.
- 9,805 teachers (39.0%) reported having Welsh skills at intermediate level or above.
- 6,195 teachers (24.7%) were teaching/working through the medium of Welsh in their current post, with a further 1,590 (6.3%) able to teach/work through the medium of Welsh but not doing so in their current post.
- 340 teachers (1.3%) were of Black, Asian, Mixed or Other ethnicity compared to 15% of pupils (as at January 2025).
- On average, 10.0 applications were received per teacher post advertised. The average was lower for Welsh medium posts (5.1) compared to English medium posts (11.5).
- At the end of the 2023/24 academic year, 1,926 of posts advertised were filled (88.7%).
- Of the 1,465 teachers that left the profession, 455 (31.0%) retired (at normal or early retirement age).

- There were 29,250 support staff, a decrease of 3.0% on November 2023.
- There were 1,560 staff working as ALN co-ordinators or undertaking the role in addition to their main role.

## 1. Teacher Roles

### 1.1 Teacher headcount by main staff role, 2020/21 to 2024/25

There were 25,115 teachers in local authority maintained schools in Wales, a decrease of 2.4% on November 2023 and a decrease of 3.1% compared to November 2020.

Total Teacher headcount peaked in 2021/22 as 26,660.

The headcount of classroom teachers declined but the headcount of assistant headteachers increased

<b>Main Staff Role</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>% change 20/21 to 24/25</b>
Executive headteacher	60	65	65	65	65	8.2%
Headteachers	1,255	1,245	1,230	1,205	1,180	-5.8%
Acting headteachers	115	120	120	145	130	14.2%
Deputy headteachers	1,120	1,115	1,105	1,100	1,085	-3.0%
Assistant head teachers	960	960	1,000	1,000	1,010	4.8%
Leading practitioner	90	85	95	95	90	3.4%
Qualified classroom teachers	21,360	22,290	22,150	21,430	20,860	-2.3%
Teachers of the Deaf	20	25	25	20	25	9.5%
Unqualified teacher	250	265	275	285	275	10.0%
Other teachers	485	95	85	75	80	-83.7%
Permanent supply teacher	75	75	70	90	70	-5.3%
Contracted supply teacher	45	65	45	40	55	12.8%
ITT Trainees	90	185	185	190	190	107.7%
<b>Total</b>	<b>25,930</b>	<b>26,660</b>	<b>26,445</b>	<b>25,740</b>	<b>25,115</b>	<b>-3.1%</b>

## 1.2 Teacher headcount by sector, 2020/21 to 2024/25

The total number of teachers dropped 3.1% over the period, driven mainly by a 7.4% decrease of primary School teachers, however the number of middle School teachers increase by 40.2% over the period.

<b>Sector</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>% change 20/21 to 24/25</b>
Nursery	40	40	30	30	30	-20.5%
Primary	12,725	13,030	12,830	12,250	11,790	-7.4%
Middle	1,280	1,325	1,560	1,715	1,795	40.2%
Secondary	10,795	11,060	10,835	10,505	10,220	-5.3%
Special	820	865	905	920	955	16.8%
PRU	270	280	280	320	325	19.6%
<b>Total</b>	<b>25,930</b>	<b>26,600</b>	<b>26,445</b>	<b>25,740</b>	<b>25,115</b>	<b>-3.1%</b>

## 1.3 Teacher Full-Time Equivalence (FTE) by staff role, 2020/21 to 2024/25

Total Teacher FTE peaked in 2021/22 in this period at 24,700

The FTE of Executive headers decreased 5.2% over this period, during which the headcount of executive heads increased 8.2% (table 1.1)

<b>Main Staff Role</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>% change 20/21 to 24/25</b>
Executive headteacher	65	65	65	60	60	-5.2%
Headteachers	1,260	1,245	1,230	1,210	1,190	-5.6%
Acting headteachers	105	115	110	140	120	11.6%
Deputy headteachers	1,095	1,080	1,070	1,060	1,055	-3.7%
Assistant head teachers	925	930	960	965	970	5.2%
Leading practitioner	85	80	90	90	90	4.1%

Qualified classroom teachers	19,610	20,585	20,535	19,855	19,325	-1.5%
Teachers of the Deaf	15	20	20	20	20	22.2%
Unqualified teacher	195	210	235	245	235	21.5%
Other teachers	435	80	65	65	65	-85.3%
Permanent supply teacher	65	60	55	70	60	-3.7%
Contracted supply teacher	45	50	30	30	40	-9.4%
ITT Trainees	85	175	175	180	180	112.4%
<b>Total</b>	<b>23,980</b>	<b>24,700</b>	<b>24,640</b>	<b>23,995</b>	<b>23,410</b>	<b>-2.4%</b>

#### 1.4 Teacher FTE by sector, 2020/21 to 2024/25

The total FTE of teachers dropped 2.4% over the period, driven mainly by a 6.7% decrease of primary School teacher FTE, however the number of middle School teacher FTE increase by 40.1% over the period.

<b>Sector</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>% change 20/21 to 24/25</b>
Nursery	30	30	25	25	25	-16.8%
Primary	11,585	11,920	11,745	11,220	10,810	-6.7%
Middle	1,205	1,245	1,470	1,605	1,685	40.1%
Secondary	10,135	10,425	10,280	9,965	9,680	-4.5%
Special	780	825	860	875	910	16.9%
PRU	250	255	260	300	305	22.4%
<b>Total</b>	<b>23,985</b>	<b>24,700</b>	<b>24,640</b>	<b>23,995</b>	<b>23,410</b>	<b>-2.4%</b>

## 2. Teacher Characteristics

### 2.1 Teacher headcount by sex, 2020/21 to 2024/25

The number of male teachers in Leadership decreased while the total number of male teachers decreased

The number of female teachers in Leadership increased while the total number of female teachers decreased

		2020/21	2021/22	2022/23	2023/24	2024/25
Leadership	Male	1,240	1,250	1,245	1,230	1,185
	Female	2,270	2,260	2,275	2,290	2,290
All other teachers	Male	5,260	5,535	5,505	5,400	5,275
	Female	17,160	17,560	17,420	16,825	16,365
<b>Total</b>	<b>Male</b>	<b>6,500</b>	<b>6,780</b>	<b>6,750</b>	<b>6,630</b>	<b>6,460</b>
	<b>Female</b>	<b>19,430</b>	<b>19,815</b>	<b>19,695</b>	<b>19,115</b>	<b>18,655</b>

### 2.2 Teacher headcount by age range, 2020/21 to 2024/25

There was a large percentage drop in the number of teachers aged 25-29 in leadership.

Age	2020/21		2021/22		2022/23		2023/24		2024/25	
	Leadership	Other teachers	Leadership	Other teachers	Leadership	Other teachers	Leadership	Other teachers	Leadership	Other teachers
<25	-	900	-	1,280	-	1,210	-	1,060	-	940
25 to 29	20	3,185	15	3,250	5	3,175	10	2,925	5	2,795
30 to 39	630	7,490	580	7,395	575	7,240	555	7,010	555	6,765
40 to 49	1,690	6,880	1,660	6,945	1,635	6,905	1,625	6,720	1,555	6,575
50 to 59	1,100	3,560	1,170	3,815	1,230	3,995	1,255	4,070	1,275	4,115

60+	70	405	80	405	70	405	75	435	80	450
<b>Total</b>	<b>3,510</b>	<b>22,415</b>	<b>3,505</b>	<b>23,090</b>	<b>3,520</b>	<b>22,925</b>	<b>3,515</b>	<b>22,225</b>	<b>3,470</b>	<b>21,640</b>

### 2.3 Teacher headcount by ethnicity, 2020/21 to 2024/25

Large % increase in the number of teachers in “other ethnic groups”.

340 teachers (1.3%) were of Black, Asian, Mixed or Other ethnicity compared to 15% of pupils (as at January 2025).

	2020/21		2021/22		2022/23		2023/24		2024/25	
	Leadership	Other teachers	Leadership	Other teachers	Leadership	Other teachers	Leadership	Other teachers	Leadership	Other teachers
White	3,450	21,775	3,450	22,465	3,460	22,305	3,485	21,750	3,440	21,195
Mixed / Multiple ethnic groups	10	130	15	150	15	145	20	155	20	150
Asian / Asian British	*	65	*	70	*	90	*	85	*	80
Black / African / Caribbean / Black British	*	30	*	35	*	40	*	40	*	40
Other ethnic groups	-	15	-	30	*	35	*	45	*	45
Information refused	15	155	15	145	15	140	10	140	5	130
<b>Total</b>	<b>3,510</b>	<b>22,415</b>	<b>3,505</b>	<b>23,090</b>	<b>3,520</b>	<b>22,925</b>	<b>3,515</b>	<b>22,225</b>	<b>3,470</b>	<b>21,640</b>

### 3. Teachers and the Welsh Language

#### 3.1 Teacher headcount by Welsh Language ability, 2020/21 to 2024/25

9,805 teachers (39.0%) reported having Welsh skills at intermediate level or above in 2024/25. The number of teachers with in all skill levels that are intermediate or higher are trending lower.

	2020/21	2021/22	2022/23	2023/24	2024/25
No skills	4,665	4,670	4,530	4,585	4,350
Entry Level	5,820	6,110	6,190	6,245	6,215
Foundation Level	4,730	4,935	4,975	4,815	4,725
Intermediate Level	2,055	2,055	2,010	1,990	1,970
Advanced Level	1,770	1,780	1,805	1,720	1,675
Proficient Level	6,315	6,500	6,415	6,350	6,160
Information not obtained	575	550	520	35	15
<b>Total</b>	<b>25,930</b>	<b>26,600</b>	<b>26,445</b>	<b>25,740</b>	<b>25,115</b>

#### 3.2 Teacher headcount by Welsh Language ability and sector, 2024/25

Primary Schools have a lower % of teachers with no skill and a higher percentage of teachers with proficient level than schools in general.

	Nursery	Primary	Middle	Secondary	Special	Pupil Referral Units
No skills	10	135	300	3,560	245	100
Entry Level	5	2,750	410	2,575	370	105
Foundation Level	5	3,515	160	850	140	50
Intermediate Level	*	1,415	70	395	65	25
Advanced Level	*	865	80	690	30	15
Proficient Level	10	3,105	765	2,150	100	30
Information not obtained	-	-	10	-	5	-

<b>Total</b>	<b>30</b>	<b>11,790</b>	<b>1,795</b>	<b>10,220</b>	<b>955</b>	<b>325</b>
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### 3.3 Teacher headcount by Welsh Language ability and local authority, 2024/25

Gwynedd has the highest rate of proficient level teachers at 80.9% and Blaenau Gwent has the lowest rate of 6.2%

	<b>No skills</b>	<b>Entry Level</b>	<b>Foundation Level</b>	<b>Intermediate Level</b>	<b>Advanced Level</b>	<b>Proficient Level</b>
Isle of Anglesey	3.3%	2.3%	2.1%	3.8%	11.1%	77.4%
Gwynedd	1.1%	3.5%	1.8%	2.6%	9.6%	80.9%
Conwy	7.5%	18.8%	15.5%	8.5%	9.5%	40.2%
Denbighshire	12.3%	21.1%	17.8%	8.8%	5.7%	34.3%
Flintshire	18.5%	23.1%	28.1%	11.1%	5.7%	13.5%
Wrexham	17.8%	25.9%	24.3%	9.3%	9.5%	13.2%
Powys	17.2%	21.0%	20.7%	10.8%	8.6%	21.8%
Ceredigion	4.4%	5.1%	5.7%	6.6%	11.9%	66.2%
Pembrokeshire	12.6%	27.3%	18.4%	10.0%	6.3%	25.4%
Carmarthenshire	5.1%	13.6%	12.3%	8.2%	12.9%	47.9%
Swansea	22.0%	27.2%	20.8%	7.7%	3.4%	19.0%
Neath Port Talbot	19.5%	24.3%	21.6%	8.3%	4.2%	22.1%
Bridgend	20.4%	30.3%	24.6%	8.0%	3.4%	13.4%
Vale of Glamorgan	23.0%	30.8%	10.6%	13.5%	4.0%	18.1%
Rhondda Cynon Taf	19.6%	25.4%	17.3%	8.6%	6.7%	22.3%
Merthyr Tydfil	18.7%	27.7%	25.7%	11.6%	3.7%	12.5%
Caerphilly	17.5%	31.0%	21.2%	6.4%	4.1%	19.7%
Blaenau Gwent	14.7%	39.8%	29.2%	4.8%	2.9%	6.2%
Torfaen	24.8%	23.1%	21.8%	10.0%	6.5%	13.9%
Monmouthshire	19.9%	33.1%	28.9%	7.4%	2.7%	8.0%

Newport	21.5 %	31.1 %	28.5%	7.4%	2.1%	9.3%
Cardiff	25.6 %	31.4 %	16.6%	3.6%	9.8%	13.0%
<b>Wales</b>	<b>17.3 %</b>	<b>24.8 %</b>	<b>18.8%</b>	<b>7.8%</b>	<b>6.7%</b>	<b>24.5%</b>

### 3.4 Teacher headcount by teaching Welsh and school language category group, 2024/25

6,195 teachers (24.7%) were teaching/working through the medium of Welsh in their current post, with a further 1,590 (6.3%) able to teach/work through the medium of Welsh but not doing so in their current post.

	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach/work in Welsh	Teaching Welsh as a subject only	Total
<b>Welsh Medium</b>	4,800	55	45	*	4,900
<b>Dual Language</b>	760	185	415	135	1,500
<b>English Medium</b>	535	1,205	8,670	6,990	17,405
<b>All schools</b>	<b>6,195</b>	<b>1,590</b>	<b>9,980</b>	<b>7,350</b>	<b>25,115</b>

#### 4. Subjects taught

For the full-person equivalence (FPE) teachers are split according to the proportion of teaching time they spend teaching a particular subject. If a teacher spent half of their teaching time teaching English and half of their time teaching Drama, in the FPE, they would be counted as 0.5 against each subject and as 1 in the total. In the headcount, this teacher would be counted as 1 against each subject and 1 in the total. In the subject breakdown, the greater the similarity between the headcount and FPE, the higher the proportion of teachers exclusively teaching that subject and greater the likelihood of subject specialism.

Individuals teaching Mathematics spent the greatest proportion of their timetable teaching that subject (83.8%). For those teaching English the proportion was 81.3%, Welsh 75.0% and for Modern Foreign Languages 74.6%.

##### 4.1 Headcount and Full-Person Equivalent teachers by subject, 2024/25 (all schools) (years 7 to 13 only)

Subject	FPE	Headcount	FPE as % of Headcount
Art	405	600	66.9%
Biology	165	465	35.9%
Business Studies	160	305	51.3%
Chemistry	165	430	38.5%
Drama/Theatre	240	475	50.8%
Design & Technology	565	1,005	56.1%
English	1,475	1,810	81.3%
Engineering	60	185	32.0%
Geography	380	680	55.8%
History	445	755	58.8%
ICT	350	670	52.4%
Mathematics	1,495	1,785	83.8%
Modern Foreign Language	415	555	74.6%
Music	265	385	68.2%
Other Humanities	170	480	35.2%
Other Subject	350	1,515	23.0%

Physical Education	810	1,125	71.8%
Physics	145	380	38.6%
Personal & Social Education	140	1,180	11.7%
Religious Education	400	825	48.2%
Science	1,130	1,765	64.1%
Social Sciences	185	495	37.2%
Vocational Subject	390	1,100	35.5%
Welsh Baccalaureate	305	1,340	22.8%
Welsh	835	1,110	75.0%

#### 4.2 Headcount and Full-Person Equivalent teachers by subject, 2024/25 (Welsh medium schools) (years 7 to 13 only)

Subject	FPE	Headcount	FPE as % of Headcount
Art	75	115	67.2%
Biology	35	85	38.6%
Business Studies	25	50	50.6%
Chemistry	40	95	42.3%
Drama/Theatre	50	95	54.6%
Design & Technology	105	185	55.8%
English	225	285	79.0%
Engineering	10	35	26.8%
Geography	60	115	53.2%
History	70	125	55.3%
ICT	55	115	47.8%
Mathematics	245	315	78.7%
Modern Foreign Language	85	120	73.0%
Music	55	80	69.0%

Other Humanities	50	135	36.8%
Other Subject	45	235	20.0%
Physical Education	140	205	68.0%
Physics	30	75	38.2%
Personal & Social Education	30	230	12.8%
Religious Education	55	125	43.0%
Science	185	325	57.7%
Social Sciences	30	80	37.1%
Vocational Subject	75	210	36.7%
Welsh Baccalaureate	60	275	22.3%
Welsh	245	315	78.3%

#### 4.3 Headcount and Full-Person Equivalent teachers by subject, 2024/25 (English medium schools) (years 7 to 13 only)

Subject	FPE	Headcount	FPE as % of Headcount
Art	290	435	66.8%
Biology	120	335	35.8%
Business Studies	120	230	52.5%
Chemistry	110	295	37.8%
Drama/Theatre	175	350	50.9%
Design & Technology	400	725	55.5%
English	1,145	1,395	81.9%
Engineering	45	130	33.5%
Geography	290	515	56.1%
History	335	560	59.5%
ICT	270	490	55.4%

Mathematics	1,135	1,330	85.5%
Modern Foreign Language	290	385	76.1%
Music	185	275	67.3%
Other Humanities	105	310	34.2%
Other Subject	275	1,195	23.0%
Physical Education	605	820	73.5%
Physics	105	265	39.4%
Personal & Social Education	105	895	11.6%
Religious Education	325	645	50.0%
Science	850	1,290	65.6%
Social Sciences	145	395	36.9%
Vocational Subject	285	810	35.5%
Welsh Baccalaureate	210	915	23.1%
Welsh	500	685	72.8%

## 5. Teacher Recruitment

On average, 10.0 applications were received per post advertised, an increase from 7.8 in 2022/23 and the highest since 2020/21. The average was lower for Welsh medium posts (5.1) compared to English medium posts (11.5). The average was also lower for Secondary school posts (5.2) compared to Primary school posts (15.2).

At the end of the 2023/24 academic year, 1,926 of posts advertised were filled (88.7%).

### 5.1 Post advertised, average applications and % posts filled by sector 2021/22 to 2023/24

Sector	2021/22			2022/23			2023/24		
	Advertised	Average Applications	% Posts Filled	Advertised	Average Applications	% Posts Filled	Advertised	Average Applications	% Posts Filled
Nursery	*	10.5	100.0%	6	3.8	100.0%	6	4	80.0%
Primary	909	14.1	93.7%	957	12.3	89.7%	972	15.2	91.2%
Middle	168	5.3	76.0%	201	4.8	72.3%	141	5.6	85.2%
Secondary	1,113	5.5	86.3%	1,179	4.6	87.6%	957	5.2	86.5%
Special	81	9.2	96.3%	78	10.0	96.2%	78	13.9	88.3%
PRU	18	6.2	89.5%	27	6.0	88.9%	18	5.3	100.0%
<b>Total</b>	<b>2,292</b>	<b>9.1</b>	<b>88.9%</b>	<b>2,448</b>	<b>7.8</b>	<b>87.5%</b>	<b>2,172</b>	<b>10.0</b>	<b>88.7%</b>

### 5.2 Post advertised, average applications and % posts filled by subject 2021/22 to 2023/24

Subject	2021/22			2022/23			2023/24		
	Advertised	Average Applications	% Posts Filled	Advertised	Average Applications	% Posts Filled	Advertised	Average Applications	% Posts Filled
Not applicable	1,035	13.2	91.0%	1,131	11.5	88.3%	1,029	15.3	91.5%
Headteachers with no teaching	87	4.8	89.7%	117	4.2	80.5%	138	4.5	79.7%
Other Leadership with no teaching	150	10.9	95.3%	153	8.1	92.8%	162	9.5	91.4%
Art	24	6.1	95.7%	30	8.1	93.3%	15	4.2	100.0%
Biology	9	4.3	80.0%	12	3.5	81.8%	12	2.9	72.7%
Business Studies	12	3.5	63.6%	12	3.0	53.8%	9	3.0	75.0%
Chemistry	15	3.6	75.0%	12	2.8	81.8%	12	1.8	83.3%
Drama/Theatre	30	8.3	96.6%	24	5.9	87.0%	15	5.0	93.3%
D&T	72	2.8	82.2%	63	3.4	85.7%	54	3.0	86.8%
English	159	6.5	91.1%	150	5.0	91.4%	102	5.0	91.1%
Geography	24	4.7	95.8%	18	4.4	89.5%	27	4.2	82.1%
History	18	8.8	100.0%	27	9.7	92.3%	18	8.0	94.4%
ICT	39	2.6	76.9%	45	2.2	77.3%	36	2.0	66.7%
Mathematics	132	4.6	83.3%	141	3.5	85.9%	123	4.6	79.0%
Modern Foreign Language	30	4.5	90.0%	30	3.5	87.1%	24	4.3	87.5%

Music	21	4.7	85.7%	21	1.9	81.0%	27	3.6	89.3%
Physical Education	54	10.3	96.2%	66	6.9	90.9%	66	8.3	93.9%
Physics	15	2.4	78.6%	12	2.3	75.0%	15	3.6	92.9%
Religious Education	24	4.9	88.0%	33	4.5	84.4%	30	4.8	77.4%
Science	123	4.2	83.9%	138	3.7	86.3%	102	4.5	85.4%
Social Sciences	18	2.4	72.2%	12	3.2	76.9%	9	3.0	88.9%
Vocational Subject	12	3.3	63.6%	9	5.8	100.0%	9	4.1	66.7%
Welsh Baccalaureate	9	3.6	70.0%	3	2.0	75.0%	3	1.0	66.7%
Welsh	90	2.3	79.1%	105	1.8	79.0%	63	3.2	90.3%
Other Humanities	39	8.1	89.7%	36	7.0	97.3%	33	6.2	90.9%
Other Subject	42	4.5	95.2%	36	4.7	97.3%	27	5.9	96.2%
<b>Total</b>	<b>2,292</b>	<b>9.1</b>	<b>88.9%</b>	<b>2,448</b>	<b>7.8</b>	<b>87.5%</b>	<b>2,172</b>	<b>10.0</b>	<b>88.7%</b>

The number of advertised posts decreased by 5.2% between 2021/22 and 2023/24. Over the same period, the average number of applications per post increased from 9.1 to 10.0.

## 6. Teacher Retention

Of the 1,465 teachers that left the profession, 455 (31.0%) retired (at normal or early retirement age).

### 6.1 Teachers leaving the profession by destination 2021/22 to 2023/24 (all schools)

Destination	2020/21	2021/22	2022/23	2023/24
Non-teaching capacity within education system	65	110	140	115
Employed outside education	100	205	280	265
Retirement	110	125	135	150
Unknown	80	120	140	130
Early retirement	220	240	240	305
Other	470	380	545	495
<b>Total</b>	<b>1,045</b>	<b>1,175</b>	<b>1,480</b>	<b>1,465</b>

There has been a 39.7% increase in the total number of leavers from the profession between 2020/21 and 2023/24.

### 6.2 Teachers leaving the profession by destination 2021/22 to 2023/24 (primary schools)

Destination	2020/21	2021/22	2022/23	2023/24
Non-teaching capacity within education system	40	60	65	70
Employed outside education	45	80	120	135
Retirement	45	55	50	60
Unknown	40	45	55	65
Early retirement	125	140	145	150
Other	225	230	345	325
<b>Total</b>	<b>520</b>	<b>610</b>	<b>775</b>	<b>805</b>

For primary school teachers, there has been a 54.6% increase in the total number of leavers from the profession between 2020/21 and 2023/24.

**6.3 Teachers leaving the profession by destination 2021/22 to 2023/24  
(secondary schools)**

<b>Destination</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>
Non-teaching capacity within education system	20	40	60	35
Employed outside education	45	105	130	110
Retirement	60	55	75	70
Unknown	30	50	75	50
Early retirement	80	70	65	125
Other	210	120	145	135
<b>Total</b>	<b>445</b>	<b>440</b>	<b>555</b>	<b>525</b>

For secondary school teachers, there has been a 17.8% increase in the total number of leavers from the profession between 2020/21 and 2023/24.

## 7. Teacher Contracts

The following table shows the number of teacher contracts by full-time equivalence of the contract by sector. Individual teachers may have more than one contract and each contract is counted individually. Therefore the total number of contracts will not equate to the published number of teachers.

71.0% of contracts had an FTE of 1 or more in 2024/25.

### 7.1 Number of teacher contracts by FTE bands of 0.2 by sector, 2024/25

	<0.2	>=0.2 and < 0.4	>=0.4 and <0.6	>=0.6 and <0.8	>=0.8 and <1.0	>=1.0
Nursery	-	-	1	7	5	14
Primary	22	138	737	1,060	1,775	8,181
Secondary	26	61	218	660	1,763	7,346
Middle	2	10	40	123	256	1,424
Special	-	2	26	61	88	785
Pupil Referral Units	-	-	9	20	48	167
Other	31	51	121	156	219	994
<b>Total</b>	<b>81</b>	<b>262</b>	<b>1,152</b>	<b>2,087</b>	<b>4,154</b>	<b>18,911</b>

Source: SWAC HR

## 8. Support Staff Roles

### 8.1 Support Staff headcount by main staff role, 2020/21 to 2024/25

Main Staff Role	2020/21	2021/22	2022/23	2023/24	2024/25	% change 20/21 to 24/25
Higher level teaching assistant	1,830	1,845	1,810	1,820	1,840	0.4%
Teaching assistants	14,480	15,175	15,725	15,290	14,725	1.7%
Foreign language assistants	25	30	30	25	25	0.0%
SEN/ALN co-ordinator	150	205	250	280	295	95.3%
SEN/ALN support staff	3,325	3,415	3,600	3,470	3,345	0.7%
School business manager	360	370	375	385	375	3.9%
Pastoral support staff	955	1,005	1,115	1,105	1,130	18.1%
ICT staff	310	300	290	275	260	-16.7%
Administration staff	2,925	2,855	2,845	2,840	2,775	-5.2%
Science and laboratory technicians	345	330	335	340	325	-5.8%
Librarians and library assistants	75	70	70	60	55	-27.3%
Matrons/nurses/medical staff	45	40	35	30	25	-39.5%
Examinations officers/Invigilators	195	240	255	300	300	54.9%
Midday supervisors	1,965	2,155	2,275	2,205	2,185	11.1%
Advisory staff	*	5	5	*	*	0.0%
Other support staff	2,055	2,005	1,855	1,720	1,585	-22.8%
<b>Total</b>	<b>29,055</b>	<b>30,035</b>	<b>30,860</b>	<b>30,155</b>	<b>29,250</b>	<b>0.7%</b>

The number of support staff in Wales increased by 0.7% between 2020/21 and 2024/25, from 29,055 to 29,250.

### 8.2 Support Staff headcount by sector, 2020/21 to 2024/25

<b>Sector</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>% change 20/21 to 24/25</b>
Nursery	80	80	65	70	75	-6.3%
Primary	18,300	18,750	19,060	18,265	17,295	-5.5%
Middle	1,005	1,020	1,235	1,310	1,300	29.4%
Secondary	6,780	7,100	7,320	7,230	7,065	4.2%
Special	2,515	2,715	2,805	2,905	3,095	23.0%
PRU	375	365	370	380	430	14.4%
<b>Total</b>	<b>29,055</b>	<b>30,035</b>	<b>30,860</b>	<b>30,155</b>	<b>29,250</b>	<b>0.7%</b>

The largest percentage increase of support staff was seen in middle schools, with an increase of 29.4% between 2020/21 and 2024/25.

### **8.3 Support Staff Full-Time Equivalence (FTE) by staff role, 2020/21 to 2024/25**

<b>Main Staff Role</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>	<b>% change 20/21 to 24/25</b>
Higher level teaching assistant	1,400	1,390	1,390	1,410	1,440	3.0%
Teaching assistants	11,725	12,380	12,925	12,715	12,180	3.9%
Foreign language assistants	15	20	20	20	20	15.9%
SEN/ALN co-ordinator	115	155	200	225	235	101.2%
SEN/ALN support staff	2,790	2,900	3,050	2,945	2,810	0.8%
School business manager	340	345	350	360	345	2.7%
Pastoral support staff	850	905	1,015	1,015	1,035	21.7%
ICT staff	285	285	275	260	250	-13.5%
Administration staff	2,460	2,415	2,430	2,430	2,375	-3.4%
Science and laboratory technicians	300	285	290	295	285	-5.5%
Librarians and library assistants	65	60	60	50	50	-24.8%
Matrons/nurses/medical staff	35	35	30	30	25	-39.1%

Examinations officers/Invigilators	160	160	165	180	185	13.6%
Midday supervisors	515	580	635	675	640	23.7%
Advisory staff	*	*	*	*	*	*
Other support staff	1,330	1,380	1,330	1,255	1,185	-10.6%
<b>Total</b>	<b>22,390</b>	<b>23,300</b>	<b>24,160</b>	<b>23,860</b>	<b>23,050</b>	<b>3.0%</b>

The number of FTE support staff in Wales increased by 3.0% between 2020/21 and 2024/25, from 22,390 to 23,050.

#### 8.4 Support Staff FTE by sector, 2020/21 to 2024/25

Sector	2020/21	2021/22	2022/23	2023/24	2024/25	% change 20/21 to 24/25
Nursery	55	55	50	50	55	0.6%
Primary	13,255	13,685	14,040	13,615	12,800	-3.4%
Middle	820	830	1,035	1,135	1,130	37.9%
Secondary	5,715	5,995	6,195	6,110	5,910	3.4%
Special	2,210	2,410	2,500	2,600	2,760	24.7%
PRU	335	325	340	355	400	18.3%
<b>Total</b>	<b>22,390</b>	<b>23,300</b>	<b>24,160</b>	<b>23,860</b>	<b>23,050</b>	<b>3.0%</b>

The largest percentage increase of FTE support staff was seen in middle schools, with an increase of 37.9% between 2020/21 and 2024/25.

## 9. Support Staff Characteristics

### 9.1 Support Staff headcount by sex, 2020/21 to 2024/25

	2020/21	2021/22	2022/23	2023/24	2024/25
Female	26,410	27,125	27,910	27,225	26,320
Male	2,640	2,905	2,950	2,930	2,935
<b>Total</b>	<b>29,055</b>	<b>30,035</b>	<b>30,860</b>	<b>30,155</b>	<b>29,250</b>

Between 2020/21 and 2024/25 the total number of female support staff decreased by 0.3%, while the total number of male support staff increased by 11.2%.

### 9.2 Support Staff headcount by age range, 2020/21 to 2024/25

Age	2020/21	2021/22	2022/23	2023/24	2024/25
<25	1,780	2,045	2,265	2,200	2,125
25 to 29	2,190	2,245	2,280	2,105	2,020
30 to 39	5,860	6,175	6,585	6,440	6,220
40 to 49	7,970	7,795	7,620	7,400	7,200
50 to 59	8,430	8,715	8,810	8,595	8,205
60+	2,820	3,060	3,305	3,415	3,480
<b>Total</b>	<b>29,055</b>	<b>30,035</b>	<b>30,860</b>	<b>30,155</b>	<b>29,250</b>

Between 2020/21 and 2024/25 there has been an increase of 23.4% in support staff aged 60 and over. The next largest increase was seen in support staff aged under 25, with an increase of 19.4%. The proportions of teachers in each age range have remained almost constant over the period.

### 9.3 Support Staff headcount by ethnicity, 2020/21 to 2024/25

	2020/21	2021/22	2022/23	2023/24	2024/25
White	27,860	28,765	29,450	28,955	28,010
Mixed / Multiple ethnic groups	225	260	285	295	290
Asian / Asian British	245	295	375	415	470
Black / African /Caribbean / Black British	70	80	85	85	100
Other ethnic groups	105	130	150	180	180
Information refused	185	175	165	195	180
<b>Total</b>	<b>29,055</b>	<b>30,035</b>	<b>30,860</b>	<b>30,155</b>	<b>29,250</b>

1,040 support staff (3.6%) were of Black, Asian, Mixed or Other ethnicity, compared to 1.3% of teachers and 15% of pupils.

## 10. Additional Learning Needs co-ordinators (ALNco)

There were 1,560 staff working as ALN co-ordinators or undertaking the role in addition to their main role in 2024/25.

### 10.1 Number of ALNco's by main role and sector, 2024/25

Main Role	Nursery schools	Primary schools	Middle schools	Secondary schools	Special schools	Pupil Referral Units	Total
Executive headteacher	-	5	-	-	-	-	5
Headteachers	-	115	*	*	10	*	130
Acting headteachers	-	20	-	-	-	-	20
Deputy headteachers	*	185	*	10	5	*	205
Assistant head teachers	-	80	10	45	5	5	150
Leading practitioner	-	*	*	*	-	-	5
Qualified teachers	*	650	15	75	30	*	780
Unqualified teacher	-	-	-	*	-	-	*
Teachers of the Deaf	-	*	-	*	-	-	*
Other teachers	-	*	-	-	-	-	*
Higher level teaching assistant (HLTA)	-	*	-	*	*	-	5
Teaching assistants	-	5	-	*	-	-	5
Foreign language assistants	-	-	-	-	-	-	-
ALN co-ordinator	-	140	15	75	*	*	235
ALN support staff	-	*	-	5	-	-	5
School business manager	-	*	-	-	-	-	*
Pastoral support staff	-	-	-	-	-	-	-
Other support staff	-	-	-	*	-	*	*
<b>Total</b>	<b>5</b>	<b>1,215</b>	<b>45</b>	<b>220</b>	<b>60</b>	<b>20</b>	<b>1,560</b>

## **Initial Teacher Education Data**

### **Summary and key figures**

Information on ITE enrolments and qualifiers is available in the ITE Statistical Bulletin annually release published May-June annually. More detailed data is also published on our StatsWales website with an update with academic year 2022/23 and 2023/24.

Officials share non-official statistics with key partners including the Coleg during the ITE recruitment cycle to support recruitment activities.

Key figures from HESA as at July 2025:

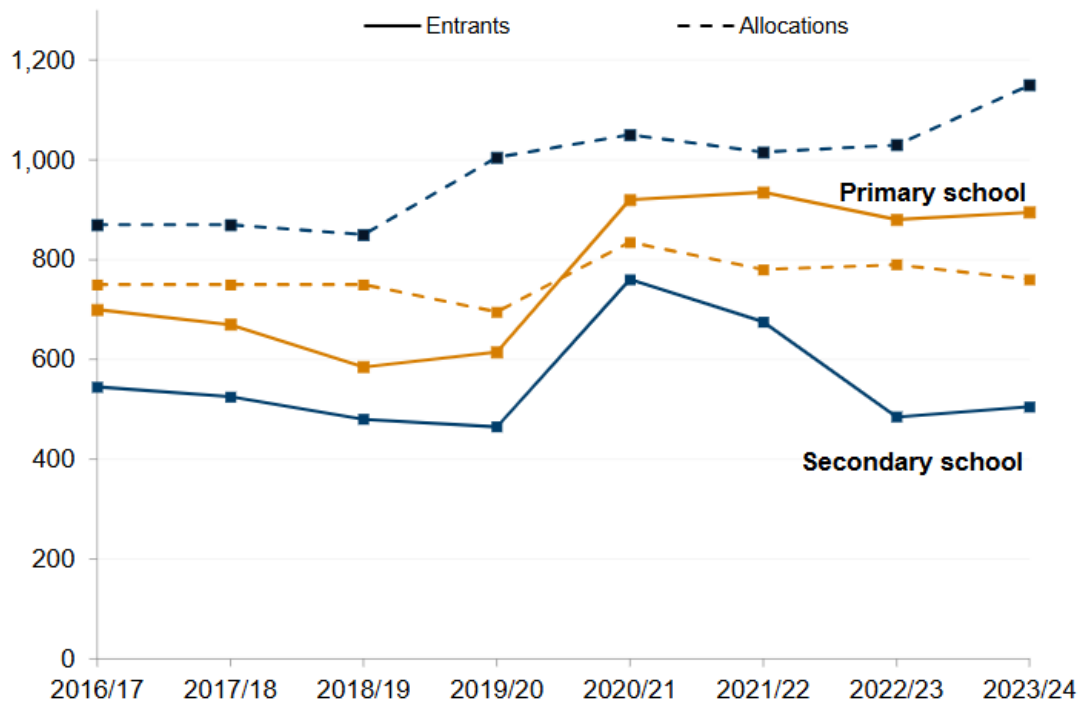
#### **Enrolments in Welsh higher education providers**

- There was a total of 2,040 ITE enrolments in Welsh higher education providers in 2023/24 (2,070 in 2022/23).
- There were 1,405 entrant enrolments in 2023/24. This is 3% higher than the number of entrants in 2022/23.
- 895 entrants were training to teach at primary school (880 entrants in 2022/23) and 505 entrants were training to teach at secondary school (485 entrants in 2022/23).
- The number of entrants to primary school ITE courses in Wales was 18% higher than the allocations in 2023/24.
- The number of entrants to secondary school ITE courses in Wales was 56% lower than the allocations in 2023/24.
- In 2023/24, 6% of ITE entrants permanently addressed in the UK and whose ethnicity was known were from a Black, Asian or Minority Ethnic group (3% in 2022/23).
- 87% of ITE entrants studying in Wales in 2023/24 were permanently addressed in Wales before they started their ITE course (88% in 2022/23).

**All the data provided below is publicly available via StatsWales.**

## 11. General ITE Recruitment

### 11.1 Entrants and intake allocations to ITE courses in Wales, 2016/17 to 2023/24



Description of Figure 1: A line chart showing that entrant enrolments for primary school surpassed allocations for the fourth consecutive year, while entrant enrolments for secondary school have been lower than allocations since 2016/17.

Source: HESA Student record, Education Workforce Council (EWC) and Welsh Government

### 11.2 First years on ITE courses in Wales by degree type, school level and year, 2010/11 to 2021/22

	2010/ 11	2011/ 12	2012/ 13	2013/ 14	2014/ 15	2015/ 16	2016/ 17	2017/ 18	2018/ 19	2019/ 20	2020/ 21	2021/ 22
<b>Total</b>	<b>1780</b>	<b>1760</b>	<b>1740</b>	<b>1650</b>	<b>1500</b>	<b>1310</b>	<b>1245</b>	<b>1200</b>	<b>1065</b>	<b>1080</b>	<b>1680</b>	<b>1610</b>
<b>PGCE Primary School</b>	430	460	470	465	465	440	425	430	375	420	635	645
<b>PGCE Secondary School</b>	940	900	870	820	695	560	530	495	450	455	760	670
<b>Undergraduate Primary School</b>	335	310	305	300	290	270	270	245	210	190	285	295
<b>Undergraduate Secondary School</b>	75	95	95	65	45	35	20	35	30	10	.	5

## 12. Welsh Medium ITE recruitment

Data pertaining to academic year 2022/23 and 2023/24 will be published on StatsWales this term (Autumn 2025)

### 12.1 First years on secondary school ITE courses in Wales by subject and year, 2014/15 to 2021/22, training to teach in Welsh

		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>Training to teach in Welsh</b>	<b>Total</b>	270	265	305	320	255	245	235	210	175	235	335	325
	Primary School	145	145	195	180	135	150	145	110	95	145	190	210
	Secondary School	125	120	105	140	120	95	90	100	75	90	145	110
<b>Not training to teach in Welsh</b>	<b>Total</b>	1510	1495	1440	1330	1245	1065	1010	990	890	840	1345	1290
	Primary School	620	620	580	585	620	560	555	560	490	465	730	725
	Secondary School	890	875	855	745	620	505	455	425	400	375	615	565
<b>Grand Total</b>		<b>1780</b>	<b>1760</b>	<b>1740</b>	<b>1650</b>	<b>1500</b>	<b>1310</b>	<b>1245</b>	<b>1200</b>	<b>1065</b>	<b>1080</b>	<b>1680</b>	<b>1610</b>

**12.2 First years on secondary school ITE courses in Wales by subject and year, 2014/15 to 2021/22, training to teach in Welsh**

	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
<b>General Science</b>	.	.	.	.	.	.	.	5
<b>Biology</b>	.	5	5	5	.	.	10	.
<b>Chemistry</b>	5	5	5	5	.	5	5	.
<b>Physics</b>	.	5	.	.	5	.	5	5
<b>Mathematics</b>	10	5	5	5	5	5	15	5
<b>DT</b>	5	5	.	10	5	.	5	10
<b>IT</b>	.	5	.	.	.	.	.	.
<b>Art</b>	5	.	.	.	5	.	5	.
<b>Business</b>	.	.	.	.	.	.	.	.
<b>Drama</b>	5	.	5	.	.	5	.	5
<b>English</b>	10	.	.	5	5	5	10	5
<b>Geography</b>	.	5	5	5	.	5	5	5
<b>History</b>	10	5	5	5	10	10	10	10
<b>Modern Languages</b>	20	10	15	15	10	20	10	15
<b>Music</b>	5	.	.	5	5	.	5	.
<b>PE</b>	10	15	10	10	10	10	25	10
<b>RE</b>	.	.	.	.	.	.	5	.
<b>Welsh</b>	35	25	35	25	15	20	30	35
<b>Total</b>	<b>120</b>	<b>95</b>	<b>90</b>	<b>100</b>	<b>75</b>	<b>90</b>	<b>145</b>	<b>110</b>

Notes: "." Indicates a number less than 5.

### 13. Subject Specific recruitment (both English and Welsh medium)

Data pertaining to academic year 2022/23 and 2023/24 will be published on StatsWales this term (Autumn 2025)

#### 13.1 First years on secondary school ITE courses in Wales by subject and year, 2014/15 to 2021/22

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>General Science</b>	20	20	5	5	10	5	5	10
<b>Biology</b>	30	35	35	40	30	20	50	50
<b>Chemistry</b>	35	20	30	20	25	20	45	20
<b>Physics</b>	25	25	20	15	20	10	35	20
<b>Mathematics</b>	110	75	65	55	60	40	80	75
<b>DT</b>	30	35	30	40	40	20	35	30
<b>IT</b>	25	15	20	20	15	10	25	15
<b>Art</b>	45	35	10	10	15	15	30	25
<b>Business</b>	15	10	15	10	5	5	10	15
<b>Drama</b>	30	15	15	20	15	25	30	30
<b>English</b>	110	75	65	60	40	60	100	105
<b>Geography</b>	25	25	25	25	15	35	30	30
<b>History</b>	50	50	50	45	50	55	75	80
<b>Modern Languages</b>	45	30	35	30	20	30	35	30
<b>Music</b>	30	25	10	20	10	10	30	15
<b>PE</b>	65	60	60	60	65	60	80	65
<b>RE</b>	30	25	25	25	25	20	30	20
<b>Welsh</b>	35	25	35	25	15	20	35	35
<b>Total</b>	<b>740</b>	<b>600</b>	<b>545</b>	<b>525</b>	<b>480</b>	<b>465</b>	<b>760</b>	<b>675</b>

## 14. Diversity data

Data pertaining to academic year 2022/23 and 2023/24 will be published on StatsWales this term (Autumn 2025)

### 14.1 First years on ITE courses in Wales by ethnicity and year

		2010/ 11	2011/ 12	2012/ 13	2013/ 14	2014/ 15	2015/ 16	2016/ 17	2017/ 18	2018/ 19	2019/ 20	2020/ 21	2021/ 22
<b>White</b>	<b>White</b>	1675	1685	1650	1565	1430	1255	1195	1110	1010	1015	1575	1410
<b>Minority ethnic group (total)</b>		45	45	50	55	45	25	25	35	40	50	80	80
<b>Minority ethnic group</b>	<b>Mixed</b>	20	20	20	20	15	10	15	10	15	20	20	30
	<b>Asian or Asian British</b>	15	15	15	20	10	10	5	15	15	15	35	30
	<b>Black or Black British</b>	5	10	15	10	10	5	5	5	5	5	10	10
	<b>Chinese</b>	5	.	.	.	.	.	5	5	5	.	.	5
	<b>Other</b>	.	.	.	5	5	.	.	5	5	5	10	10
<b>Grand total</b>		<b>1780</b>	<b>1760</b>	<b>1740</b>	<b>1650</b>	<b>1500</b>	<b>1310</b>	<b>1245</b>	<b>1200</b>	<b>1065</b>	<b>1080</b>	<b>1680</b>	<b>1610</b>

#### 14.2 First years on ITE courses in Wales by disability and year, 2010/11 to 2021/22

		<b>201 0/11</b>	<b>201 1/12</b>	<b>201 2/13</b>	<b>201 3/14</b>	<b>201 4/15</b>	<b>201 5/16</b>	<b>201 6/17</b>	<b>201 7/18</b>	<b>201 8/19</b>	<b>201 9/20</b>	<b>202 0/21</b>	<b>202 1/22</b>
<b>No known disability</b>		167 5	165 0	163 0	152 0	138 5	119 5	113 5	107 5	960	950	144 5	140 0
<b>Known disability</b>		110	110	115	135	115	115	105	125	105	125	235	210
<b>Known disability</b>	<b>Specific Learning Difficulty e.g. dyslexia</b>	60	70	75	80	65	55	55	50	55	60	110	80
	<b>Blind/ Partially sighted</b>	.	.	.	.	.	.	.	5	.	.	.	.
	<b>Deaf/ Hearing impairment</b>	5	5	.	5	5	5	5	5	5	5	5	5
	<b>Physical impairment / mobility issues</b>	10	5	10	.	5	5	.	5	.	5	.	5
	<b>Mental health condition, e.g. depression</b>	5	5	5	15	15	15	15	20	15	30	55	60
	<b>Social/communication impairment e.g. autistic spectrum disorder</b>	.	.	.	.	.	.	.	5	5	.	10	5
	<b>A long standing illness / health condition e.g. diabetes, cancer</b>	15	15	15	15	15	25	20	20	15	10	25	15
	<b>Multiple disabilities</b>	5	5	.	10	5	5	5	10	5	5	20	25
	<b>Other disability not listed</b>	5	5	5	10	10	.	10	15	10	10	15	15
<b>Grand Total (all student teachers)</b>		<b>178 0</b>	<b>176 0</b>	<b>174 0</b>	<b>165 0</b>	<b>150 0</b>	<b>131 0</b>	<b>124 5</b>	<b>120 0</b>	<b>106 5</b>	<b>108 0</b>	<b>168 0</b>	<b>161 0</b>