**Software Development Forum (SDF) – 03/10/2023**

**Item 11: SWAC and PLASC workforce data comparison**

The School Workforce Annual Census (SWAC) was introduced in November 2019 to provide comprehensive information on the size, demographics and deployment of the school workforce in local authority-maintained settings in Wales. The Pupil Level Annual School Census (PLASC) has collected aggregated school level data on the workforce since 2003/04. This means that schools are required to complete similar information in both collections, increasing workload and burden for schools. It is intended that once SWAC data has undergone full quality assurance and any differences between SWAC and PLASC data explained, the workforce elements will be removed from the PLASC collection.

The following modules relating to the workforce are included in PLASC:

* Teachers
* Teaching of Welsh
* Support Staff
* Teacher Recruitment
* Teacher Retention
* Special schools Details (includes information on teacher qualifications)
* Classes (includes number of teachers and non-teachers per class)

The following tables provides a high level comparison of workforce data from SWAC and PLASC.

**Table 1: Qualified Teachers FTE**

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2020/21 | 2021/22 | 2022/23 |
| SWAC | 23,985 | 24,700 | 24,640 |
| PLASC | 24,660 | 25,210 | 25,390 |

* In 2022/2023 the FTE of qualified teachers was 2.9% lower in the SWAC collection than PLASC collection.
* This remained relatively similar to previous collections with SWAC reporting 2% lower in 2021/2022 and 2.7% lower in 2020/2021.
* Potential considerations for the larger difference between SWAC and PLASC in 2022/23 can be found in the SWAC release such as RRRS funding.

**Table 2: Qualified Teachers Headcount**

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2020/21 | 2021/22 | 2022/23 |
| SWAC | 25,930 | 26,600 | 26,445 |
| PLASC | 27,110 | 27,655 | 27,865 |

* Like the FTE figures, the number of qualified teachers was 5.1% lower in the 2022 SWAC collection compared to the 2023 PLASC collection.
* In the 2021/22 collections, SWAC was 3.8% lower and in the 2020/21 collections SWAC was 4.4% lower.

**Table 3: Support Staff FTE**

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2020/21 | 2021/22 | 2022/23 |
| SWAC | 22,390 | 23,300 | 24,160 |
| PLASC | 23,780 | 24,515 | 25,810 |

* In 2022/23 the FTE of support staff was 6.4% lower in the SWAC collection than PLASC collection.
* This remained relatively similar to the previous collections with SWAC reporting 5% lower in 2021/22 and 5.8% lower in 2020/21.

**Table 4: Support Staff Headcount**

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2020/21 | 2021/22 | 2022/23 |
| SWAC | 29,055 | 30,035 | 30,860 |
| PLASC | 27,310 | 27,990 | 28,760 |

* The support staff headcount figures are similar in difference between SWAC and PLASC to support staff FTE figures.
* In 2020/21 SWAC was 6.4% lower, and 7.3% lower in 2021/22 and 2022/23.

**Table 5: Welsh Language data 2022/23**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Teaching/working in Welsh in current post | Able to teach/work in Welsh but not doing so | Teaching Welsh as a subject only | Unable to teach/work in Welsh | Total |
| SWAC | 6,610 | 1,620 | 7,895 | 10,320 | 26,445 |
| PLASC | 5,785 | 965 | 10,035 | 8,750 | 25,535 |

* In the 2022 SWAC collection those who teach/work in Welsh in their current post was 14.3% higher than the 2023 PLASC collection. This is slightly less than the previous two collections at 16.8% and 16.6% higher.
* Those able to teach/work in the Welsh but not doing so was 67.5% higher in the 2022 SWAC collection compared to the 2023 PLASC collection. This is also less than the previous two collections with the 2021 SWAC collection being 91.5% higher and the 2020 SWAC collection being 89.5% higher than the 2022 and 2021 PLASC collection respectively.
* Unable to teach Welsh has remained relatively similar in difference between SWAC and PLASC collections with the 2022 SWAC collection being 18% higher, with the previous two years being 16.7% and 14.3% higher than the respective PLASC collections.
* In the 2022 SWAC collection those teaching Welsh as a subject only was 21.3% lower than the 2023 PLASC collection. The 2021 and 2020 SWAC collections were 19.1% and 18.4% lower than the respective PLASC collection years.

**Table 6: Recruitment Data**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 2021 | Posts advertised | Applications received | Appointments made | Applications per post |
| SWAC (2021/22) | 1,503 | 18,030 | 1,383 | 12.0 |
| PLASC (2021) | 1,212 | 14,188 | 1,101 | 11.7 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 2022 | Posts advertised | Applications received | Appointments made | Applications per post |
| SWAC (2022/23) | 2,292 | 20,754 | 2,037 | 9.1 |
| PLASC (2022) | 1,801 | 19,485 | 1,683 | 10.8 |

* However, this increase is largely due to the coverage of SWAC and it being a school workforce specific collection. In the 2022 SWAC collection, 62% of schools completed the teacher recruitment section compared to 47% in the

equivalent PLASC 2023 collection.

* SWAC collects recruitment data on an academic year basis while PLASC collects recruitment data on a calendar year basis.

**Next Steps:**

* Investigate differences between SWAC and PLASC data at a school and local authority level.
* Engage with local authorities to understand reasons for differences in information collected.
* Identify implications of removing workforce data from PLASC (e.g. pupil-teacher ratios; class size validation; funding).
* PLASC will collect workforce information in 2024 with intention to remove in 2025.