



**Education Workforce Council**

# **Strategic Equality Plan**

## **2024–28**

Mae'r ddogfen hon ar gael yn y Gymraeg hefyd

# Introduction

This plan, covering the period 2024–28, sets out the Education Workforce Council's (EWC) commitment to equality and diversity. It explains how we will work to promote these principles, both inside our organisation and, within our remit, across the wider education workforce in Wales. This new plan seeks to build upon progress achieved since the publication of our previous SEP in 2020, and is closely aligned with the vision and objectives outlined within our Strategic Plan 2024–27.

Reflecting our commitment to playing our part in the creation of a fairer Wales, this plan establishes a series of ambitious strategic equality objectives. Within the accompanying action plan, we set out clear steps, detailing how we aim to achieve them, and how our success will be measured.

The plan embraces our important role in reviewing and highlighting wider equality issues within the education workforce, and details our intention to work in close partnership with Welsh Government and other stakeholders to resolve these matters. It also reflects the goals set out within the Welsh Government's Anti-racist Action Plan and the LGBTQ+ Action Plan for Wales, in which Welsh Government state that they want to make Wales an anti-racist nation by 2030 and the most LGBTQ+ friendly nation in Europe.

We believe that the objectives set out within this plan are ambitious and reflect our distinct (and precisely defined) role and remit. However, where there are opportunities to do so, we will seek to surpass our stated equality objectives, proactively seeking opportunities to exceed expectations in order to contribute to the creation of a fairer and more equitable Wales.



# About us

The EWC is the independent, professional regulator for the education workforce in Wales. We regulate education practitioners across schools, further education, youth work, and adult/work-based learning. We were established by the Education (Wales) Act 2014, and came into being on 1 April 2015.

Our principal aims under the Act are summarised below and detailed further in secondary legislation.

## Regulate

Our core function is to regulate in the public interest. To do this, we first maintain a Register of Education Practitioners (the Register) eligible to practise in schools, further education, youth work, and adult/work-based learning. Secondly, we publish a Code of Professional Conduct and Practise which sets out the standards expected of those we register. Thirdly, we investigate and hear allegations of unacceptable professional conduct, serious professional incompetence, or relevant criminal offences. We also have a statutory responsibility to accredit programmes of Initial Teacher Education (ITE), and monitor their compliance with national criteria.

## Support

We support our registrants to fulfil their role as regulated professionals and to uphold the five key principles of the Code of Professional Conduct and Practice by providing useful information, resources, and services designed to offer guidance and direction.

## Promote

We actively promote careers in education across Wales through the Educators Wales website and advice service. Funded by Welsh Government and developed by the EWC, it offers a range of services which bring together career advice, training, and job opportunities within Welsh education.

## Influence

We seek out opportunities to shape and influence education policy in Wales for the benefit of our registrants. Our statutory responsibility to provide independent advice, research analysis, and intelligence means that we can support workforce planning across Wales.

## The legal context

We have a statutory duty to publish a strategic equality plan that outlines our commitment to tackling discrimination. This stems from the Equality Act 2010 which establishes a public sector equality duty covering the following protected characteristics:

- age
- gender reassignment
- sex
- race (including ethnic or national origin, colour, or nationality)
- disability
- pregnancy and maternity
- sexual orientation
- religion or belief (including lack of belief)
- marriage and civil partnership

The EWC is also bound by the general duty to carry out our public functions in such a way as to contribute to the development of fairness through:

- eliminating unlawful discrimination, harassment, and victimisation, and other conduct that is prohibited by the Act
- advancing equality of opportunity between people who share a relevant protected characteristic, and those who do not
- fostering good relations between people who share a protected characteristic, and those who do not

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 set out further specific duties with which the EWC must comply, relating to:

- objectives
- strategic equality plans
- engagement
- assessing impact
- equality information
- employment information
- pay differences
- staff training
- procurement
- annual reporting
- publishing
- Welsh Ministers' reporting
- review
- accessibility

# Our evidence base

To ensure this plan is effective and aligned with the diverse needs of our employees, registrants, and stakeholders, we have considered a wide range of evidence in developing our equality objectives.

Our approach to engagement involves a rolling programme of meetings with key stakeholders and interest groups, where equalities issues appropriate to our remit are amongst the matters that are discussed.

The development of this plan has therefore been informed by insights from a wide range of groups and individuals.

## Internal engagement

- Council and staff planning sessions
- Employee forum
- All-staff meetings
- Performance and Development Review/Council members' review process

## Registrant engagement

- Accessibility survey
- Workforce surveys

## Stakeholder engagement

- Using our programme of regular meetings (for example, unions representing our registrants, ITE partnerships (as part of the accreditation process), Welsh Government officials)
- Talking to representative groups such as DARPL (Diversity and Anti-Racist Professional Learning) and the Black Leadership Group
- Evidence gathered by our promotion of careers team in their efforts to promote careers within the education workforce to individuals from diverse communities

We participate and/or engage with a range of equalities networks and groups:

- Equality and Human Rights Commission (EHRC)
- Wales Equality and Human Rights Exchange Network
- BAMEed Network Wales
- DARPL
- South East Wales Equalities Network (SEWEN)
- Race Council Cymru
- Ethnic Minorities Youth Support Team (EYST) Wales
- FE Anti-racist Wales Steering Group
- Colegau Cymru Equality and Diversity group
- Welsh Islamic Cultural Association
- BAME Mental Health Service
- South Riverside Community Development Centre
- UK Government Policy Profession Unit

We also maintain informal professional relationships, and identify opportunities to collaborate with a range of other organisations that promote equalities. These include the EHRC, Show Racism the Red Card, Diverse Cymru, and Stonewall. Such engagement helps to ensure that the EWC is aware of a range of issues and perspectives relating to equalities.

This Strategic Equality Plan and equality objectives have also been informed by a range of other sources of evidence including:

- data from our Register (covering registrant diversity)
- Welsh Government Anti-racist Wales Action Plan
- Welsh Government LGBTQ+ Action Plan for Wales
- EWC research (for Welsh Government) on increasing diversity within the school workforce in Wales
- fitness to practise (FtP) data
- census data
- Equality and Human Rights Monitor 2023: Is Wales Fairer?
- Education Support teacher wellbeing index



## Our strategic equality objectives

Our approach to equality and diversity will be guided by the five strategic objectives set out below. The objectives are underpinned by a detailed action plan which sets out the specific activities that we will undertake to advance equality and diversity.

# Objective 1: Build a diverse and inclusive EWC team

## What is our aim?

We want to work towards the goal of assembling a diverse team<sup>1</sup> within the EWC that is more representative of the diverse population of Wales (across all the protected characteristics). We also want to ensure that all EWC employees are treated fairly and able to fulfil their potential within the organisation.

## Why is this important to the EWC?

Developing a diverse team, and nurturing their talents, will ensure that our organisation is able to benefit from a range of different skills and perspectives, enhancing decision-making processes and aligning with our commitment to fairness and equality.

Our actions will focus on:

- monitoring our employment practices to ensure that the EWC is well positioned to recruit and retain a diverse workforce
- gathering (and actively monitoring) comprehensive and meaningful equality data regarding our employees
- encouraging greater disclosure rates (regarding protected characteristics) from staff and Council/panel members to gain a fuller understanding of the diversity of our workforce
- reviewing and improving recruitment processes for staff, Council, and committee/ panel members<sup>2</sup> to ensure fairness to all under-represented groups

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<sup>1</sup> Including our staff, Council, and committee/panel members

<sup>2</sup> Including members of the FtP committee, ITE accreditation board, and our Quality Mark for Youth Work (QMYW) assessors

## **Objective 2: Monitor the gender pay gap and identify opportunities to reduce it**

### **What is our aim?**

We want to work towards eliminating the gender pay gap by ensuring the application of policies and practices relating to pay and progression that provide equal opportunity for all.

### **Why is this important to the EWC?**

As a small organisation, the extent to which we are able to influence our overall gender pay gap is limited, with individual recruitment outcomes (for example, the appointment of a female to a senior position within the organisation), sometimes having significant impacts on the pay gap. However, we want to ensure that our employees are treated equally and fairly with respect to pay and conditions, regardless of their gender. It is therefore important that we closely monitor and understand the gender pay gap within the EWC, and take action to minimise it.

Our actions will focus on:

- monitoring and publishing information relating to our gender pay gap
- improving our understanding of any links between gender and pay within the EWC
- ensuring that male and female staff have equal opportunities to progress within the EWC when opportunities arise

## **Objective 3: An inclusive workplace where diversity is celebrated**

### **What is our aim?**

We want the EWC to be an inclusive organisation where employees feel safe, respected, and are supported to perform to the best of their ability, irrespective of any protected characteristic they may have.

### **Why is this important to the EWC?**

Through ensuring that all employees feel valued and are treated fairly, we want to nurture a culture where staff can flourish and fulfil their potential. This, in turn, could assist in allowing us to attract and retain a more diverse workforce (in line with objective one).

Our actions will focus on:

- ensuring our offices are welcoming and accessible
- organising events that celebrate and raise awareness of different groups and issues relevant to the protected characteristics, to reinforce the importance of embracing diversity
- delivering an engaging and accessible programme of training on equality and diversity matters for all employees
- producing regular equalities newsletters to share information, encourage engagement, and celebrate diversity
- implementing a varied wellbeing programme and seeking to increase engagement with these activities by identifying any barriers to engagement
- providing opportunities for employees to provide feedback and empowering them to speak out in relation to any issues or concerns relating to equality and diversity

## **Objective 4: Deliver accessible services for registrants and stakeholders**

### **What is our aim?**

We want to ensure that all of our services are accessible for registrants and stakeholders, irrespective of their diverse needs and abilities. We will strive to continuously improve the accessibility of our services, aligning with best practice and legal requirements.

### **Why is this important to the EWC?**

We are required to ensure that we identify, mitigate, and (where possible) remove any barriers that our registrants and other stakeholders (including learners and parents/guardians) might face when interacting with us, or using our services.

Our actions will focus on:

- listening to registrants to ensure our services meet their diverse needs
- identifying any barriers faced by registrants and stakeholders when interacting with the EWC and taking steps to remove these, as appropriate and proportionate
- investigating opportunities to broaden the accessibility of our services
- identifying opportunities to bring our work to the attention of a wide range of audiences with diverse needs and characteristics

## **Objective 5: Help develop an education workforce that is representative of the diverse population of Wales**

### **What is our aim?**

We want to see an education workforce in Wales that reflects the diversity of the wider population of Wales.

### **Why is this important to the EWC?**

We believe that the education workforce should mirror the richness of society, encompassing diverse backgrounds, perspectives, and experiences. It is therefore essential to ensure fair and equitable career opportunities and to break down any barriers that may be preventing people from diverse backgrounds working within the registered education professions.

Our responsibilities include promoting careers in the education professions and advising Welsh Government on matters related to the education workforce, and teaching and learning. In addition, we are identified within Welsh Government's Anti-racist Wales Action Plan as a key partner/lead on increasing the ethnic diversity of the education workforce. We are also aware of the aims of other key plans and strategies for promoting diversity, including the LGBTQ+ Action Plan for Wales.

We believe that building a more diverse education workforce will play a key role in fostering social cohesion by enabling learners and young people to grow and develop in an environment where there are visible, diverse role models. A more diverse workforce will also allow learners and young people to be exposed to a wider range of perspectives, enriching their educational experience, and preparing them to be informed global citizens.

Our actions will focus on:

- using the unique data from our Register to monitor the diversity of registered education professionals in Wales
- ensuring the Register provides the fullest possible data regarding workforce ethnicity (as well as in relation to age, disability, and sex)
- using our platform to highlight issues relating to diversity within the workforce
- working with registrants and stakeholders to promote careers in education to a diverse audience (with a particular emphasis on increasing ethnic diversity), promoting the Educators Wales website and advisory service as a means of supporting this work
- playing a contributing role, through Educators Wales, to the recruitment of a more diverse workforce

# How will we know if we're making progress?

## Monitoring arrangements

Our five equality objectives will be subject to detailed monitoring and reporting processes, principally through the publication of our Annual Equality Report, which will be published on our website. A range of qualitative and quantitative metrics will be used to evaluate our progress in achieving each objective, and progress will be subject to the scrutiny of the senior management team at monthly meetings. The Executive Committee and EWC Council will also provide oversight of our progress, and will receive quarterly reports on the implementation of the action plan.

## Publishing equality information

As well as the Annual Equality Report, we will publish a range of additional equality data on our website, including:

- annual education workforce statistics reports, providing important data on the composition of the education workforce in Wales, and other discrete analyses
- equality data on applicants for registration and registrants who have been subject to FtP procedures, as part of the FtP Annual Report
- a gender pay analysis, reporting salary information of our employees by gender

## Staying on track

To underpin our commitment to equality and diversity, all relevant policies and processes (including those relating to procurement) will be kept up to date, taking account of any changes in law, or, of internal or external circumstances. We will also periodically review our monitoring and reporting processes, and implement any necessary improvements.

## Equality impact assessments

As required by the Equality Act 2010, Equality Impact Assessments (EqIAs) will form an important part of the development and approval process for any new (or reviewed) policy. This will help to guide internal processes, ensuring that decision making is evidence-based and has specific regard to equalities.

EqIAs will also outline the nature of any ongoing evaluation that policies, procedures, and practice may be subject to. For new or amended HR policies, an EqIA will be submitted (alongside the policy) to the employee forum as part of the whole-staff consultation process. The senior management team will also consider the assessment as part of the adoption process. A repository of completed EqIAs is retained centrally.

In order to ensure that equality information is used meaningfully and appropriately to guide decision making, we will periodically review the effectiveness of our EqIA processes and guidance.

## Equality training and development

We will provide regular training for all EWC staff in relation to equality and diversity. This will include the provision of an overview of the Equality Act 2010 and the public sector equality duty for all new members of staff when they are appointed, as part of the induction process. This will be complemented by regular all-staff training sessions covering matters relating to the different protected characteristics.

Training on equalities related matters will also be provided for Council and committee/panel members<sup>3</sup>. This training will cover the equality duty and their respective roles in setting the strategic direction of the EWC, reviewing its performance, and ensuring that strong governance arrangements are in operation.

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<sup>3</sup> Including members of the FtP committee, ITE accreditation board, and our QMYW assessors.

# Strategic Equality Action Plan 2024–28

## Objective 1: Build a diverse and inclusive EWC team

Collect and analyse data on the protected characteristics of our staff (and Council/panel members) to better understand the diversity of our workforce and monitor its evolution.

| Action | Details   | Protected characteristic | Timescale            | Lead   |
|--------|---|--------------------------|----------------------|--|
| 1.1    | Gather data regarding our employees and their protected characteristics (through our annual staff data collection form) to understand the make-up of our workforce. Use data to help develop a more diverse, equitable, and inclusive workplace (informing activities such as impact assessments and the development of training plans and new policies). We will also analyse trends and benchmark our data against that of other similar organisations and the wider workforce in Wales/the UK. | All                      | Annually by 31 March | Director of Finance and Corporate Services, and Director of Professional Development, Accreditation and Policy |
| 1.2    | Communicate with staff to encourage them to (voluntarily) return information on their protected characteristics (as per action 1.1), explaining why it is important for the EWC to collect more complete and meaningful data. Use internal communications channels and forums to disseminate key messages.  | All                      | By 31 March 2025     | Director of Professional Development, Accreditation and Policy, and Director of Finance and Corporate Services |
| 1.3    | Further investigate (including consulting with staff and seeking legal advice, if necessary) the possibility of linking voluntarily declared equality data to individual HR records, to enable more accurate understanding of (and reporting on) the equality profile of our workforce.   | All                      | By 31 March 2026     | Director of Professional Development, Accreditation and Policy, and Director of Finance and Corporate Services |

| Action | Details   | Protected characteristic | Timescale        | Lead   |
|--------|---|--------------------------|------------------|--|
| I.4    | Conduct a more detailed equal pay audit (informed by good practice from other organisations of a similar size to the EWC) to identify differences in pay that may relate to employees protected characteristics (and the causes of any such differences). | All                      | By 31 March 2026 | Director of Professional Development, Accreditation and Policy, and Director of Finance and Corporate Services |

Review and improve our recruitment processes to ensure that they promote diversity.

| Action | Details   | Protected characteristic | Timescale                             | Lead   |
|--------|---|--------------------------|---------------------------------------|--|
| I.5    | Collect and analyse equalities data relating to staff recruitment, using it to help develop and improve recruitment processes (including informing the work outlined under action 1.6). Analyse recruitment trends and seek to benchmark the EWC's data against that of comparable organisations/broader trends in recruitment. | All                      | Annually in April on year to 31 March | Director of Professional Development, Accreditation and Policy, and Director of Finance and Corporate Services |
| I.6    | Review recruitment and assessment processes (including advertising, job descriptions, candidate packs, interviews, etc.). Develop and implement a strategy to remove any barriers, relevant to particular protected characteristics that have been identified.  | All                      | By 31 December 2025                   | Director of Finance and Corporate Services   |
| I.7    | Provide training to all EWC staff involved in recruitment to ensure common standards and processes are applied.   | All                      | Ongoing                               | Director of Finance and Corporate Services   |

Work to make our panels more representative of the diverse makeup of Wales.

| Action | Details   | Protected characteristic | Timescale            | Lead  |
|--------|---|--------------------------|----------------------|---|
| 1.8    | Analyse the composition of the EWC's FtP panels, ITE accreditation board, and QMYW assessors to gain a better understanding of the representation of their protected characteristics. The analysis will feed into action 1.9. | All                      | Annually by 31 March | Director of Professional Development, Accreditation and Policy, Director of Regulation, and Chief Executive |
| 1.9    | Review our processes for selecting panels, and produce and incorporate steps to facilitate the appointment of more diverse panels.  | All                      | By 31 December 2025  | Director of Professional Development, Accreditation and Policy, Director of Regulation, and Chief Executive |

Work to support Welsh Government's appointment process for new Council members.

| Action | Details   | Protected characteristic | Timescale           | Lead   |
|--------|---|--------------------------|---------------------|--|
| 1.10   | Investigate ways to support the recruitment of more diverse Council members (including the potential for a 'shadowing' scheme) and implement appropriate actions. | All                      | By 31 December 2025 | Director of Professional Development, Accreditation and Policy, and Director of Finance and Corporate Services |

Seek to attract, recruit, and retain more disabled staff (and Council/panel members).

| Action | Details  | Protected characteristic | Timescale      | Lead                                       |
|--------|--|--------------------------|----------------|--|
| 1.11   | Investigate the Disability Confident Employer Scheme and make recommendations to the Senior Management Team (SMT). Dependent upon the recommendations and SMT approval, sign up to the scheme. | Disability               | By 31 May 2026 | Director of Finance and Corporate Services |

## Objective 2: Monitor the gender pay gap and identify opportunities to reduce it

Gather and publish information and analysis relating to our gender pay gap.

| Action | Details   | Protected characteristic | Timescale                    | Lead                                       |
|--------|---|--------------------------|------------------------------|--|
| 2.1    | Publish gender pay information (including details of jobs, contract types, and working patterns) in line with the requirements of the Equality Act 2010.  | Gender                   | Annually on year to 31 March | Director of Finance and Corporate Services |
| 2.2    | Undertake an annual gender pay analysis to identify any gender pay gap and allow us to see where differences in pay are occurring (for example, by job level, between full and part-time employees, or across departments) <sup>4</sup> . | Gender                   | Annually on year to 31 March | Director of Finance and Corporate Services |

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<sup>4</sup> The EWC is not required to publish a gender pay analysis due to the relatively small size of our organisation. However, we are required in legislation to have an equality objective on addressing any gender pay difference we have identified.

## Objective 3: An inclusive workplace where diversity is celebrated

Ensure that staff are aware of, and understand key issues relating to equality and diversity.

| Action | Details  | Protected characteristic | Timescale                   | Lead   |
|--------|--|--------------------------|-----------------------------|--|
| 3.1    | Use the staff intranet (Eddie) to publish regular all-staff equalities newsletters that share information and provide support in relation to our responsibilities under the equality duty. Monitor engagement with these and seek feedback from staff to ensure that we are communicating effectively.   | All                      | Quarterly                   | Director of Professional Development, Accreditation and Policy   |
| 3.2    | Deliver an engaging and accessible programme of training on equality issues for all employees. This will include at least one mandatory training session each year focusing on the experiences and needs of particular groups with different protected characteristics. Additional training will be provided on the basis of specific needs identified as a result of engagement with staff. | All                      | Review annually by 31 March | Director of Finance and Corporate Services, and Director of Professional Development, Accreditation and Policy |
| 3.3    | Deliver EqIA training to relevant staff.   | All                      | Review annually by 31 March | Director of Finance and Corporate Services, and Director of Professional Development, Accreditation and Policy |
| 3.4    | Use the Performance and Development Review process to identify and agree individual training and development needs. Encourage employees to consider and discuss any equality related training requirements they may have, as part of the process.  | All                      | Review every six months     | Director of Finance and Corporate Services   |

| Action | Details   | Protected characteristic | Timescale            | Lead   |
|--------|---|--------------------------|----------------------|--|
| 3.5    | Update the Performance and Development Review form to ensure that the 'learning and development plan' section explicitly references equalities training, prompting employees to consider this as part of the process (as per action 3.4). | All                      | By 31 March 2025     | Director of Finance and Corporate Services   |
| 3.6    | Ensure that equality issues are included in annual training for FtP panel members, Council members, ITE accreditation board members, and QMYW assessors.  | All                      | Annually by 31 March | Director of Professional Development, Accreditation and Policy, and Director of Regulation |

Provide channels that allow staff to share their lived experiences of equalities related matters.

| Action | Details   | Protected characteristic | Timescale           | Lead   |
|--------|---|--------------------------|---------------------|--|
| 3.7    | Undertake a review of staff feedback mechanisms to ensure there are suitable mechanisms in place allowing staff to raise issues or concerns and share experiences (from within or outside the workplace) relating to their identity. Produce a report for SMT detailing findings and outlining options, implementing changes as directed. | All                      | By 31 December 2025 | Director of Professional Development, Accreditation and Policy, and Director of Finance and Corporate Services |

Celebrate diversity within the organisation.

| Action | Details   | Protected characteristic | Timescale                       | Lead   |
|--------|---|--------------------------|---------------------------------|--|
| 3.8    | Actively promote cultural and identity-based events and festivals over the calendar year, creating a programme of events to celebrate these occasions, including information displays in the staff kitchen (to mark events such as Pride week) and celebrations (for example, sweet treats for Diwali). | All                      | Ongoing – one event per quarter | Director of Professional Development, Accreditation and Policy |
| 3.9    | Encourage staff to display Pride flags on their desks, if they wish to do so, to make visible our commitment to inclusivity.  | Sexual orientation       | Ongoing                         | Director of Professional Development, Accreditation and Policy |

Ensure that our offices are welcoming and accessible for staff and visitors, irrespective of any protected characteristics.

| Action | Details   | Protected characteristic | Timescale           | Lead                                       |
|--------|---|--------------------------|---------------------|--|
| 3.10   | Conduct a review of the EWC's offices at Eastgate House to ensure that appropriate access arrangements are in place, working with the landlords to resolve any issues. This may include alterations to doorways, installation of a video doorbell to assist visitors with hearing impairments, etc. | Disability               | By 31 December 2026 | Director of Finance and Corporate Services |
| 3.11   | Investigate the possibility of providing a prayer room/faith room within the EWC's offices at Eastgate House. Make a room available for these purposes if there is demand from staff for such a facility.   | Religion or belief       | By 31 December 2026 | Director of Finance and Corporate Services |
| 3.12   | Investigate the case for providing a dedicated space for breastfeeding within the EWC's offices at Eastgate House. Make a room available for these purposes if demand is identified.  | Pregnancy/ Maternity     | By 31 December 2026 | Director of Finance and Corporate Services |

| Action | Details  | Protected characteristic    | Timescale           | Lead                                       |
|--------|--|-----------------------------|---------------------|--|
| 3.13   | Discuss with the building landlord the possibility of installing gender neutral toilets within the EWC's Eastgate House offices. | Sex and Gender reassignment | By 31 December 2025 | Director of Finance and Corporate Services |

Develop policies to prevent sexual harassment in the workplace.

| Action | Details  | Protected characteristic | Timescale     | Lead                                       |
|--------|--|--------------------------|---------------|--|
| 3.14   | Review our Dignity at Work policy every two years to ensure it is up to date with respect to preventing and responding to sexual harassment. | All                      | By April 2024 | Director of Finance and Corporate Services |

Create an inclusive atmosphere within the organisation through promoting staff wellbeing, and tackling mental health stigma and discrimination.

| Action | Details  | Protected characteristic | Timescale            | Lead                                       |
|--------|--|--------------------------|----------------------|--|
| 3.15   | Implement the wellbeing programme and consider ways to improve engagement, including identifying any barriers that could be impacting on engagement.   | Disability               | Annually by 31 March | Director of Finance and Corporate Services |
| 3.16   | Review our mental health and wellbeing policy every two years with the aim of cultivating an open, supportive organisation in which employees understand the importance of wellbeing, and feel able to discuss their physical and mental health. | Disability               | By January 2026      | Director of Finance and Corporate Services |
| 3.17   | Provide staff with access to the employee assistance scheme and raise awareness of the offer (which includes information, advice, and the opportunity to access counselling services).   | Disability               | Ongoing              | Director of Finance and Corporate Services |

| Action | Details  | Protected characteristic | Timescale                   | Lead                                       |
|--------|--|--------------------------|-----------------------------|--|
| 3.18   | Offer Mental Health First Aider training to employees, aiming to ensure that two staff members receive this training each calendar year. | Disability               | Review annually by 31 March | Director of Finance and Corporate Services |

## Objective 4: Deliver accessible services for registrants and stakeholders

Ensure that our services, events, and publications are accessible to all.

| Action | Details   | Protected characteristic | Timescale          | Lead   |
|--------|---|--------------------------|--------------------|--|
| 4.1    | Update the EWC website to ensure that we comply with the Web Content Accessibility Guidelines (WCAG) 2.2 AA standards.  | Disability               | By 24 October 2024 | Director of Finance and Corporate Services                     |
| 4.2    | Ascertain whether we can achieve the highest (AAA) level of conformance with the WCAG standards and (if possible) implement requirements.   | Disability               | By 30 Sept 2025    | Director of Finance and Corporate Services                     |
| 4.3    | Review our publications to improve and enhance their readability and accessibility, and identify whether any should be provided in other formats (for example, 'easy read').                            | Disability               | By 31 March 2025   | Director of Professional Development, Accreditation and Policy |
| 4.4    | Investigate options to provide additional accessibility software (for example, for BSL users) to improve accessibility and increase engagement with our work. Implement recommendations as appropriate. | Disability               | By 31 March 2025   | Director of Professional Development, Accreditation and Policy |
| 4.5    | Proactively identify opportunities to bring our work to the attention of a wide range of audiences.   | All                      | Ongoing            | Director of Professional Development, Accreditation and Policy |

Consult and engage with registrants and stakeholders regarding their needs/any barriers when interacting with the EWC and review channels as appropriate.

| Action | Details   | Protected characteristic | Timescale        | Lead   |
|--------|---|--------------------------|------------------|--|
| 4.6    | Undertake a review of how we can effectively engage with registrants/stakeholders and organisations that are representative of those with protected characteristics. Make recommendations for consideration and implement as appropriate. | All                      | By 31 March 2025 | Director of Professional Development, Accreditation and Policy |
| 4.7    | Based on the findings of the action 4.6, engage with stakeholders to better understand how accessible our services are. Use evidence from this process to develop a plan to improve accessibility and implement plan as appropriate.      | All                      | By 31 March 2026 | Director of Professional Development, Accreditation and Policy |
| 4.8    | Implement changes to improve the accessibility of the EWC's services that have been identified as a result of the consultation exercise outlined under actions 4.5 and 4.6.   | All                      | By 31 March 2027 | Director of Professional Development, Accreditation and Policy |

Review and publish FtP data to monitor the appropriateness of guidance and inform training needs.

| Action | Details  | Protected characteristic | Timescale                    | Lead                   |
|--------|--|--------------------------|------------------------------|------------------------|
| 4.9    | Continue to gather equality data through the case management system and publish an equality and diversity report on FtP activity as part of the FtP Annual Report. | All                      | Annually on year to 31 March | Director of Regulation |

## Objective 5: Help develop an education workforce that is representative of the diverse population of Wales

Use our data to monitor and highlight issues relating to the diversity of the registered education workforce.

| Action | Details  | Protected characteristic | Timescale        | Lead   |
|--------|--|--------------------------|------------------|--|
| 5.1    | Undertake annual data capture exercises focused on improving the completeness of data that we hold on the protected characteristics of the registered education workforce, with a particular focus on gathering more complete data around ethnicity.   | Race                     | Ongoing          | Director of Regulation   |
| 5.2    | Develop a strategy to engage with registrants to improve declaration levels for equalities data, with a particular focus upon ethnicity.   | Race                     | By 31 March 2025 | Director of Regulation, and Director of Professional Development, Accreditation and Policy |
| 5.3    | Review the case for collecting data from registrants on additional protected characteristics, such as sexual orientation (that are not currently recorded on the Register), to enable a more complete understanding of workforce diversity. Produce a report for SMT outlining findings and recommendations. | Sexual orientation       | By 31 March 2027 | Director of Regulation, and Director of Professional Development, Accreditation and Policy |
| 5.4    | Continue to highlight relevant equality and diversity matters by disseminating our data and publishing statistical releases, including the Annual Education Workforce Statistics for Wales.  | All                      | Ongoing          | Director of Regulation   |

Promote diversity within the education workforce as part of a broader campaign to promote careers within the workforce.

| Action | Details  | Protected characteristic | Timescale        | Lead   |
|--------|--|--------------------------|------------------|--|
| 5.5    | Host a 'policy briefing' event on recruitment and retention, highlighting data from our Register regarding workforce diversity (with a particular focus on ethnic diversity).                    | Race                     | By 31 March 2026 | Director of Regulation, and Director of Professional Development, Accreditation and Policy |
| 5.6    | Develop and deliver campaigns to promote careers within the education workforce in Wales to a diverse audience, including developing specific campaigns relating to protected characteristics.   | All                      | Ongoing          | Director of Professional Development, Accreditation and Policy                             |
| 5.7    | Continue to develop specific campaigns to increase the ethnic diversity of the education workforce, working in partnership with communities across Wales (led by the promotion of careers team). | Race                     | Ongoing          | Director of Professional Development, Accreditation and Policy                             |
| 5.8    | Provide an advice and advocacy service through Educators Wales to support individuals from diverse backgrounds to enter the education workforce.   | All                      | Ongoing          | Director of Professional Development, Accreditation and Policy                             |
| 5.9    | Support the ITE partnerships to deliver recruitment plans (including targets around ethnic diversity).   | Ethnicity                | Ongoing          | Director of Professional Development, Accreditation and Policy                             |

Promote awareness of equality and diversity issues within the education workforce.

| Action | Details   | Protected characteristic | Timescale                   | Lead   |
|--------|---|--------------------------|-----------------------------|--|
| 5.10   | Use our communications channels to increase awareness of equality and diversity issues within the education workforce, including through highlighting the availability of reports, data, and resources, such as our good practice guide on tackling racism. | Disability and Race      | Review annually by 31 March | Director of Professional Development, Accreditation and Policy                             |
| 5.11   | Publish a good practice guide for EWC registrants on the topic of supporting the wellbeing and mental health of learners and young people.  | Disability               | By 31 March 2025            | Director of Professional Development, Accreditation and Policy                             |
| 5.12   | Host a webinar (or similar online event) on the topic of wellbeing, for EWC registrants and stakeholders (as outlined within the three-year programme of policy work).  | Disability               | By 31 March 2026            | Director of Professional Development, Accreditation and Policy                             |
| 5.13   | Promote awareness of the Code of Professional Conduct and Practice for EWC registrants, which includes a requirement for registrants to demonstrate a commitment to equality and diversity.   | All                      | Ongoing                     | Director of Professional Development, Accreditation and Policy, and Director of Regulation |

