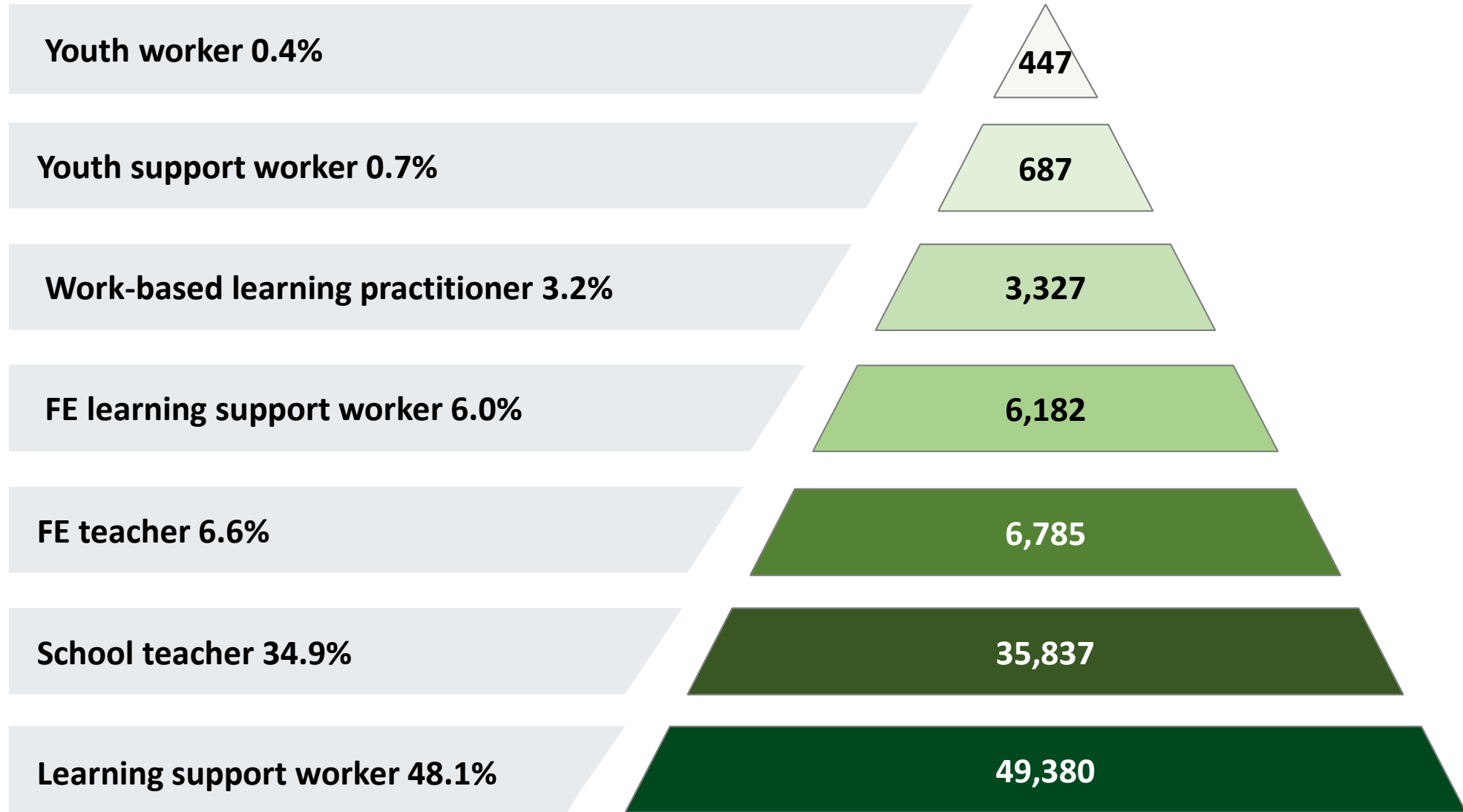


Recruitment, retention, and professional regulation

Hayden Llewellyn
Chief Executive

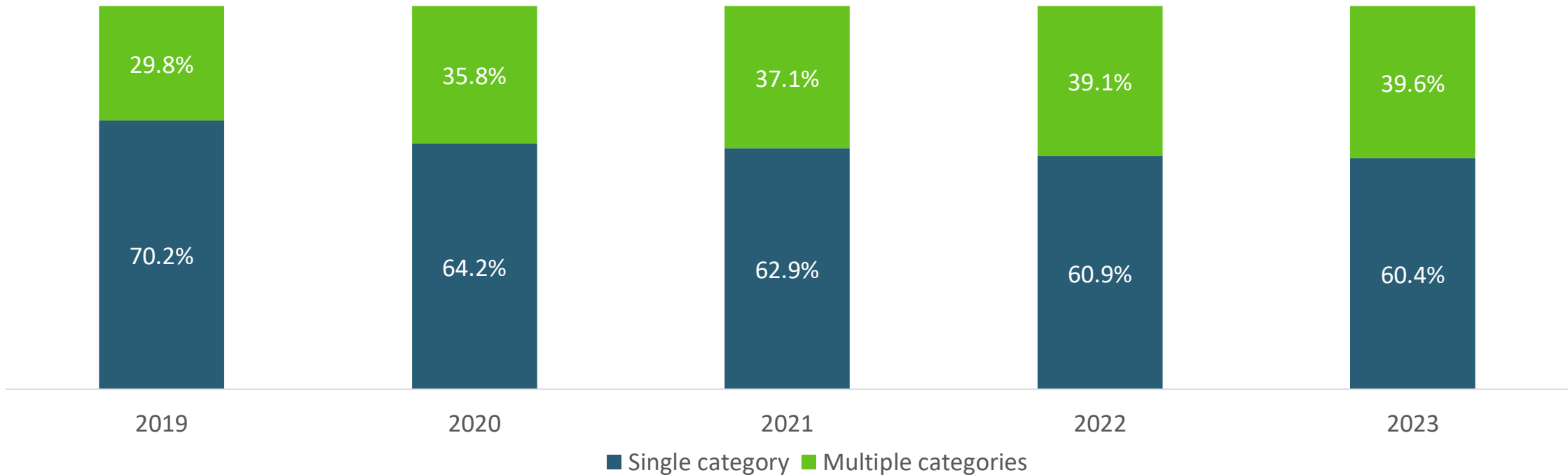
- Workforce Data
- Registration – your responsibilities
- Regulation of the workforce – your responsibilities
- Discussion points
- EWC Registrant services, guidance & support – helping you

Registrants – March 2023



Work-based learning workforce – single and multiple category registrants

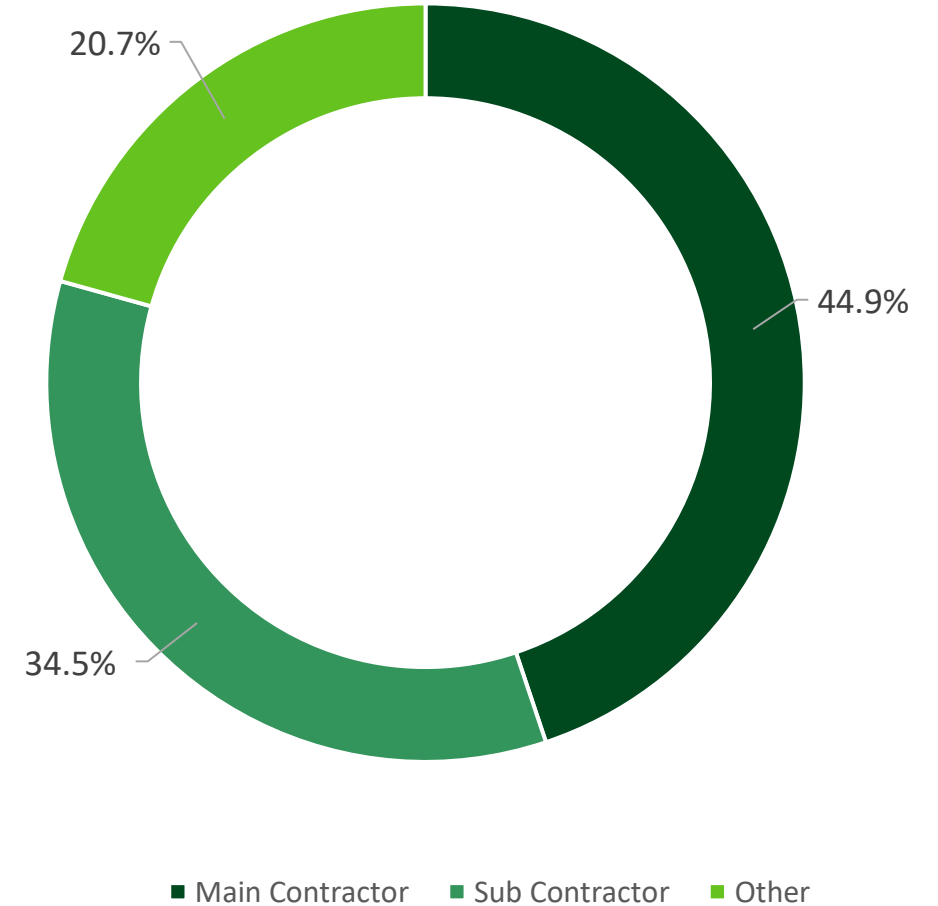
	2019		2020		2021		2022		2023	
	Number	%	Number	%	Number	%	Number	%	Number	%
Total registered	3,306	100	3,540	100	3,321	100	3,319	100	3,327	100
Single category	2,320	70.2	2,274	64.2	2,089	62.9	2,022	60.9	2,008	60.4
Multiple categories	986	29.8	1,266	35.8	1,232	37.1	1,297	39.1	1,319	39.6



Work-based learning workforce by employment type

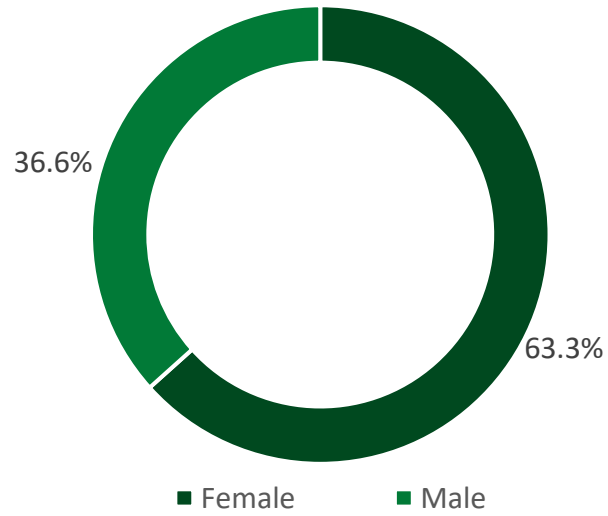
Contract Type	Number of WBL Practitioners	%
Main Contractor	1,493	44.9%
Sub Contractor	1,147	34.5%
Other*	687	20.7%
Grand Total	3,327	100%

* Includes those working in agency, local authorities, unattached, out of service or unknown.

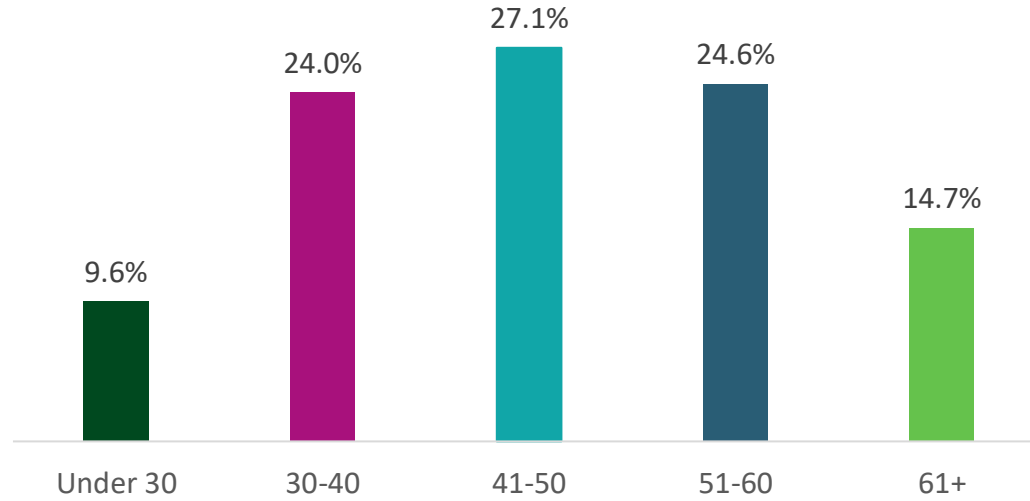


Work-based learning demographics 2023

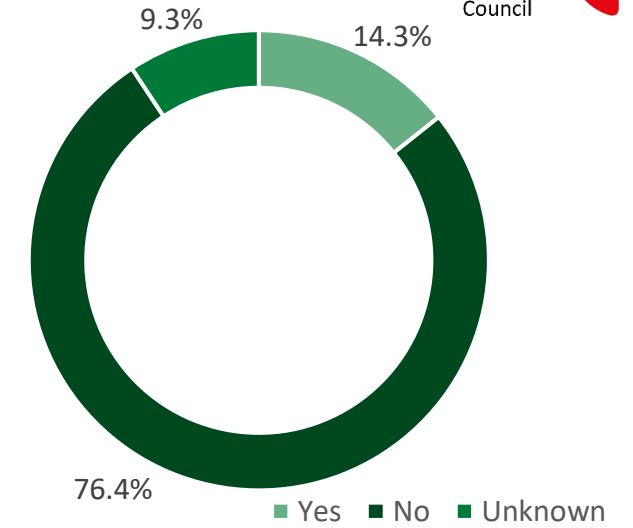
Gender



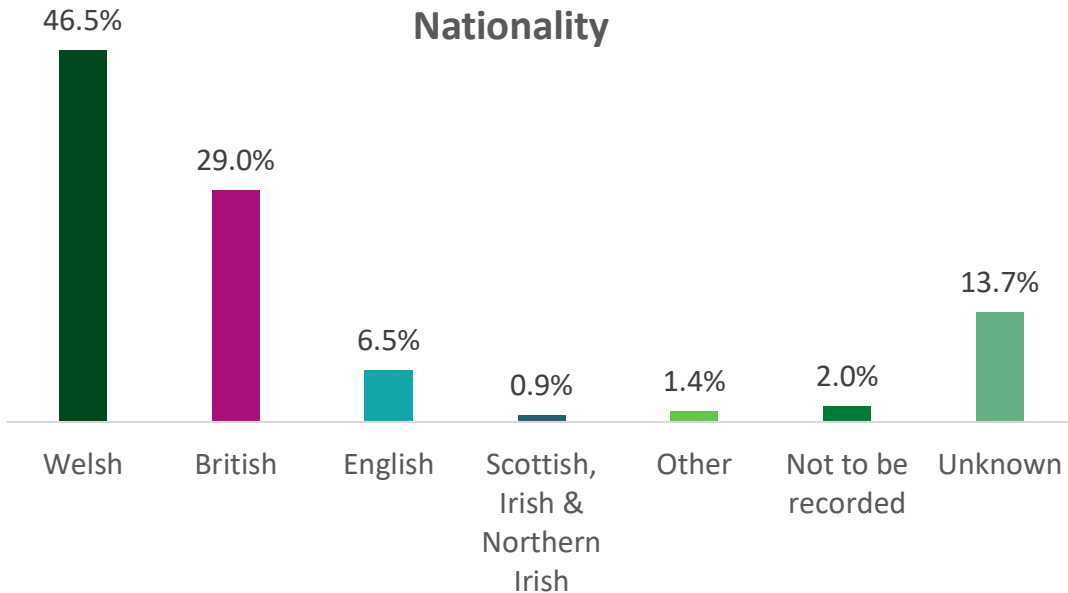
Age



Ability to speak Welsh



Nationality



Ethnic group

Ethnic group	Number	%
White	2,711	81.5%
Mixed / Multiple ethnic groups	25	0.8%
Asian/ Asian British	29	0.9%
Black/ African/ Caribbean/ Black British	15	0.5%
Other ethnic group	13	0.4%
Not wished to be recorded	80	2.4%
Unknown	454	13.6%
Total	3,327	100%



Work-based learning employment by highest level of qualification 2023

Level of qualification	Main contractor		Sub contractor		Other*		Total	
	Number	%	Number	%	Number	%	Number	%
8- Doctorate	2	0.1%	0	0%	6	0.9%	8	0.2%
7- Masters degree	254	17%	147	12.8%	217	31.6%	618	18.6%
6- Undergraduate degree	195	13.1%	119	10.4%	102	14.8%	416	12.5%
5- Foundation degree	62	32.1%	39	3.4%	35	5.1%	136	4.1%
4- Certificate of higher Education	150	10.0%	88	7.7%	42	6.1%	280	8.4%
3- AS/ A level	206	13.8%	183	16%	68	9.9%	457	13.7%
2- GCSE higher grades	30	2%	33	2.9%	18	2.6%	81	2.4%
1- GCSE lower grades	0	0%	2	0.2%	1	0.1%	3	0.1%
Qualification but level unknown	397	26.6%	340	30%	133	19.4%	870	26.1%
Unpopulated	197	13.2%	196	17.1%	65	9.5%	458	13.8%
Total	1,493	100%	1,147	100%	687	100%	3,327	100.0%

* Includes those working in agency, local authorities, unattached, out of service or unknown.

Work-based learning practitioners retention

Work-based learning practitioners registered in March 2018 and their registration status in following years

In 1 March 2018, there were 2,913 work based learning practitioners registered with the EWC.

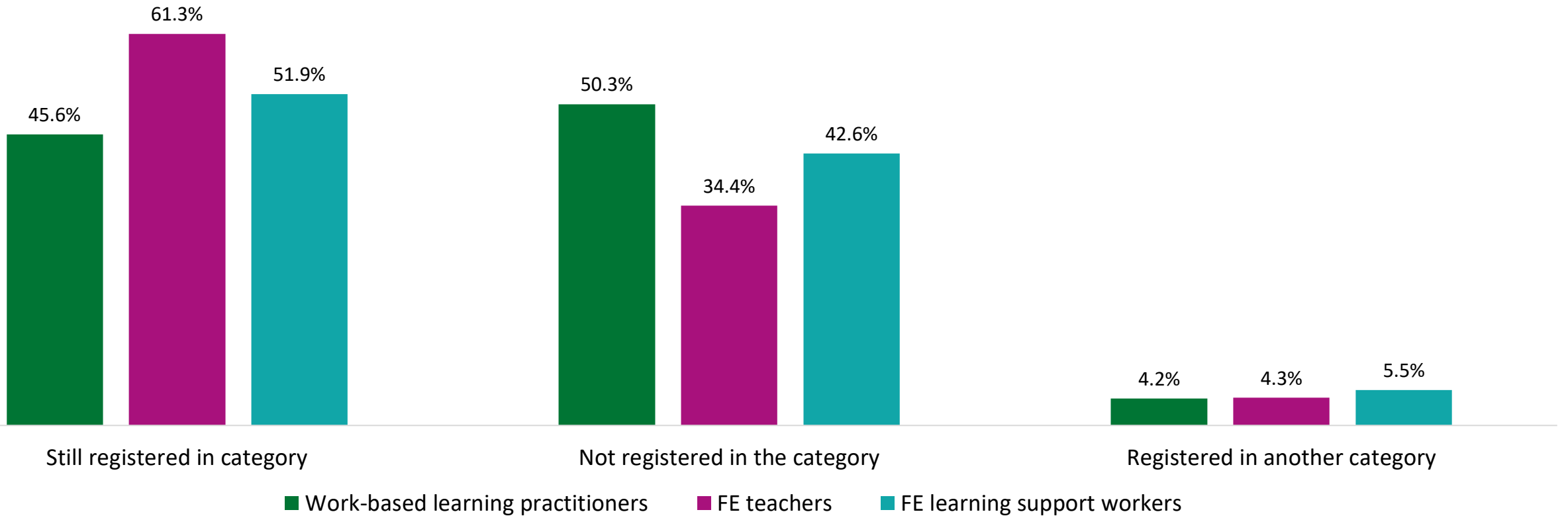
	2019		2020		2021		2022		2023	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as work-based learning practitioners	2,460	84.4	2,016	69.2	1,739	59.7	1,546	53.1	1,377	45.6
Registered in another category	38	1.3	147	5.0	89	3.1	103	3.5	122	4.2
Not registered	415	14.2	750	25.7	1,085	37.2	1,264	43.4	1,464	50.3

The year-on-year change in registered work-based learning practitioner numbers

	2019		2020		2021		2022		2023	
	Number	%	Number	%	Number	%	Number	%	Number	%
Total registered	3,306	100	3,540	100	3,321	100	3,319	100	3,327	100
Registrants de-registered since previous year	453	15.6	720	21.8	689	19.5	614	18.5	723	21.8
New registrants since previous year	846	29.0	954	28.9	470	13.3	612	18.4	731	22.0
Increase or decrease on previous year	393	13.5	234	7.1	-219	-6.2	-2	-0.1	8	0.2

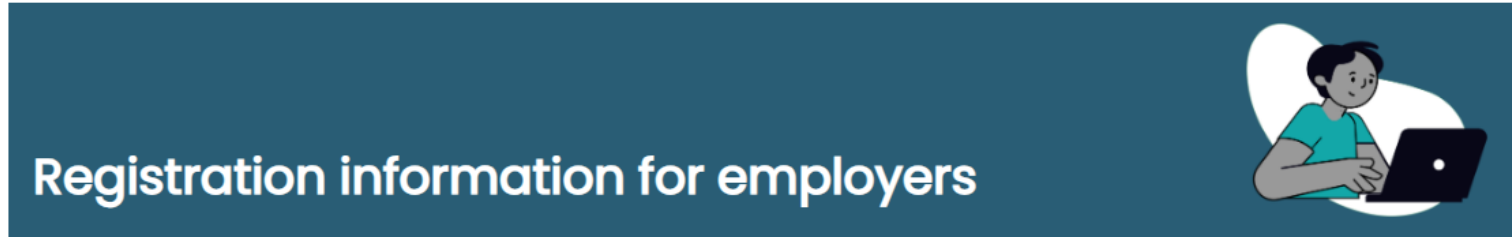
Retention: Following the 2018 cohort to 2023

Below is a comparison of work-based learning registrants retention with the other post-16 registration categories:



EWC registration

- Registration checks before starting work, in the correct category
- Peripatetic, hourly paid, freelance
- Non disclosure and dishonesty
- Discuss minimum qualifications in other categories



You are here: [Registration](#)

Being registered with us is a statutory requirement for:

- school teachers (QTS required to register as a school teacher)
- school learning support workers
- independent school teachers
- independent school learning support workers
- further education (FE) teachers
- FE learning support workers
- independent special post-16 institution teachers
- independent special post-16 institution support workers
- work-based learning practitioners
- youth workers ([mandatory qualification](#) required, or working towards a qualification)
- youth support workers ([mandatory qualification](#) required, or working towards a qualification)

Examples of refused registration applications

Dismissed from specialist support organisation for adults with mental health and behaviours needs / DBS barred (Adults)

Fraudulently cashed employer's cheques over a period of 12 months

Recently expired Teacher Regulation Agency (TRA) Prohibition Order / failure to declare criminal record to EWC

Struck off by Health and Care Professions Council (HCPC) for:

- falsification of records
- dishonesty
- failure to maintain records

Multiple convictions (spanning 30 years)

69 convictions – burglary, assault, fraud, theft, public order, firearms and offences

Conviction, 3 years imprisonment

'Fraud by abuse of position'
£700,000 fraud – took a bribe to allocate a contract

Caution

Theft from vulnerable adult - stole a vulnerable adult's pension money from their locked room in a care home

Convictions, suspended imprisonment

Drunk on an aircraft, assaulted passengers
Appeared intoxicated at EWC meeting

The Code



Code of Professional Conduct and Practice

for registrants with the
Education Workforce Council
(EWC)

Updated November 2023

Mae'r ddogfen hon hefyd ar gael yn Gymraeg

- **What is it?**
 - Sets out the key principles of good conduct and practice
 - Should guide your judgement and decisions
 - Informs parents, guardians, learners, general public of the standards they can expect from you
- **What can happen?**
 - Failure to comply with the Code may call your registration into question
- **Help understanding it – Good Practice Guides**
 - Professionalism in action
 - Being open and honest as an education professional
 - Positive working relationships
 - Using social media responsibly
 - Maintaining professional boundaries with learners
 - Testing, assessment, examinations, invigilation
 - Appropriate physical contact
 - Tackling racism
 - Good conduct and practice for leaders
 - Mental health and wellbeing
 - Addressing peer on peer harassment and abuse

Support worker at school slept with pupil

County Times, 2020

Teacher's ban after shower with pupil

BBC News, 2010

Teacher who brought alcohol into school and left it on desk near pupils is banned from classroom

Wales Online, 2023

'Hoax bomb' teacher reprimanded

BBC News, 2010

Headteacher 'driven by results' struck off after manipulating test results to make her school look better

Wales Online, 2015

Music teacher, now 70, is struck off over unlawful sexual activity with 15-year-old

Daily Mail, 2020

Cwmbran teacher left trip pupils at airport

South Wales Argus, 2011

Teacher suspended over rape case tweet

Daily Post, 2013

Teacher caught on CCTV hitting pupil on the head during lesson

Wales Online, 2022

Teacher barred after drinking wine in class

Wales Online, 2011

Primary school teaching assistant found 'staggering' and smelling of alcohol too drunk to catch bus home

The Telegraph, 2015

Assessor struck off after he let candidates copy exam answers

Wales Online, 2023

'Reckless' headmistress struck off after profiting from nursery run out of school

ITV, 2023

Teacher forged forms to help friend's daughter jump the queue to a popular primary school

The Mirror, 2017

Teacher swore at pupils and 'threw chairs off tables'

Wales Online, 2023

Headteacher who stole £51,000 from school funds is struck off

Wales Online, 2012

A former teacher is banned from teaching after sexual relationships with two girls

Wales Online, 2017

'Dishonest' lecturer who gave students grades without fully assessing their work is struck off

Daily Post, 2023

Swansea teacher suspended after sexual images found on work computer

Wales Online, 2011

Wrexham cannabis farm teacher banned from profession

The Leader, 2015

College worker reprimanded for viewing nude women on work computer

Wales Online, 2021

Teaching ban for college worker, 60, who posed for 'top shelf magazine' photos

Daily Post, 2018

A former teacher is banned from teaching after sexual relationships with two girls

Wales Online, 2017

School ban for teaching assistant convicted of dealing drugs

Wales Online, 2023

Foundation worker was 'sexually motivated' in messaging learners

Wales Online, 2021

Construction lecturer who used 'building site banter' banned from the classroom

Wales Online, 2016

Teacher struck off for posing as teenager to falsely accuse former headteacher of being paedophile

The Telegraph, 2015

Deputy headteacher struck off for having sex with teenage schoolgirls

The Sun, 2017

Primary school teacher who spent hours on Facebook and eBay during lessons found guilty of professional misconduct

Daily Mail, 2008

Teacher struck off after firing PARTY POPPERS in face of autistic child

The Mirror, 2016

College worker reprimanded after sex video he took and shared was posted on YouTube

The Leader, 2018

Casework outcomes for WBL Category (including multiples) since 1 April 2017

Outcome	Assessment / coursework malpractice / falsification	Combination of misconduct issues*	Failure to meet practitioner standards	Offences	Bullying/ harassment - colleagues	Failing to comply with policies and procedures	Inappropriate behaviour towards learners	Total
Reprimand	3	3	0	2	1	2	0	11
Conditional Registration Order	0	1	0	0	0	0	0	1
Suspension Order (without conditions)	4	1	0	0	0	0	0	5
Prohibition Order	6	5	1	2	1	0	1	16
Some or all facts proved, but did not amount to UPC	1	0	3	0	0	0	0	4
Facts not proved	3	1	0	0	0	0	0	4
Total	17 (41%)	11 (27%)	4 (10%)	4 (10%)	2 (5%)	2 (5%)	1 (2%)	41

* In combination of misconduct issues are cases which include elements of assessment / coursework malpractice

No case to answer or no further action	Number
Failure to meet practitioner standards	13
Failing to comply with policies and procedures	4
Combination of misconduct issues	3
Assessment / coursework malpractice / falsification	2
Inappropriate behaviour towards learners	2
Offences	2
Total	26

Case closed and not referred to hearing

- Of the 13 'failure to meet practitioner standards' – 8 were referrals from contractors/sub-contractors other than FE colleges



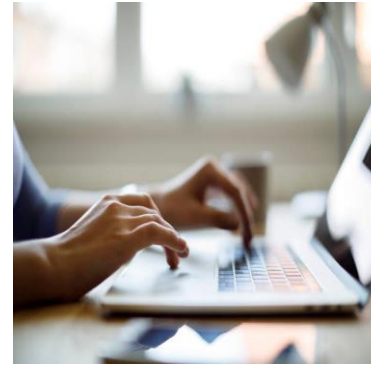
Assessor struck off after he let learners copy exam answers

A WBL assessor behaved dishonestly by:

- allowing learners to copy each others work
- modifying learners' work
- providing inappropriate assistance during controlled task

They also behaved inappropriately towards a colleague, and made derogatory remarks about their employer.

The panel imposed a prohibition order.



Prohibition Order for assessor who submitted work on behalf of learners

An assessor completed work on behalf of multiple learners, and uploaded this to the learners' e-portfolios for assessment.

A Fitness to Practise Committee found that their conduct was both dishonest and lacking in integrity.

The panel noted the conduct had a clear impact upon learners and imposed a prohibition order.



Reprimand for assessor who forged signatures

An assessor was found to have been dishonest after forging signatures on an Apprenticeship Learning Agreement.

The Chair noted that whilst the conduct was 'wrong and unacceptable', it was an 'isolated lapse' with no impact on the learner and no element of personal gain.

The panel imposed a reprimand.



Trainee assessor reprimanded for forging signatures

A trainee assessor received a Reprimand for signing Progress Achievement Records, purporting the signatures to be that of a learner and employer.

The panel found 'a concerning lack of judgement'. However, was of the view that there was highly unlikely to be a repetition of the same or similar conduct.



Suspension for tutor who used inappropriate and unprofessional language with colleagues

A tutor was found to have used offensive and inappropriate language with colleagues.

Other allegations included failing to declare convictions to the EWC when applying for registration.

Finding the language used 'wholly inappropriate and unprofessional' the panel suspended the registrant for a period of 12 months.



Tutor who swore at a learner struck off

A Youth Tutor was removed from the Register for swearing at a learner.

Other allegations included failed to declare convictions to the EWC when applying for registration.

The panel found this behaviour to be dishonest and lacking in integrity and imposed a prohibition order.



Reprimand for assessor who pulled down zip on colleague's top

An NVQ assessor was reprimanded following inappropriate conduct towards a colleague. This included pulling a zip down on their top, and making inappropriate comments about their clothing.

Imposing a Reprimand the panel described the conduct as 'wholly inappropriate and unacceptable for an educational professional'



Prohibition Order for inappropriate behaviour at company Christmas party

A Centre Manager who behaved inappropriately at a company Christmas party was removed from the Register.

A range of 'sexually motivated' allegations were found to be proven, including smacking a colleague on the bottom and trying to kiss a colleague.

Referring to the 'nature and gravity of the conduct', the panel imposed a Prohibition Order.



Suspended prison sentence for work-based learning assessor

An assessor was sentenced to suspended imprisonment for three counts of battery and a public order offence.

The panel described the registrant as having displayed 'staggeringly poor judgement' and had failed to demonstrate insight into the seriousness of their actions.

They imposed a prohibition order.



Official reprimand after failing to notify his employer about driving convictions

A work-based learning practitioner received a reprimand after failing to notify his employer that he had been convicted for drink driving and driving without due care and attention.

The panel noted this was an isolated lapse, the registrant had a previous good history, and there was no repetition of behaviour since the incident.



Assessor reprimanded for posting offensive comments on Facebook

A tutor's allegedly racist Facebook comments were reported to their employer by a member of the public.

In screenshots of the posts, it was clear the registrant had made an inappropriate comment and made further inappropriate comments to the online replies they received.



Tik Tok user suspended after inappropriate exchanges with learner

A teaching assistant shared inappropriate video clips with a vulnerable learner using Tik Tok, which contained sexual references, as well as mentions of suicide and gender realignment surgery.

Suspending the registrant, the Chair stated 12 months would give the registrant time to reflect on expectations, and to undertake child protection training.



Teacher threw books in the direction of pupils

A science teacher was told by a panel to re-train as a result of her conduct in the classroom.

Even though the teacher admitted throwing exercise books after a learner swore at them, the panel found they had not taken appropriate steps to de-escalate the situation.

The panel imposed a conditional registration order.



School support worker dragged pupil across carpet

A learning support worker was accused of dragging an ALN pupil by their ankles from their classroom, into the next room.

Issuing a prohibition, the panel stated the conduct found proven was 'deliberate' and 'reckless', where the registrant had abused their unique 'position of trust', particularly given the pupil's vulnerability.

Observations

- Prevalence of malpractice-type cases. For example, fraudulently signing learners forms, fraudulently completing work for learners, falsifying data, plagiarism, etc.
- ‘Failure to disclose’ convictions to employer/EWC also common
- Isolated cases where senior employees from organisations have been prohibited for fraudulent behaviour on the basis that they were involved with and/or ought to have known what was occurring in their organisations
- High percentage of cases with findings of dishonesty and/or lack of integrity
- In some cases registrants have admitted such allegations but alleged that they were told to do so by senior management or felt that ‘there was pressure from the top’ to behave in such a way
- Often registrants do not engage and/or do not attend and/or are not professionally represented

Learning points

- EWC Fitness to Practise staff available to answer queries from employers about potential referrals
- When making referrals consider carefully what information should be provided with the referral. If possible, try to provide a chronology with the referral setting out key dates and incidents which are relevant to the referral. If the nature of the referral is highly technical consider whether additional technical information should be included with the referral

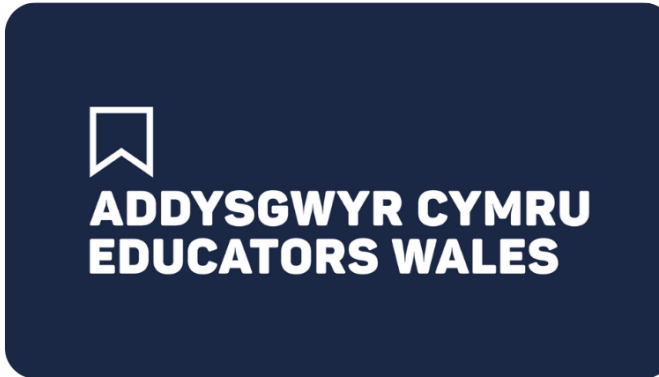
The Professional standards



Guidance, resources, and professional services



Staff training



Educators Wales



PLP



Free books



Podcast



Events

gwybodaeth@cga.cymru

information@ewc.wales

ystadegau@cga.cymru

statistics@ewc.wales

priodoldebymarfer@cga.cymru

fitnesstopractise@ewc.wales

029 2046 0099

029 2046 0099



www.cga.cymru
www.ewc.wales

