Cynulliad Cenedlaethol Cymru | National Assembly for Wales
Pwyllgor Plant, Pobl Ifanc ac Addysg | Children, Young People and Education Committee

Ymchwiliad i Gynlluniau Strategol Cymraeg mewn Addysg | Inquiry into Welsh in Education Strategic Plans

WESP 17

Ymateb gan : Cyngor y Gweithlu Addysg
Response from : Education Workforce Council

About the Education Workforce Council (EWC)

1. The EWC came into being on 1st April 2015. The EWC is the professional regulatory body for the education workforce, covering school teachers, Further Education (FE) teachers and learning support workers in school and FE settings. It is also the policy intention of the Welsh Government to further extend the new Council's remit to Youth workers and Work based learning professionals from April 2017.

2. In responding to the Committee's call for evidence, the Council has not replied to each of the specific questions in the questionnaire, as these are beyond its remit. The EWC, therefore, will restrict its submission to two broad areas: workforce skills, and continuing professional development for the workforce.

A national, local or regional picture of workforce skills

3. Under the Education (Wales) Act 2014, one of the key functions of the EWC is the development and maintenance of a Register of Education Practitioners. This Register builds on the GTCW's Register of Qualified Teachers.

4. The Register holds extensive data about the Welsh language abilities of registered school teachers in Wales, collected over a number of years. Similar data is now being collected for further education teachers, who were required to register for the first time in April 2015. Data will also be available for learning support workers in both schools and FE institutions when they are required to register from April 2016.

5. Annex A presents data from the EWC's Annual Digest of Statistics (1st March 2015) at an all Wales level concerning:

   - the number of registered school teachers able to speak Welsh;

- the number of registered schoolteachers able to teach through the medium of Wales;
- the number of registered schoolteachers able to teach Welsh as a second language.

It also presents separate data on Welsh language skills amongst registered supply teachers.

6. As at 1st March 2015, the following key statistics are of note:

- the percentage of Welsh speaking registered teachers is 33.1%, while the percentage of Welsh speaking headteachers is even higher at 41.3%. 35.3% of newly qualified teachers (NQTs) are able to speak Welsh;
- 27.3% of registered teachers state that they are able to teach through the medium of Welsh, while 30.3% of NQTs can teach through the medium of Welsh;
- 54% of registered teachers are able to teach Welsh as a second language, with 62% of NQTs stating that they are able to do so.
- Welsh language skills among supply teachers are broadly consistent with registered teachers as a whole.

7. Annex B proceeds by breaking the data from the Register down into more extensive detail for the Committee, notably by:

- local authority
- phase
- years since qualification

8. The Council can provide additional breakdowns if the Committee would find this useful. This could include data fields such as age, gender, years since qualifications, subject trained and subject taught. Furthermore, the Council has previously undertaken a range of surveys of its registrants covering matters such as recruitment and retention, initial teacher training and Induction and supply teaching. The Council would be pleased to assist the Committee and Welsh Government in surveying its registrants in relation to the Welsh language, if this was considered to be of value.

9. It's the EWC's view that successful change in Welsh language provision will require effective workforce planning across educational sectors and settings. We know, for instance, that recruitment of staff with skills in Welsh for the Foundation Phase put tremendous pressure on non-maintained nurseries to recruit and retain such workers.

Developing the education workforce

10. In addition to addressing the challenges of recruitment, a successful strategy will also need to focus on developing the skills of the education workforce.

11. Given the competition for Welsh speaking graduates, it makes sense to put in place mechanisms to enhance and develop Welsh-language skills within the existing teaching workforce. However, any such training and development needs to be quality assured, accessible across Wales and sufficiently funded so that there is equality of opportunity for teachers.

12. Taking the statistics into account, it may be worth looking in more detail at the provision and effectiveness of current in-service development opportunities.

13. If we can extrapolate from Estyn's 2013 report on the Foundation Phase, regular training clearly enhances practitioner performance. However, they also highlight a patchy picture of provision across Wales.

> *Where practitioners in schools receive regular training and support, they are more confident in teaching Welsh. However, there is a wide variation in the amount of training available to practitioners in different authorities. In the best cases, practitioners receive regular update training and support, but many have received only limited training to develop their Welsh during the past few years. Welsh training opportunities*

> *for practitioners in most settings are very limited, often due to difficulties in releasing staff to attend training and the cost of paying for staff to attend training outside their normal working hours.* [1]*(page 10)*

> *Leaders do not receive enough support and training on how to evaluate the effectiveness of Welsh Language Development teaching and learning. Very few local authorities offer training for headteachers and senior leaders to evaluate standards and provision in Welsh in the Foundation Phase.*[2]*(page 10)*

Conclusion

14. The EWC reiterates its desire to work with national, local government and consortia to develop and implement workforce policy informed by the unique data it holds.

15. The Register will continue to evolve and grow to include more detailed information on the new registrant groups, namely, teachers in the Further Education (FE) sector and learning support staff in schools and FE. We believe this can only help to build a

---

[1] Estyn (Jan 2013) Welsh language development in the Foundation Phase.
[2] Ibid.

more accurate picture of workforce skills and therefore facilitate better strategic
planning.

The Number of school teachers registered with the EWC on 1st March 2015 by Welsh Language

When making an application for registration or amending a registered school teacher record, school teachers are advised to consider the following criteria when answering the relevant questions in relation to their Welsh language ability:-

Welsh Speaker: - answer "Yes" if they consider themselves to be fluent or fairly fluent in the Welsh language.

Able to teach through the medium of Welsh: - answer "Yes" if they were trained to teach, currently teach or have ever taught learners through the medium of Welsh or feel confident to do so.

Able to teach Welsh as a second language: - The current requirement is for all learners in English medium schools in Wales to be taught Welsh as a second language. In the primary phase, it is recognised that the ability of teachers to teach Welsh as a second language will vary depending on a range of factors including the teacher's own Welsh language ability and training. If they are a teaching in an infant, junior or primary school they are advised to answer "Yes" if they are currently teaching or have taught Welsh as a second language otherwise they are advised to answer "No".

Some registered teachers do not provide this information and the relevant fields in their record on the Council's Register are marked as "Unknown".

Notes:

- The data extract date is the 31st March 2015;
- All data provided relates to "registered school teachers" and the numbers are displayed as "actuals" rather than "full-time equivalents";
- The number of registered school teachers is "real time" and can go up or down, depending on new registrations and de-registrations.

1. **The Number of school teachers registered with the EWC on 1st March 2015 by Welsh Language**

	Welsh Speaker		Able to teach through the medium of Welsh		Able to teach Welsh as a second language	
	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)
Yes	12,383	33.1	10,205	27.3	20,165	54.0
No	22,517	60.3	24,633	65.9	15,501	41.5
Unknown	2,455	6.6	2,517	6.7	1,689	4.5
Total	37,355	100%	37,355	100%	37,355	100%

2. **The Number of newly qualified school teachers registered with the EWC on 1st March 2015 by Welsh Language**

	Welsh Speaker		Able to teach through the medium of Welsh		Able to teach Welsh as a second language	
	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)
Yes	452	35.3	387	30.3	792	61.9
No	827	64.7	892	69.7	487	38.1
Unknown	0	0	0	0	0	0
Total	1,279	100%	1,279	100%	1,279	100%

3. **The Number of headteachers registered with the EWC on 1st March 2015 by Welsh Language**

	Welsh Speaker		Able to teach through the medium of Welsh		Able to teach Welsh as a second language	
	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)
Yes	629	41.3	551	36.2	1,060	69.6
No	717	47.1	798	52.4	282	18.5
Unknown	177	11.6	174	11.4	181	11.9
Total	1,523	100%	1,523	100%	1,523	100%

4. **The Number of school supply teachers registered with the EWC on 1st March 2015 by Welsh Language**

Note

- This is a subset of the data in table 1
- Supply teachers are only counted once regardless of the number of LA supply lists on which they are included or supply teacher agencies they work for;

	Welsh Speaker		Able to teach through the medium of Welsh		Able to teach Welsh as a second language	
	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)	Number of teachers	Percentage (%)
Yes	1,484	31.4	1,192	25.2	2,539	53.7
No	3,150	66.7	3,443	72.9	2,085	44.1
Unknown	91	1.9	90	1.9	101	2.1
Total	4,725	100%	4,725	100%	4,725	100%

Introduction

The Council records Welsh language data for those teachers registered with us.

When making an application for registration or amending a registered teacher record, teachers are advised to consider the following criteria when answering the relevant questions in relation to their Welsh language ability:-

Welsh Speaker: - answer "Yes" if they consider themselves to be fluent or fairly fluent in the Welsh language

Able to teach through the medium of Welsh: - answer "Yes" if they were trained to teach, currently teach or have ever taught learners through the medium of Welsh or feel confident to do so

Some registered teachers do not provide this information and the relevant fields in their record on the Council's Register are marked as "Unknown".

Notes:

The data extract date is the 31st March 2015

All data provided relates to "registered teachers" and the numbers are displayed as "actuals" rather than "full-time equivalents";

The number of registered teachers is "real time" and can go up or down, depending on new registrations and de-registrations.

The Council is reliant upon receiving school opening and closure information directly from the Welsh Government and no data matching exercise has been undertaken in order to produce these statistics

Our schools are designated Welsh medium or not unlike WG who further identify dual stream schools, transitional schools, English / Welsh schools or bilingual schools.

Employment Description
Head teacher
Deputy head teacher
Assistant head teacher
Head of year
Head of department
Teachers

Teacher numbers for those with the employment descriptions below are supplied for information only as the individuals either work for an FE institution or for an LA however, we are unable to allocate them to a specific sector working within the LA. They are not therefore included in any of the data tables supplied.	
Working Supply or on a contract in Further Education (FE)	202
Peripatetic (Primary, Secondary & Special Educational Needs)	541
Unattached regular engagement in Primary or Secondary schools	39

1. Number of registered school teachers able to speak Welsh by Local Authority as at 31st March 2015

Local authority	Nursery Yes	No	Unknown	Total	Primary Yes	No	Unknown	Total	Middle Yes	No	Unknown	Total	Secondary Yes	No	Unknown	Total
Blaenau Gwent	0	0	0	0	32	224	42	298	8	75	8	91	17	92	18	127
Bridgend	0	0	0	0	142	410	66	618	0	0	0	0	114	465	47	626
Caerphilly	0	0	0	0	209	525	60	794	0	0	0	0	190	521	68	779
Cardiff	4	14	1	19	391	1,064	151	1,606	0	0	0	0	327	885	105	1,317
Carmarthenshire	4	0	0	4	633	157	41	831	0	0	0	0	434	296	53	783
Ceredigion	0	0	0	0	266	11	3	280	101	7	2	110	178	61	10	249
Conwy	0	0	0	0	348	119	6	473	0	0	0	0	196	254	20	470
Denbighshire	0	0	0	0	230	186	6	422	9	27	0	36	185	219	20	424
Flintshire	0	0	0	0	224	456	45	725	0	0	0	0	146	474	67	687
Gwynedd	0	0	0	0	540	5	0	545	0	0	0	0	491	47	1	539
Isle of Anglesey	0	0	0	0	283	9	1	293	0	0	0	0	229	24	6	259
Merthyr Tydfil	0	5	0	5	63	188	26	277	0	0	0	0	24	150	28	202
Monmouthshire	0	0	0	0	43	297	19	359	0	0	0	0	41	291	32	364
Neath Port Talbot	0	0	0	0	161	393	48	602	0	0	0	0	141	319	75	535
Newport	2	2	0	4	96	535	57	688	0	0	0	0	55	548	54	657
Pembrokeshire	0	0	0	0	224	339	41	604	0	0	0	0	159	303	49	511
Powys	0	0	0	0	219	325	34	578	38	3	0	41	187	304	24	515
Rhondda Cynon Taff	0	5	0	5	315	547	90	952	38	0	0	38	295	650	90	1,035
Swansea	0	0	0	0	237	731	105	1,073	0	0	0	0	210	569	103	882
The Vale of Glamorgan	1	9	0	10	158	440	59	657	0	0	0	0	115	444	45	604
Torfaen	0	1	1	2	72	263	31	366	0	0	0	0	108	271	40	419
Wrexham	1	2	0	3	203	451	29	683	0	0	0	0	119	287	40	446
TOTAL	**12**	**38**	**2**	**52**	**5,089**	**7,675**	**960**	**13,724**	**194**	**112**	**10**	**316**	**3,961**	**7,474**	**995**	**12,430**

2. Number of registered school teachers able to teach through the medium of Welsh by Local Authority as at 31st March 2015

Local authority	Nursery Yes	No	Unknown	Total	Primary Yes	No	Unknown	Total	Middle Yes	No	Unknown	Total	Secondary Yes	No	Unknown	Total
Blaenau Gwent	0	0	0	0	21	235	42	298	6	76	9	91	11	98	18	127
Bridgend	0	0	0	0	85	464	69	618	0	0	0	0	90	489	47	626
Caerphilly	0	0	0	0	159	574	61	794	0	0	0	0	164	545	70	779
Cardiff	4	14	1	19	319	1,135	152	1,606	0	0	0	0	265	945	107	1,317
Carmarthenshire	4	0	0	4	572	225	34	831	0	0	0	0	369	361	53	783
Ceredigion	0	0	0	0	256	21	3	280	96	12	2	110	161	78	10	249
Conwy	0	0	0	0	307	159	7	473	0	0	0	0	158	290	22	470
Denbighshire	0	0	0	0	191	224	7	422	6	30	0	36	159	245	20	424
Flintshire	0	0	0	0	134	542	49	725	0	0	0	0	104	514	69	687
Gwynedd	0	0	0	0	539	6	0	545	0	0	0	0	474	65	0	539
Isle of Anglesey	0	0	0	0	281	11	1	293	0	0	0	0	214	38	7	259
Merthyr Tydfil	0	5	0	5	45	205	27	277	0	0	0	0	16	158	28	202
Monmouthshire	0	0	0	0	32	307	20	359	0	0	0	0	34	298	32	364
Neath Port Talbot	0	0	0	0	124	427	51	602	0	0	0	0	108	351	76	535
Newport	1	3	0	4	65	563	60	688	0	0	0	0	32	569	56	657
Pembrokeshire	0	0	0	0	173	390	41	604	0	0	0	0	131	332	48	511
Powys	0	0	0	0	162	383	33	578	36	5	0	41	151	339	25	515
Rhondda Cynon Taff	0	5	0	5	240	620	92	952	38	0	0	38	253	690	92	1,035
Swansea	0	0	0	0	196	770	107	1,073	0	0	0	0	164	612	106	882
The Vale of Glamorgan	0	10	0	10	117	482	58	657	0	0	0	0	94	285	40	419
Torfaen	0	1	1	2	60	273	33	366	0	0	0	0	99	458	47	604
Wrexham	1	2	0	3	148	504	31	683	0	0	0	0	94	310	42	446
TOTAL	**10**	**40**	**2**	**52**	**4,226**	**8,520**	**978**	**13,724**	**182**	**123**	**11**	**316**	**3,345**	**8,070**	**1,015**	**12,430**

3. Number of registered school teachers able to speak Welsh by Local Authority and years since QTS as at 31st March 2015

Local authority	Welsh Speaker	Nursery					Primary					Middle					Secondary				
		<1 (NQT)	1 to 10	11 to 20	21+	Total	<1 (NQT)	1 to 10	11 to 20	21+	Total	<1 (NQT)	1 to 10	11 to 20	21+	Total	<1 (NQT)	1 to 10	11 to 20	21+	Total
Wales (total)	Yes	0	7	1	4	12	160	1,915	1,692	1,322	5,089	5	61	66	62	194	143	1,446	1,332	1,040	3,961
	No	1	12	12	13	38	164	2,844	2,913	1,754	7,675	4	47	38	23	112	252	3,218	2,497	1,507	7,474
	Unknown	0	0	2	0	2	0	10	438	512	960	0	0	1	9	10	0	15	413	567	995
	Total	1	19	15	17	52	324	4,769	5,043	3,588	13,724	9	108	105	94	316	395	4,679	4,242	3,114	12,430
Blaenau Gwent	Yes	0	0	0	0	0	2	18	7	5	32	0	2	5	1	8	0	4	10	3	17
	No	0	0	0	0	0	5	79	85	55	224	3	32	27	13	75	5	36	36	15	92
	Unknown	0	0	0	0	0	0	0	20	22	42	0	0	1	7	8	0	1	10	7	18
	Total	0	0	0	0	0	7	97	112	82	298	3	34	33	21	91	5	41	56	25	127
Bridgend	Yes	0	0	0	0	0	3	52	49	38	142	0	0	0	0	0	5	60	31	18	114
	No	0	0	0	0	0	8	143	180	79	410	0	0	0	0	0	9	190	166	100	465
	Unknown	0	0	0	0	0	0	1	31	34	66	0	0	0	0	0	0	1	21	25	47
	Total	0	0	0	0	0	11	196	260	151	618	0	0	0	0	0	14	251	218	143	626
Caerphilly	Yes	0	0	0	0	0	10	106	61	32	209	0	0	0	0	0	6	88	59	37	190
	No	0	0	0	0	0	15	195	208	107	525	0	0	0	0	0	13	225	173	110	521
	Unknown	0	0	0	0	0	0	1	30	29	60	0	0	0	0	0	0	1	20	47	68
	Total	0	0	0	0	0	25	302	299	168	794	0	0	0	0	0	19	314	252	194	779
Cardiff	Yes	0	4	0	0	4	10	143	126	112	391	0	0	0	0	0	11	128	99	89	327
	No	0	8	2	4	14	18	398	397	251	1,064	0	0	0	0	0	47	382	305	151	885
	Unknown	0	0	1	0	1	0	0	76	75	151	0	0	0	0	0	0	3	42	60	105
	Total	0	12	3	4	19	28	541	599	438	1,606	0	0	0	0	0	58	513	446	300	1,317
Carmarthenshire	Yes	0	2	1	1	4	22	210	222	179	633	0	0	0	0	0	11	143	150	130	434
	No	0	0	0	0	0	1	57	67	32	157	0	0	0	0	0	9	119	117	51	296
	Unknown	0	0	0	0	0	0	0	19	22	41	0	0	0	0	0	0	0	19	34	53
	Total	0	2	1	1	4	23	267	308	233	831	0	0	0	0	0	20	262	286	215	783
Ceredigion	Yes	0	0	0	0	0	9	96	97	64	266	3	31	33	34	101	4	52	50	72	178
	No	0	0	0	0	0	0	3	3	5	11	0	1	5	1	7	3	22	25	11	61
	Unknown	0	0	0	0	0	0	0	0	3	3	0	0	0	2	2	0	0	3	7	10
	Total	0	0	0	0	0	9	99	100	72	280	3	32	38	37	110	7	74	78	90	249
Conwy	Yes	0	0	0	0	0	12	116	117	103	348	0	0	0	0	0	5	77	72	42	196
	No	0	0	0	0	0	0	44	47	28	119	0	0	0	0	0	5	93	98	58	254
	Unknown	0	0	0	0	0	0	0	3	3	6	0	0	0	0	0	0	0	8	12	20
	Total	0	0	0	0	0	12	160	167	134	473	0	0	0	0	0	10	170	178	112	470
Denbighshire	Yes	0	0	0	0	0	6	88	74	62	230	0	1	6	2	9	4	77	50	54	185
	No	0	0	0	0	0	4	86	62	34	186	1	12	6	8	27	3	100	67	49	219
	Unknown	0	0	0	0	0	0	0	3	3	6	0	0	0	0	0	0	0	6	14	20
	Total	0	0	0	0	0	10	174	139	99	422	1	13	12	10	36	7	177	123	117	424
Flintshire	Yes	0	0	0	0	0	5	84	71	64	224	0	0	0	0	0	4	62	41	39	146
	No	0	0	0	0	0	6	188	164	98	456	0	0	0	0	0	8	217	148	101	474
	Unknown	0	0	0	0	0	0	2	23	20	45	0	0	0	0	0	0	0	19	48	67
	Total	0	0	0	0	0	11	274	258	182	725	0	0	0	0	0	12	279	208	188	687
Gwynedd	Yes	0	0	0	0	0	21	167	184	168	540	0	0	0	0	0	14	138	158	181	491
	No	0	0	0	0	0	1	3	0	1	5	0	0	0	0	0	2	17	16	12	47
	Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	Total	0	0	0	0	0	22	170	184	169	545	0	0	0	0	0	16	155	174	194	539
Isle of Anglesey	Yes	0	0	0	0	0	7	91	99	86	283	0	0	0	0	0	9	59	93	68	229
	No	0	0	0	0	0	2	2	2	3	9	0	0	0	0	0	1	10	8	5	24
	Unknown	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	4	6
	Total	0	0	0	0	0	9	93	102	89	293	0	0	0	0	0	10	69	103	77	259
Merthyr Tydfil	Yes	0	0	0	0	0	1	29	14	19	63	0	0	0	0	0	0	12	3	9	24
	No	0	3	1	1	5	6	82	61	39	188	0	0	0	0	0	9	61	49	31	150
	Unknown	0	0	0	0	0	0	0	9	17	26	0	0	0	0	0	0	1	10	17	28
	Total	0	3	1	1	5	7	111	84	75	277	0	0	0	0	0	9	74	62	57	202
Monmouthshire	Yes	0	0	0	0	0	1	21	13	8	43	0	0	0	0	0	6	18	11	6	41
	No	0	0	0	0	0	12	81	125	79	297	0	0	0	0	0	13	129	82	67	291
	Unknown	0	0	0	0	0	0	1	8	10	19	0	0	0	0	0	0	0	18	14	32
	Total	0	0	0	0	0	13	103	146	97	359	0	0	0	0	0	19	147	111	87	364
Neath Port Talbot	Yes	0	0	0	0	0	4	58	53	46	161	0	0	0	0	0	4	49	60	28	141
	No	0	0	0	0	0	9	141	157	86	393	0	0	0	0	0	8	125	120	66	319
	Unknown	0	0	0	0	0	0	0	15	33	48	0	0	0	0	0	0	0	32	43	75
	Total	0	0	0	0	0	13	199	225	165	602	0	0	0	0	0	12	174	212	137	535
Newport	Yes	0	1	0	1	2	5	54	22	15	96	0	0	0	0	0	4	25	19	7	55
	No	0	0	0	2	2	15	219	197	104	535	0	0	0	0	0	17	267	182	82	548
	Unknown	0	0	0	0	0	0	1	25	31	57	0	0	0	0	0	0	3	27	24	54
	Total	0	1	0	3	4	20	274	244	150	688	0	0	0	0	0	21	295	228	113	657
Pembrokeshire	Yes	0	0	0	0	0	4	99	62	59	224	0	0	0	0	0	7	62	51	39	159
	No	0	0	0	0	0	10	117	110	102	339	0	0	0	0	0	7	115	95	86	303
	Unknown	0	0	0	0	0	0	1	15	25	41	0	0	0	0	0	0	1	16	32	49
	Total	0	0	0	0	0	14	217	187	186	604	0	0	0	0	0	14	178	162	157	511
Powys	Yes	0	0	0	0	0	6	84	67	62	219	0	16	9	13	38	7	62	78	40	187
	No	0	0	0	0	0	4	110	116	95	325	0	2	0	1	3	11	117	100	76	304
	Unknown	0	0	0	0	0	0	0	14	20	34	0	0	0	0	0	0	0	11	13	24
	Total	0	0	0	0	0	10	194	197	177	578	0	18	9	14	41	18	179	189	129	515
Rhondda Cynon Taff	Yes	0	0	0	0	0	6	117	127	65	315	2	11	13	12	38	18	115	107	55	295
	No	1	0	3	1	5	4	199	213	131	547	0	0	0	0	0	34	281	225	110	650
	Unknown	0	0	0	0	0	0	0	52	38	90	0	0	0	0	0	0	1	43	46	90
	Total	1	0	3	1	5	10	316	392	234	952	2	11	13	12	38	52	397	375	211	1,035
Swansea	Yes	0	0	0	0	0	7	92	87	51	237	0	0	0	0	0	6	69	79	56	210
	No	0	0	0	0	0	13	280	283	155	731	0	0	0	0	0	24	240	178	127	569
	Unknown	0	0	0	0	0	0	2	38	65	105	0	0	0	0	0	0	0	45	58	103
	Total	0	0	0	0	0	20	374	408	271	1,073	0	0	0	0	0	30	309	302	241	882
The Vale of Glamorgan	Yes	0	0	0	1	1	5	71	50	32	142	0	0	0	0	0	8	48	34	25	115
	No	0	0	4	5	9	6	133	191	110	440	0	0	0	0	0	13	221	131	79	444
	Unknown	0	0	0	0	0	0	1	30	28	59	0	0	0	0	0	0	1	27	17	45
	Total	0	0	4	6	10	11	205	271	170	657	0	0	0	0	0	21	270	192	121	604
Torfaen	Yes	0	0	0	0	0	8	38	23	3	72	0	0	0	0	0	5	56	32	15	108
	No	0	0	1	0	1	14	99	100	50	263	0	0	0	0	0	5	134	93	39	271
	Unknown	0	0	1	0	1	0	0	13	18	31	0	0	0	0	0	0	2	19	19	40
	Total	0	0	2	0	2	22	137	136	71	366	0	0	0	0	0	10	192	144	73	419
Wrexham	Yes	0	0	0	1	1	6	81	67	49	203	0	0	0	0	0	5	42	45	27	119
	No	0	1	1	0	2	11	185	145	110	451	0	0	0	0	0	6	117	83	81	287
	Unknown	0	0	0	0	0	0	0	13	16	29	0	0	0	0	0	0	0	15	25	40
	Total	0	1	1	1	3	17	266	225	175	683	0	0	0	0	0	11	159	143	133	446

4. Number of registered school teachers able to teach through the medium of Welsh by Local Authority and years since QTS as at 31st March 2015

Local authority	Able to teach through the medium of Welsh	Nursery					Primary					Middle					Secondary				
		<1 (NQT)	1 to 10	11 to 20	21+	Total	<1 (NQT)	1 to 10	11 to 20	21+	Total	<1 (NQT)	1 to 10	11 to 20	21+	Total	<1 (NQT)	1 to 10	11 to 20	21+	Total
Wales (total)	Yes	0	7	1	2	10	142	1,539	1,422	1,123	4,226	5	60	59	58	182	130	1,194	1,142	879	3,345
	No	1	12	12	15	40	182	3,213	3,178	1,947	8,520	4	48	44	27	123	265	3,465	2,678	1,662	8,070
	Unknown	0	0	2	0	2	0	17	443	518	978	0	0	2	9	11	0	20	422	573	1,015
	Total	1	19	15	17	52	324	4,769	5,043	3,588	13,724	9	108	105	94	316	395	4,679	4,242	3,114	12,430
Blaenau Gwent	Yes	0	0	0	0	0	1	11	5	4	21	0	3	2	1	6	0	4	5	2	11
	No	0	0	0	0	0	6	86	87	56	235	3	31	29	13	76	5	36	41	16	98
	Unknown	0	0	0	0	0	0	0	20	22	42	0	0	2	7	9	0	1	10	7	18
	Total	0	0	0	0	0	7	97	112	82	298	3	34	33	21	91	5	41	56	25	127
Bridgend	Yes	0	0	0	0	0	2	33	27	23	85	0	0	0	0	0	5	48	25	12	90
	No	0	0	0	0	0	9	161	201	93	464	0	0	0	0	0	9	202	172	106	489
	Unknown	0	0	0	0	0	0	2	32	35	69	0	0	0	0	0	0	1	21	25	47
	Total	0	0	0	0	0	11	196	260	151	618	0	0	0	0	0	14	251	218	143	626
Caerphilly	Yes	0	0	0	0	0	9	83	46	21	159	0	0	0	0	0	5	78	51	30	164
	No	0	0	0	0	0	16	217	223	118	574	0	0	0	0	0	14	235	180	116	545
	Unknown	0	0	0	0	0	0	2	30	29	61	0	0	0	0	0	0	1	21	48	70
	Total	0	0	0	0	0	25	302	299	168	794	0	0	0	0	0	19	314	252	194	779
Cardiff	Yes	0	4	0	0	4	9	125	101	84	319	0	0	0	0	0	10	108	78	69	265
	No	0	8	2	4	14	19	416	421	279	1,135	0	0	0	0	0	48	402	325	170	945
	Unknown	0	0	1	0	1	0	0	77	75	152	0	0	0	0	0	0	3	43	61	107
	Total	0	12	3	4	19	28	541	599	438	1,606	0	0	0	0	0	58	513	446	300	1,317
Carmarthenshire	Yes	0	2	1	1	4	20	187	200	165	572	0	0	0	0	0	10	121	126	112	369
	No	0	0	0	0	0	3	80	92	50	225	0	0	0	0	0	10	141	141	69	361
	Unknown	0	0	0	0	0	0	0	16	18	34	0	0	0	0	0	0	0	19	34	53
	Total	0	2	1	1	4	23	267	308	233	831	0	0	0	0	0	20	262	286	215	783
Ceredigion	Yes	0	0	0	0	0	9	93	91	63	256	3	29	32	32	96	4	44	49	64	161
	No	0	0	0	0	0	0	6	9	6	21	0	3	6	3	12	3	30	26	19	78
	Unknown	0	0	0	0	0	0	0	0	3	3	0	0	0	2	2	0	0	3	7	10
	Total	0	0	0	0	0	9	99	100	72	280	3	32	38	37	110	7	74	78	90	249
Conwy	Yes	0	0	0	0	0	12	98	102	95	307	0	0	0	0	0	3	57	65	33	158
	No	0	0	0	0	0	0	62	61	36	159	0	0	0	0	0	7	112	105	66	290
	Unknown	0	0	0	0	0	0	0	4	3	7	0	0	0	0	0	0	1	8	13	22
	Total	0	0	0	0	0	12	160	167	134	473	0	0	0	0	0	10	170	178	112	470
Denbighshire	Yes	0	0	0	0	0	6	76	57	52	191	0	1	3	2	6	4	63	42	50	159
	No	0	0	0	0	0	4	98	79	43	224	1	12	9	8	30	3	114	75	53	245
	Unknown	0	0	0	0	0	0	0	3	4	7	0	0	0	0	0	0	0	6	14	20
	Total	0	0	0	0	0	10	174	139	99	422	1	13	12	10	36	7	177	123	117	424
Flintshire	Yes	0	0	0	0	0	3	45	42	44	134	0	0	0	0	0	4	41	31	28	104
	No	0	0	0	0	0	8	226	193	115	542	0	0	0	0	0	8	237	157	112	514
	Unknown	0	0	0	0	0	0	3	23	23	49	0	0	0	0	0	0	1	20	48	69
	Total	0	0	0	0	0	11	274	258	182	725	0	0	0	0	0	12	279	208	188	687
Gwynedd	Yes	0	0	0	0	0	21	166	184	168	539	0	0	0	0	0	13	131	155	175	474
	No	0	0	0	0	0	1	4	0	1	6	0	0	0	0	0	3	24	19	19	65
	Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	22	170	184	169	545	0	0	0	0	0	16	155	174	194	539
Isle of Anglesey	Yes	0	0	0	0	0	7	89	99	86	281	0	0	0	0	0	9	50	88	67	214
	No	0	0	0	0	0	2	4	2	3	11	0	0	0	0	0	1	19	12	6	38
	Unknown	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	3	4	7
	Total	0	0	0	0	0	9	93	102	89	293	0	0	0	0	0	10	69	103	77	259
Merthyr Tydfil	Yes	0	0	0	0	0	1	20	11	13	45	0	0	0	0	0	0	9	1	6	16
	No	0	3	1	1	5	6	91	63	45	205	0	0	0	0	0	9	64	51	34	158
	Unknown	0	0	0	0	0	0	0	10	17	27	0	0	0	0	0	0	1	10	17	28
	Total	0	3	1	1	5	7	111	84	75	277	0	0	0	0	0	9	74	62	57	202
Monmouthshire	Yes	0	0	0	0	0	0	15	9	8	32	0	0	0	0	0	8	12	8	6	34
	No	0	0	0	0	0	13	87	129	78	307	0	0	0	0	0	11	135	85	67	298
	Unknown	0	0	0	0	0	0	1	8	11	20	0	0	0	0	0	0	0	18	14	32
	Total	0	0	0	0	0	13	103	146	97	359	0	0	0	0	0	19	147	111	87	364
Neath Port Talbot	Yes	0	0	0	0	0	4	46	40	34	124	0	0	0	0	0	4	41	41	22	108
	No	0	0	0	0	0	9	152	169	97	427	0	0	0	0	0	8	132	139	72	351
	Unknown	0	0	0	0	0	0	1	16	34	51	0	0	0	0	0	0	1	32	43	76
	Total	0	0	0	0	0	13	199	225	165	602	0	0	0	0	0	12	174	212	137	535
Newport	Yes	0	1	0	0	1	2	31	20	12	65	0	0	0	0	0	3	12	15	2	32
	No	0	0	0	3	3	18	241	197	107	563	0	0	0	0	0	18	279	185	87	569
	Unknown	0	0	0	0	0	0	2	27	31	60	0	0	0	0	0	0	4	28	24	56
	Total	0	1	0	3	4	20	274	244	150	688	0	0	0	0	0	21	295	228	113	657
Pembrokeshire	Yes	0	0	0	0	0	2	67	54	50	173	0	0	0	0	0	6	47	47	31	131
	No	0	0	0	0	0	12	149	119	110	390	0	0	0	0	0	8	130	100	94	332
	Unknown	0	0	0	0	0	0	1	14	26	41	0	0	0	0	0	0	1	15	32	48
	Total	0	0	0	0	0	14	217	187	186	604	0	0	0	0	0	14	178	162	157	511
Powys	Yes	0	0	0	0	0	6	59	48	49	162	0	16	9	11	36	5	45	68	33	151
	No	0	0	0	0	0	4	135	136	108	383	0	2	0	3	5	13	134	109	83	339
	Unknown	0	0	0	0	0	0	0	13	20	33	0	0	0	0	0	0	0	12	13	25
	Total	0	0	0	0	0	10	194	197	177	578	0	18	9	14	41	18	179	189	129	515
Rhondda Cynon Taff	Yes	0	0	0	0	0	5	85	98	52	240	2	11	13	12	38	16	103	89	45	253
	No	1	0	3	1	5	5	231	241	143	620	0	0	0	0	0	36	293	243	118	690
	Unknown	0	0	0	0	0	0	0	53	39	92	0	0	0	0	0	0	1	43	48	92
	Total	1	0	3	1	5	10	316	392	234	952	2	11	13	12	38	52	397	375	211	1,035
Swansea	Yes	0	0	0	0	0	7	77	76	36	196	0	0	0	0	0	6	55	64	39	164
	No	0	0	0	0	0	13	294	294	169	770	0	0	0	0	0	24	253	191	144	612
	Unknown	0	0	0	0	0	0	3	38	66	107	0	0	0	0	0	0	1	47	58	106
	Total	0	0	0	0	0	20	374	408	271	1,073	0	0	0	0	0	30	309	302	241	882
The Vale of Glamorgan	Yes	0	0	0	0	0	4	53	36	24	117	0	0	0	0	0	6	41	31	21	99
	No	0	0	4	6	10	7	151	206	118	482	0	0	0	0	0	15	228	133	82	458
	Unknown	0	0	0	0	0	0	1	29	28	58	0	0	0	0	0	0	1	28	18	47
	Total	0	0	4	6	10	11	205	271	170	657	0	0	0	0	0	21	270	192	121	604
Torfaen	Yes	0	0	0	0	0	6	27	24	3	60	0	0	0	0	0	4	51	27	12	94
	No	0	0	1	0	1	16	110	97	50	273	0	0	0	0	0	6	140	97	42	285
	Unknown	0	0	1	0	1	0	0	15	18	33	0	0	0	0	0	0	1	20	19	40
	Total	0	0	2	0	2	22	137	136	71	366	0	0	0	0	0	10	192	144	73	419
Wrexham	Yes	0	0	0	1	1	6	53	52	37	148	0	0	0	0	0	5	33	36	20	94
	No	0	1	1	0	2	11	212	159	122	504	0	0	0	0	0	6	125	92	87	310
	Unknown	0	0	0	0	0	0	1	14	16	31	0	0	0	0	0	0	1	15	26	42
	Total	0	1	1	1	3	17	266	225	175	683	0	0	0	0	0	11	159	143	133	446