School Workforce Annual Census (SWAC): 5 November 2019

The collection of school workforce data for the 2019/2020 academic year

Specification for software suppliers

Date of issue: 2 April 2019
Version: 1.4

Audience	Software suppliers of school information management systems.
Overview	This document is provided by the Welsh Government as a specification to support the above audience in developing their school and local authority information management systems to ensure that schools and local authorities in Wales are able to submit data required to comply with statutory duties.
Action required	For schools and local authorities in Wales to be able to comply with statutory duties in supplying the required data returns, the Welsh Government recommends that software suppliers of school and local authority information management systems that have customers in Wales take full consideration of this specification document when developing their systems.
Further information	Enquiries about this document should be directed to: IMS School Information and Improvement Branch Education Directorate Welsh Government Cathays Park Cardiff CF10 3NQ Tel: 0300 062 5014 e-mail: IMS@gov.wales @WG_Education @EducationWales
Additional copies	This document can be accessed from the SDF pages of DEWi.
Related documents	The Validation CBDS 1920.1.1 and Modular CBDS 1920.1.3 should be used in conjunction with this specification, or the latest versions if the above have been superseded.

Contents

1. Change log

Version 0.1
Released 22/02/2018

Issue 1	*Specification needed for school workforce annual census 2019 collection*
	This is the initial draft release of the specification document.

Version 0.2
Released 26/06/2018

Issue 2	*Updated for summer 2018 Software Development Forum meeting*
	The initial draft was updated for the SDF meeting on 26/06/2018.

Version 0.3
Released 20/09/2018

Issue 3	*Updated elements to resolve actions from the summer 2018 Software Development Forum Meeting*
	Version 0.2 of the document received some comments in the SDF meeting on 26/06/2018. Amendments have been made to resolve some the actions stemming from this meeting.
Issue 4	*Remove 'Former Family Name' from data items to be collected*
	The <FormerFamilyName> data item has been removed after SDF suggested this was no longer useful to collect.
Issue 5	*Review all True/False data options to ensure consistency – amended all to single character fields*
	All "true" valid entries have been changed to "1" and all "false" entries have been changed to "0". This is now consistent with all other data collections.
Issue 6	*Replace 'SEN co-ordinator role' field with 'Additional Roles'*
	At SDF there were many other roles identified that could be assigned to staff beyond SEN co-ordinator, e.g. numeracy, reading, Welsh language etc. Therefore, the field was changed to <AdditionalRole>.
Issue 7	*Split XML*
	As there will be a phased introduction for the collection (November 2019 being census only and November 2020 being census and historical elements), it was suggested to split the XML examples not only to variants for November 2019 and November 20202, but also for the different types of establishment submitting the data, i.e. schools, local authorities and opted out schools.
Issue 8	*Confirm date of census (for agreement)*
	The census date for the first collection has been provisionally

	inserted for 5 November 2019
Issue 9	*Replace 'Staff Category' with 'Role'*
	The <StaffCategory> field has been replaced with <Role>.

Version 0.4
Released 11/10/2018

Issue 10	*Combine xml files into a single file*
	Replace separate files for schools, LAs and opted-out with a single xml structure.
Issue 11	*Reinstate 'Source' tag for all files*
	To identify who is providing the information and aid validation / extraction.
Issue 12	*Correct 'Reference date'*
	Updated to reflect census date.
Issue 13	*Revised 'NAWRoles' container*
	To be discussed at workshop.
Issue 14	*Replace 'Gender' with 'Sex'*
	The <gender> data tag has been changed to <sex>.
Issue 15	*Remove reference to in regular service*
	Replace use of 'in regular service' with a description of staff types to include in submissions.

Version 0.5
Released 19/10/2018

Issue 16	*XML file amended*
	This version of the spec includes the new XML format and layout, as discussed in the SWAC workshop of 12 October and the SDF on 16 October.
Issue 17	*Amended 'Curriculum' time period covered*
	Amended descrption of time period covered for curriculum to reflect a typical week or the equivalent of a week averaged over the schools timetable cycle.

Version 0.6
Released 14/11/2018

Issue 18	*Amended timescales for xslt release*
	Amended timeline of xslt release to spring 2019 to reflect autumn 2019 release for collection.
Issue 19	*Update Welsh Language Ability structure*
	Amended Welsh Language data item structure and xml example to ensure consistency.
Issue 20	*Updated Roles data module structure*
	Renamed 'NAWStaffCategory' to 'NAWRoles'. Reviewed data items required for roles against CBDS.

Issue 21	*Reviewed curriculum data items*
	NAW Curriculum module not applicable for special schools and PRUs. Year Group and Lesson Medium is required for nursery and primary schools.
Issue 22	*Amended xml file naming structure*
	XML file naming structure amended to reflect calendar year of collection rather than academic year.
Issue 23	*Software code moved*
	Software Code moved to header in xml structure.
Issue 24	*Boolean Values*
	All Boolean value data items updated to reflect correct structure (i.e.0/1).

Version 0.7
Released 03/12/2018

Issue 25	*Removed hours worked for 'other' roles*
	Removed the <HoursPerWeek> data item for 'other' roles in xml example to reflect no data no tag rule.
Issue 26	*Added School Medium Type to census*
	Added school <WelshMediumType> to data items and xml structure to support validation.
Issue 27	*Reviewed workforce member name structure*
	Replaced <PersonFamilyName> and <GivenName> with <Surname>, <Forename> and <MiddleNames> for consistency with PLASC.
Issue 28	*Summary reporting tables added*
	The summary reporting tables have been added to the document.
Issue 29	*Date of birth tag amended in xml structure*
	Xml tag name for date of birth amended to <DOB> in xml example structure to reflect CBDS.

Version 1.0
Released 21/12/2018

Issue 30	*Review references to SEN / ALN*
	Reviewed all references to SEN and ALN to ensure it accurately reflects current policy. References to ALN have been removed.
Issue 31	Added 'Gender Identity' to list of data items
	Gender identity added to list of data items and xml example in workforce characteristics module.

Version 1.1
Released 25/01/2019

Issue 32	*Update <AbilityWelsh> tag in xml structure.*
	Updated data item tag in example xml structure to <AbilityWelsh> for consistency with Modular CBDS and 'Summary of data fields' (Section 4).
Issue 33	Reviewed 'Summary of data fields'
	Reviewed and updated 'Summary of data fields' table to reflect that 'NAWRecruitment' and 'NAWRetention' are applicable to TAs also.
Issue 34	Reviewed Mandatory/Optional flags in xml example structure
	Updated Mandatory / Optional flags in xml structure to ensure consistency with 'Summary data fields' table. Items amended: <TeacherNumber>; <NAWCurriculum; <NAWRecruitment><Subject>; <NAWRecruitment<VacancyEnd>; <NAWRetention><Subject>; <AdditionalPayments><PayEndDate>; <Absences><LastDayOfAbsence>.
Issue 35	Amended <DailyRate> format
	Amended <DailyRate> format to True/False in 'Summary of data fields' and 'xml example structures in line with other items.
Issue 36	Amended 'Other Administration Staff' label in school staff type
	Changed staff type description from 'Other Administraion Staff' to 'Administration Staff' in Annex A and summary report tables.
Issue 37	Added <Survey> and <ReferenceDate> tag into xml structure for SWAC HR return
	Added <SurveyDetails> container with <Survey> and <ReferenceDate> tag SWAC HR return to support validation rules
Issue 37	Added Staff Roles explanation
	Added a paragraph at section 3.6 to provide an explanation of requirements for different type of roles.

Version 1.2
Released 06/02/2019

Issue 38	Reviewed requirements for recording Year group, Subject and Hours taught for different school types
	Reviewed reporting requirements for Year group, Subject and Hours taught in 'Summary of data items' and 'xml structure'. Subject and hours not required for primary schools and primary year groups in middle schools. Year group optional for 'Recruitment' and 'Retention' modules. 'Subject' mandatory for 'Recruitment' and 'Retention' modules but should be recorded as 'NAP' (not applicable) for primary schools, special schools and PRU's or for non-teaching roles.

Issue 39	Updated Survey data item format
	Updated <Survey> field format in 'Summary of data items' to field length = 6 characters to accommodate 'SWACHR'.
Issue 40	Corrected <VacancyAdvertised> tag
	Data tag label for number of times vacancy advertised changed to <VacancyAdvertised> from ~~<NumberOfTimesAdvertised>~~ in example xml structure to reflect CBDS and summary of data items.
Issue 41	Removed summary reporting table for number of hours teaching for year groups N1 to 6
	As Primary schools and up to year groups 6 in middle schools are not required to submit teaching hours for the curriculum data module the summary reporting tables for these elements have been removed
Issue 42	Reviewed recruitment summary tables to accommodate vacancy tenure
	Duplicated rows in recruitment by staff role in summary reporting tables to enable reporting for full-time and part-time vacancies separately.

Version 1.3
Released 15/02/2019

Issue 43	Survey completion added to SWAC HR xml structure
	Completor role and completion hours added to SWC HR xml structure and summary of data items to be submitted.
Issue 44	Middle Name(s) xml tag amended in summary table
	<MiddleNames> xml tag amended in Summary of Data Items table in line with Modular CBDS and and xml structure.

Version 1.4
Released 02/04/2019

Issue 45	<NAWSurveydetails> tag updated
	<NAWSurveyDetails> tag name amended to <NAWSurveydetails> for consistency with other collections.
Issue 46	Corrected anomalies in xml structure
	Amended tags in xml structure to ensure consistencycy. Tags affected </SurveyDetails> and </Payment~~Type~~Amount>
Issue 47	Remove Gender Identity
	Deleted gender identity from list of data items to be collected and from xml example.
Issue 48	Replace references to 'continuous' data with 'historical'
	Replaced references to 'contiuous' data with 'historical' data to ensure consistency with completion notes.

2. Introduction

This specification describes the content of the School Workforce Annual Census (SWAC) for Wales for "phase 1" to be implemented in November 2019 and "phase 2" (full census) to be collected in November 2020. It applies to all maintained schools and local authorities in Wales who are required to provide the Welsh Government (WG) with individual school workforce level data.

SWAC is mandatory for all sectors (Nursery, Primary, Middle**,** Secondary, Special and PRU's) **and all** teachers and support staff in post on census date. It also includes certain information on teachers and support staff that were in post at any point during the preceding academic year but had left in that period (see Section 5 for phased schedule of data modules).

Census date for 2019 ("phase 1") is 5th November 2019.

This specification follows the principles set out below. Suppliers are asked to note the document in its entirety and provide early feedback on issues and queries during the specification review period.

2.1 Key principles

Electronic school workforce level data collections from schools and local authorities, including the SWAC, are carried out in line with the principles set out in the Welsh Government's Information Management Strategy[1].

- SWAC collects individual school staff level and school level data items.
- All data items are as defined in the relevant Common Basic Data Set (CBDS) documentation for Wales.
- Data are grouped into modules.
- School staff level items will be collected as whole modules.
- Clear designation of responsibility as to who should provide each data item (i.e. schools or local authorities).
- Items for collection have been previously notified to software suppliers by separate notification and agreement with the Software Development Forum.

2.2 XML tools

As agreed and in order to reduce burdens on software suppliers and enhance consistency of validation application across suppliers and Welsh Government systems, the Welsh Government will provide a number of XML tools for optional use by suppliers. Please see the xslt design specification for requirements for, and further details on, implementing the xslt in Management Information System software.

2.2.1 XSD (schemas)

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[1] https://gov.wales/topics/educationandskills/schoolshome/schooldata/ims/?lang=en

XSD files will be provided for each return type, which will define the content of the XML return.

2.2.2 XSLT validation

A set of XSLT applications will be provided to validate the census return files; these will replicate the validation rules specified for this collection. Section 8 of this specification lists the validation CBDS documents to refer to. The XSLT will produce html and XML error reports.

2.2.3 XSLT summary reporting

A further set of XSLT applications will be provided to process the XML data return and produce a school summary report. This will replicate the reports as set out in section 11 of this specification.

2.2.4 Production of XSD and XSLT

XML tools for this collection are scheduled to be released in spring 2019.

2.3 Purpose of the collection

The School Workforce Annual Census is the Welsh Government's main source of information on the school workforce, and informs the development, delivery and evaluation of key policies, and the monitoring of the effectiveness and diversity of the school workforce.

The main purposes of this census are to:

- provide a greater level of knowledge on the school workforce in Wales, providing an invaluable research base to better inform educational policy and practice in Wales based on robust and accurate evidence;
- ensure a consistent approach to the collection, reporting and publication of data, based on the principle of 'collect once, use many times';
- enhance the evidence base available to inform policy making, particularly around recruitment, retention and turnover of the workforce, equality and diversity, workforce qualifications and the deployment of specialist teachers;
- enable more effective and efficient workforce and succession planning both at a local and national level;
- provide robust and accurate data to undertake complex analysis required to accurately measure the cost of teachers pay in Wales and the impact of changes to pay and the make-up of the workforce upon it;
- provide more detailed demographic and pay information of the education workforce to support the Welsh Government's Strategic Equality Plan objective of working with partners to identify and address the causes of the gender, ethnicity and disability pay and employment differences within the education sector;
- help streamline the collection process in schools and local authorities, as well as providing significant improvements in the quality, timeliness and utility

of school workforce statistics. This data collection also supports the aim to reduce bureaucracy in schools; and

- reduce the need to undertake ad-hoc data collections and surveys on the school workforce to inform policy development or monitor progress against objectives.

2.4 New items added

This specification relates to the implementation of the first SWAC and all items are 'new'.

2.5 Changes to existing items

Not applicable.

2.6 Items removed

Not applicable.

2.7 Use of National Insurance number and Teacher Reference number in reporting in MIS software

When suppliers are designing reports for use by schools they should note that schools are advised that the National Insurance number or Teacher Reference number should not appear in printed format. However, in the event that this does happen then the printed document should be kept securely and shredded immediately to prevent inappropriate use or a breach of security.

2.8 Validations

Validation will be facilitated through provision of XSLT files for SWAC 2019.

As this collection will be part of the autumn release, the XSLT file is due for release in spring 2019.

2.9 Summary reporting

A further set of xslt files will be provided to process the XML data and produce a school / LA summary report (see section 8).

3. Implementation and key dates

The SWAC will be implemented through a phased approach. The first census will be undertaken in November 2019 ("phase 1"), and will collect information for the 'snapshot' data modules only. The first full census ("phase 2")will be collected from November 2020 where all data modules will be collected.

3.1 Phase 1 - November 2019

'Snapshot' data on the school workforce is required as at the census date (Tuesday 5th November 2019).

DEWi will open for for SWAC submission on Tuesday 5th November 2019.

Deadline for submission is Wednesday 18th December 2019

3.2 Phase 2 - November 2020

Full census collected including both 'snapshot' and 'historical' data modules for previous academic year 2019/20.

3.3 Census Date

The "Census Date" for the School Workforce Annual Census will be determined as the first Tuesday every November, unless a change is necessary to avoid clashes with school half tem breaks.

4. Scope

The Welsh Government expects that the majority of the data required at individual level will be generated directly from computer systems within schools and local authorities, rather than entered on purpose-built data entry screens.

The scope is described in detail below.

To find out what data they need to return a school or local authority will need to consider:

- which types of schools are in or out of scope;
- who has the responsibility for each module to ensure that data are returned;
- how many records should be returned for each member of the workforce;
- for which types of staff data items are required.

4.1 Schools in and out of scope

The 2019 SWAC covers all maintained school settings in Wales. The following types of settings must return the School Workforce Annual Census:

- maintained nursery schools;
- maintained primary schools;
- maintained middle schools (through age schools);
- maintained secondary schools;
- maintained special schools;
- pupil referral units.

The following types of settings are not required to return the School Workforce Annual Census:

- early years settings;
- privately funded independent schools;
- non-maintained special schools;
- sixth form colleges;
- other alternative provision providers;
- FE establishments;
- service children's education schools;
- miscellaneous establishments.

4.2 Responsibility for supplying the data

The information to be collected resides across schools and local authorities. The guidance at section 4 sets out which data items should be provided by whom.

Local authorities are responsible as the central collection point for data from maintained schools within the authority, prior to the data being sent to the Welsh Government. Local authorities are expected to scrutinise the data for validity, completeness and credibility. Software suppliers should also make a school summary report available for the information submitted by schools and a local authority summary report for the information submitted by local authorities.

Schools which have opted out of local authority service level agreements for the management of their HR and/or payroll elements should submit their files directly to DEWi. However, they are free to enter into data sharing arrangements with their local authority which can provide the information on their behalf.

4.3 Number of records to be returned for each member of the workforce

Details relating to an individual member of the school workforce will be held on more than one system. This may happen in several different situations.

- Where the person works in more than one school at different times throughout the week. Examples include; a) a teaching assistant who works two days in one school and three in another, and b) a supply teacher who is working one day a week at one school and two at another. In both cases each school will be responsible for a record that reflects the time spent by the staff member in that school;
- Where a person ceases working at one school and begins working at another school during the same collection period. In this case each school will be responsible for a record that reflects the time spent in that school. A 'Leaver' record will be required from the school the person ceased to work for, whilst a 'Census' record will be required to be submitted by the new school;
- Where information on an individual member of staff is held on different systems for example, timetables interfaced to a school MIS, and pay and contract information on a local authority HR or payroll system;
- Any one school should only return a single set of modules for a member of the school workforce per collection. However the same person can have more than one role in the school, or can have more than one simultaneous contract with the same school. To allow for this, multiple contracts, service agreements and roles (as well as both old and current contracts) can be returned within the contract or service agreement module.

4.4 Types of staff for which data are required

4.4.1 School staff

School workforce (individual) level data is required for teachers and support staff that work for schools if they are in post on 'census' date. Each member of the school workforce for whom school workforce level data is required should be engaged to work within a school under arrangements that must be recordable as either a contract or a service agreement.

The following, if they are in post on 'census' date, are examples of those for whom school workforce level data should be returned:

- teachers employed by the school, both with and without QTS;
- support staff employed by the school;
- teachers working at the school who have been supplied by a local authority where the local authority is acting like a supply agency;
- staff on paid or unpaid absence, whether long or short term;
- trainee teachers on teaching practice;
- teachers on the School Direct programme, the Overseas Trained Teacher Programme (OTTP) and the Teach First program; and
- qualified teachers who form a 'pool' to service schools, if they regularly teach in a specified school or schools.

School workforce level data does **not** need to be returned for the following:

- temporary relief or supply staff covering short term absences;
- casual staff without contracts, employed on an ad hoc basis;
- staff working in extended school service provision, for example, breakfast and after school clubs, Flying Start and children's centres;
- staff employed by the local authority that provides support to schools for example, peripatetic music teachers, advisory teachers, educational psychologists, educational welfare officers (*information on these will be submitted by the local authority only*);
- teachers only engaged in one to one tuition;
- governors and voluntary staff; and
- staff for whom there is no role identifier code that equates to the function they carry out, for example, clerk to governors, school crossing patrol staff

If a member of staff works at two establishments, one which is in scope for the school workforce census and one which is not, then information should be returned only for their activity which falls within scope of the school workforce census. For example, a nursery assistant might work at a Flying Start centre and a maintained nursery and individual level data would need to be returned only for the portion of time they are working in the maintained nursery.

If schools are unsure about which staff they should include in the school workforce census they should check first with their local authority.

4.4.2 Local authority based school staff

In addition to school staff as described above, individual level data is required from local authorities for all centrally employed teachers and advisory teachers, and for those centrally employed support staff that spend the majority of their time in schools. The majority of their time means they spend more than half the time they work (that is, more than 50%) in schools. Only those in post on 'census' date or were in post during the academic year prior to 'census' date should be included.

Each member of staff employed by the local authority for whom school workforce level data is required should be engaged to work for the local authority under a contract.

Specifically, the following staff employed directly by the local authority should be included:

- For teachers, this includes:
  - peripatetic teachers - teachers who normally cover a number of schools each week on a regular timetable, usually because they possess some specialist knowledge or skill;
  - teachers working in non-school education, for example teachers providing education by reason of SEN under section 319 of the Education Act 1996, staff employed as teachers in institutions other than schools and PRUs, for example, teachers in hospitals or centres run by social services, or those providing home tuition; and
  - where the local authority acts as a supply agency providing teachers to schools on a fixed term or temporary basis.
- advisory teachers - often qualified teachers that carry out a range of duties including training staff, helping develop and implement school policy and classroom support. For the purposes of the school workforce census, advisory teachers should be treated as support staff rather than teachers in terms of the data items that need to be provided. This is regardless of whether or not they are on Teacher's Pay and Conditions;
- staff employed by the local authority that provide support to schools, for example, peripatetic music teachers, advisory teachers, educational psychologists, educational welfare officers (information on these will be submitted by the local authority). Staff working in extended school service provision should be excluded from the school workforce census.

Individual level data is **not** required for:

- teachers only engaged in one to one tuition. This complements classroom teaching by addressing barriers to learning that are personal and particular to each child, and it can take place at the child's school or in a town centre location such as a library; and
- staff paid according to teachers' pay and conditions but not falling in any of the categories above. The fact that someone is paid according to Teacher's Pay and Conditions does not automatically mean they should be included in the school workforce census. An example might be a former teacher now working as a senior manager with the local authority.

4.4.3 Support staff

The census covers teachers and support staff employed both full-time and part-time[2] in the maintained settings in Wales.

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[2] Part-time staff who are normally present at the school, but work on days of the week other than the Census Reference Date should be included.

"Support staff"[3] are comprised of:

a) "Teaching assistants": Those support staff based in the classroom for learning and pupil support staff, for example, HLTAs, teaching assistants, special needs support staff, nursery officer/assistant, minority ethnic pupils support staff and bilingual assistants;

b) "Other support staff": Those support staff that are not classroom based for example, matrons/nurses/medical staff, librarians, IT technicians, technicians, administrative officers/secretaries, bursars and other administration/clerical staff; and,

c) "Local Authority centrally employed staff" (e.g.education psychologists).

Further details on the staff members for whom data is to be collected can be found in Annexes A and B.

4.5 Minimum data set for matching purposes

The following set of data items for each teacher or member of support staff for whom individual level data is required to be provided from both the school and local authority. This data is the minimum required for matching purposes between data systems (i.e. HR, payroll and school MIS) and over time to enable analysis of trends and ensure the accuracy and consistency of information submitted and reported.

The minimum data set for matching purposes consists of:

- Teacher reference number is required, where available, for all members of workforce who have QT status, and to be supplied for others where available;
- Surname;
- Forename;
- Middle name(s);
- Date of birth;
- Sex;
- National Insurance number, except where not available.

4.6 Staff roles

As part of the school data returns, information must be provided on the roles undertaken by each individual (see Annex A for a list of roles. These include **mandatory** roles (e.g. head teacher, Qualified Teacher, Leading Paractitioner, Higher Level Teaching assistant) where at least one of these roles must be returned for each individual member of staff and the total directed hours per week must be provided.

For each member of staff, any additional (**optional)** role (e.g. head of department, head of year, SEN co-ordinator, cover supervisor) that they may undertake as part

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[3] The full code set provided in CBDS identifies all support staff posts for which data is expected.

of their main role should be entered. No hours are required to be returned for these roles.

See Annex A for a list of roles.

4.7 Snapshot data and historical data

Much of the data to be collected represents some characteristic or status of individuals of the school workforce at a given point in time ("snapshot data"). In addition, the collection also includes "historical data" items, which capture data from the previous academic year; examples of these are absences, pay and conditions and recruitment records.

These may legitimately include data for staff that have left school prior to the census reference date.

Four data modules of the School Workforce Annual Census will capture data over the previous academic year:

- "**absences**" details (provided by local authorities), which will include absences occurring wholly or partly in the academic year prior to the census reference date. (School workforce census absence is recorded differently from pupil absence);
- "**recruitment**" and "**retention**" (provided by schools), which will include details of posts advertised during the calendar year, whether they were successfully filled or not, and details on teachers who have left the school and their destination; and
- "**pay and contract**" details (provided by local authorities), which will include data on staff members who left, or whose contract ended, during the previous academic year.

Aggregated level data covering the previous academic year will be captured for the following data module:

- "supply staff" (provided by schools) which will include information on the number days of teaching and learning support worker supply cover and its total cost.

Successive collections will provide a historical picture of certain aspects of the school workforce.

All "snapshot data" items will be collected in **November 2019** (phase 1).

"Historical data" will not be collected through the SWAC until the **November 2020** (phase 2) collection and will relate to the previous 2019/20 academic year.

Supplied by*	Data module	Nature of data	Phase implemented	Time period covered

				Date of data extraction (or leaving date for staff who have left)
All Schools	Staff details	Snapshot	Phase 1	Date of data extraction (or leaving date for staff who have left)
All Schools	Curriculum	Snapshot	Phase 1	The timetable for a typical 10 weekday period (or the equivalent of a 10 weekday period averaged over the schools timetable cycle).
All Schools	Roles	Snapshot	Phase 1	Details of roles undertaken by individual.
All Schools	Recruitment	Historical	Phase 2	Vacancies that opened or closed in the period 1 September to 31 August of the academic year prior to census date, including vacancies that were not filled.
All Schools	Retention	Historical	Phase 2	School teachers who left the profession or taken retirement (early or at normal age).
All Schools	Supply	Historical	Phase 2	Aggregated level data for the period 1 September to 31 August of the academic year prior to census date.
Local Authorities/ Opted-out schools	Pay & Contracts	Snapshot	Phase 1	Contracts and service agreements that are in scope and are open on census date.
Local Authorities/ Opted-out schools		Historical	Phase 2	Contracts and service agreements that ended in period 1 September to 31 August of the academic year prior to census date.
Local Authorities/ Opted-out schools	Absences	Historical	Phase 2	Absences that started or finished in the period 1 September to 31 August of the previous academic, including for staff who left during this period.

Opted-out schools

Schools opted-out of HR/Payroll SLAs will have to supply LA data, unless they have entered into data sharing agreements with local authorities to supply this data on their behalf for the census.

4.8 Contingency spreadsheets

Where schools do not have systems which enable them to automate the provision of the required data directly via the DEWi secure data transfer (e.g. PRU's and schools that have opted-out of service level agreements for HR/payroll with their local authority), pre-formatted contingency spreadsheets will be made available for them to record and snd submit the required information.

5.   Summary of data fields to be returned

Note that this is representative of the modular groupings and order of the School/Workforce CBDS for 2019/20. The latest versions available at time of release are: NAW Modular CBDS_1920.1.0.xls.

This section presents the information to be submitted for each data module and by whom (schools or local authorities). Where a school has opted-out of local authority service level agreements for the management of their HR and/or payroll elements, the school should submit files for all the relevant data modules, including the local authority data modules. However, they are free to enter into data sharing arrangements with their local authority who can provide the information on their behalf.

Key:

School setting type:

NS = maintained nursery schools
PS = maintained primary schools
MS = maintained middle schools (through age schools)
SS = maintained secondary schools
SP = maintained special schools
PRU = pupil referral units

School staff type (see Annexes A and B for a complete list):

CT = Contracted teachers: including qualified teachers in leadership roles (e.g. Head Teacher, Acting Head etc), classroom teachers (including unqualified teachers), leading practitioners and Trainees on Initial Teacher Education courses.
TAs = Teaching Assistants: including Teaching Assistants, Higher Level Teaching Assistants and Foreign Language Assistants
OthSch = Other school based staff: including Special Needs support staff, administrative staff, pastoral support staff, laboratory/workshop technicians, matrons/nurses/medical staff, librarians, examination officers, School Business Managers.
LA = Local Authority school staff: including peripatetic teachers, education psychologists, advisory teachers, educational welfare officers.

5.1 Data items to be submitted for each data module

5.1.1 School and local authority data modules

Survey Details

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Survey/Data Extraction Type	6	Alphanumeric	<Survey>	SWAC	√	√	√	√	√	√	√	√	√	√
Survey Reference Date	10	Date	<ReferenceDate>	2018-11-10	√	√	√	√	√	√	√	√	√	√
Person Completing Survey	2	Alphanumeric	<CompleterRole>	HT	√	√	√	√	√	√	√	√	√	√
Survey Completion Time	3	Alphanumeric	<Hours>	005	√	√	√	√	√	√	√	√	√	√

Workforce Identifiers - Minimum Data Set

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	Tas	Oth Sch	LA
Teacher Reference Number	7	Alphanumeric	<TeacherNumber>	1900000	√	√	√	√	√	√	√	√	√	√
Surname	35	Alphanumeric	<Surname>	Jones	√	√	√	√	√	√	√	√	√	√
Forename	35	Alphanumeric	<Forename>	Iwan	√	√	√	√	√	√	√	√	√	√
Middle Name (s)	35	Alphanumeric	<MiddleNames>	Owen	√	√	√	√	√	√	√	√	√	√
Sex	1	Alphanumeric	<Sex>	M	√	√	√	√	√	√	√	√	√	√
Date of Birth	10	Date	<DOB>	1992-03-31	√	√	√	√	√	√	√	√	√	√
National Insurance Number	9	Alphanumeric	<NINumber>	AA012345A	√	√	√	√	√	√	√	√	√	√

5.2 School level data modules

5.2.1 From November 2019

School identifiers

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
LEA Number	3	Alphanumeric	<LEA>	660	√	√	√	√	√	√	√	√	√	X
School Number	4	Alphanumeric	<Estab>	4099	√	√	√	√	√	√	√	√	√	X
School Name	100	Alphanumeric	<Name>	Anglesey Comprehensive School	√	√	√	√	√	√	√	√	√	X
Phase	2	Alphanumeric	<Phase>	SS	√	√	√	√	√	√	√	√	√	X
School Medium Type	2	Alphanumeric	<WelshMediumType>	WM	√	√	√	√	√	√	√	√	√	X

Workforce characteristics

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Ethnic Code	4	Alphanumeric	<Ethnicity>	WOTH	√	√	√	√	√	√	√	√	√	X
Disability	4	Alphanumeric	<Disability>	No	√	√	√	√	√	√	√	√	√	X
National Identity	3	Alphanumeric	<NationalIdentity>	WAL	√	√	√	√	√	√	√	√	√	X
Qualified Teacher Status (QTS)	1	True/False	<QTStatus>	1	√	√	√	√	√	√	√	√	√	X
QTS date	10	Date	<QTSDate>	01/09/2014	√	√	√	√	√	√	√	√	√	X
QTS route	4	Alphanumeric	<QTSRoute>	GTP	√	√	√	√	√	√	√	√	√	X
Higher Level Teaching Assistant status (HLTA)	1	True/False	<HLTAStatus>	0	√	√	√	√	√	√	√	√	√	X
NPQH	1	True/False	<NPQH>	1	√	√	√	√	√	√	√	√	√	X
NPQH Date	10	Date	<NPQHDate>	01/09/2009	√	√	√	√	√	√	√	√	√	X

Field Name	Field Length	Field Type	Xml Tag	Sample Data	NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Teach Welsh	2	Alphanumeric	<TeachWelsh>	T2	√	√	√	√	√	√	√	√	√	X
Welsh Ability	2	Alphanumeric	<AbilityWelsh>	W4	√	√	√	√	√	√	√	√	√	X

Roles

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Roles	2	Alphanumeric	<StaffRole>	QT	√	√	√	√	√	√	√	√	√	X
Hours Worked	5	Alphanumeric	<HoursPerWeek>	25	√	√	√	√	√	√	√	√	√	X

Curriculum

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Subject code	3	Alphanumeric	<Subject>	MAT	X	X	√	√	X	X	√	√	X	X
Hours	5	Alphanumeric	<SubjectHours>	2.00	X	X	√	√	X	X	√	√	X	X
Year Group	2	Alphanumeric	<YearGroup>	N2	X	√	√	√	X	X	√	√	X	X
Medium of lesson	1	Alphanumeric	<LessonMedium>	E	X	√	√	√	X	X	√	√	X	X

5.2.2 From November 2020

Recruitment

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Vacancy reference number	2	Alphanumeric	<VacancyID>	1	√	√	√	√	√	√	√	√	X	X
Vacancy role	2	Alphanumeric	<StaffRole>	QT	√	√	√	√	√	√	√	√	X	X
Subject of vacancy	3	Alphanumeric	<Subject>	ART	√	√	√	√	√	√	√	X	X	X
Year Group(s)	2	Alphanumeric	<YearGroup>	6	√	√	√	√	√	√	√	√	X	X
Welsh Medium vacancy	1	True/False	<WelshMediumVacancy>	1	√	√	√	√	√	√	√	√	X	X
Vacancy Tenure	1	Alphanumeric	<Tenure>	F	√	√	√	√	√	√	√	√	X	X
Vacancy Start Date	10	Date	<VacancyStart>	2018-02-15	√	√	√	√	√	√	√	√	X	X
Vacancy End Date	10	Date	<VacancyEnd>	2018-03-20	√	√	√	√	√	√	√	√	X	X
Number of Applications for Vacancy	3	Alphanumeric	<TotalNumberOfApplications>	6	√	√	√	√	√	√	√	√	X	X
Number of times advertised	3	Alphanumeric	<VacancyAdvertised>	1	√	√	√	√	√	√	√	√	X	X
Appointment made	1	True/False	<AppointmentMade>	1	√	√	√	√	√	√	√	√	X	X
Cover for unfilled vacancies	2	Alphanumeric	<VacancyCover>	ST	√	√	√	√	√	√	√	√	X	X

Retention

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Leaver reference number	2	Alphanumeric	<LeaverID>	1	√	√	√	√	√	√	√	√	X	X
Leaver role	2	Alphanumeric	<StaffRole>	DH	√	√	√	√	√	√	√	√	X	X

					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Subject code	3	Alphanumeric	<Subject>	HIS	√	√	√	√	√	√	√	X	X	X
Year Group(s)	2	Alphanumeric	<YearGroup>	2	√	√	√	√	√	√	√	X	X	X
Destination of leaver	3	Alphanumeric	<LeaverDestination>	EDU	√	√	√	√	√	√	√	√	X	X
Teaching experience of leaver	2	Alphanumeric	<TeachingExperience>	8	√	√	√	√	√	√	√	X	X	X

Supply staff (aggregated data)

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Supply Category	4	Alphanumeric	<SupplyCategory>	TCHR	√	√	√	√	√	√	√	√	X	X
Supply Planned	1	Alphanumeric	<SupplyPlanned>	U	√	√	√	√	√	√	√	√	X	X
Supply Term	1	Alphanumeric	<SupplyTerm>	S	√	√	√	√	√	√	√	√	X	X
Number of days supply cover	10	Alphanumeric	<SupplyDays>	2	√	√	√	√	√	√	√	√	X	X
Total cost of supply	10	Alphanumeric	<SupplyCost>	372.5	√	√	√	√	√	√	√	√	X	X

5.3 Local authority / opted-out schools data modules

5.3.1 From November 2019

Local Authority / opted-out school – source identifiers

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Source	1	Alphanumeric	<Source>	L	√	√	√	√	√	√	√	√	√	√
LEA Number	3	Alphanumeric	<LEA>	667	√	√	√	√	√	√	√	√	√	√
School Number	4	Alphanumeric	<Estab>	4099	√	√	√	√	√	√	√	√	√	X

Pay & Contract

Field Name	Field Length	Field Type	Xml Tag	Sample Data	School Setting type						School Staff type			
					NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
Contract / Agreement Type	3	Alphanumeric	<ContractType>	PRM	√	√	√	√	√	√	√	√	√	√
Start Date	10	Date	<ContractStart>	2012-04-01	√	√	√	√	√	√	√	√	√	√
End Date	10	Date	<ContractEnd>	2019-02-02	√	√	√	√	√	√	√	√	√	√
Leaver Reason	2	Alphanumeric	<LeavingReason>	VR	√	√	√	√	√	√	√	√	√	√
Post	3	Alphanumeric	<Post>	TAS	√	√	√	√	√	√	√	√	√	√
LEA	3	Alphanumeric	<LEA>	660	√	√	√	√	√	√	√	√	√	√
School Number	4	Alphanumeric	<Estab>	4099	√	√	√	√	√	√	√	√	√	√
Daily rate	1	True/False	<DailyRate>	0	√	√	√	√	√	√	√	√	√	√
Pay range	2	Alphanumeric	<PayRange>	TU	√	√	√	√	√	√	√	√	√	√
Level	2	Alphanumeric	<PayRangeLevel>	3	√	√	√	√	√	√	√	√	√	√
Base pay	10	Alphanumeric	<BasePay>	35000.00	√	√	√	√	√	√	√	√	√	√
Safeguarded Salary	1	True/False	<SafeguardedSalary>	0	√	√	√	√	√	√	√	√	√	√

Additional Payment Type	3	Alphanumeric	<PaymentType>	TL3	√	√	√	√	√	√	√	√	√	√
Additional Payment Amount	10	Alphanumeric	<PaymentAmount>	2500.00	√	√	√	√	√	√	√	√	√	√
Additional Payment Start Date	10	Date	<PayStartDate>	2019-10-12	√	√	√	√	√	√	√	√	√	√
Additional Payment End Date	10	Date	<PayEndDate>	2020-01-31	√	√	√	√	√	√	√	√	√	√
Hours worked per week	5	Alphanumeric	<HoursPerWeek>	32.5	√	√	√	√	√	√	√	√	√	√
FTE hours per week	5	Alphanumeric	<FTEHours>	37	√	√	√	√	√	√	√	√	√	√
FTE	4	Alphanumeric	<FTE>	0.88	√	√	√	√	√	√	√	√	√	√
Weeks per year	2	Alphanumeric	<WeeksPerYear>	40	√	√	√	√	√	√	√	√	√	√

5.3.2 From November 2020

Absences														
					School Setting type						School Staff type			
Field Name	Field Length	Field Type	Xml Tag	Sample Data	NS	PS	MS	SS	SpS	PRU	CT	TAs	Oth Sch	LA
First day of absence	10	Date	<FirstDayOfAbsence>	2019-12-01	√	√	√	√	√	√	√	X	X	X
Last day of absence	10	Date	<LastDayOfAbsence>	2019-12-08	√	√	√	√	√	√	√	X	X	X
Working days lost	5	Alphanumeric	<WorkingDaysLost>	4.5	√	√	√	√	√	√	√	X	X	X
Absence category	3	Alphanumeric	<AbsenceCategory>	SIC	√	√	√	√	√	√	√	X	X	X

6. Key dates

6.1 2019 census

The SWAC will be implemented using a 'phased approach' with the 'snapshot' data modules only collected in 2019. The 'historical' data modules will be collected from November 2020.

Data on the school workforce is required as at the census date 5th November 2019.

Census date – **Tuesday 5th November 2019**

DEWi opens for SWAC submission on **5th November 2019**

Deadline for data submission is **18th December 2019**

7. User requirements

A number of default values, auto and block fill requirements are requested in order to minimise bureaucratic and administrative burdens in the process of producing an accurate School Workforce Annual Census return.

7.1 Mandatory/optional items

Items marked as 'M' (mandatory) in the XML structure (see section 9)are required data items. Schema checks will fail if these items are not present; valid data is required for each mandatory field.

Items marked as 'O' (optional) in the XML example file may be missing. If no data is present 'no data, no tag' rule applies.

Items marked as 'NA' where a data item is 'not applicable' for the specified school type. If data item is not applicable 'no data, no tag' rule applies.

Where modules are optional, data items within may be marked as mandatory as they are required **if** the module is present.

7.2 Miscellaneous

7.2.1 Special Characters

The XML convention, which should be followed, is to use '&amp' for '&' and '&gt' for '>'.

The Welsh Government XSLT uses UTF-8 encoding for special characters outside of the Latin character set. This is mainly for accurate Welsh translation of error messages and reports. The Welsh Government specifies UTF-8 encoding for the production of error and summary reports when using the Welsh Government produced XSLT files, but does not require the encoding reference in the XML files produced by suppliers to be UTF-8.

7.2.2 Boolean values

The set of allowed values is {1, 0}.

7.2.3 XML tags

All modular **containers** have been named with the 'NAW…' prefix to ensure no confusion between modules agreed for use in England by the Department for Education (DfE).

8. File naming convention

8.1 XML data extraction

Long file names will be used.

The file extension will be XML.

The file name shall be constructed from the following components:

(a) Origin Identifier (7 digits)
(b) Survey/Data Extraction Type (3 characters)[4]
(c) Destination Identifier (7 characters)[5]
(d) Serial Number (3 digits)[6]

The components should be separated by underscore characters ("_").

The file name will differ slightly dependent on the data components and the source of the file.

Schools which have opted-out of Service Level Agreements with their local authority for HR and payroll will be required to returnseparate files for both the school data modules and and local authority modules.

a) An example of a **School Workforce Annual Census** file from a school to an LA for the data modules completed by schools would be:

6602050_SWC_660SC19_001.XML

b) An example of a **School Workforce Annual Census** file from a local authority for the data modules completed by local authorities and opted-out schools would be:

6600000_SWC_660LA19_001.XML for a local authority.

c) An example of a **School Workforce Annual Census** file from a school which has opted-out from local authority HR / payroll service level agreement for the data modules completed by local authorities and opted-out schools would be:

6602050_SWC_660LA19_001.XML

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[4] For SWAC data the survey type will be "SWC".
[5] For transfers from schools to LAs, the destination identifier will be the LEA number of the receiving LA followed by "XX" and then "19" where "19" is the last two digits of the academic year. For transfers to central organisations, the destination identifier will be the common abbreviation of the receiving organisation (e.g. NAW, Estyn) followed by sufficient "X"s to complete seven characters.
[6] The first file in the series shall be "001", the second "002" etc.

where '19' are the last two digits of the year, and therefore appropriate to the annual school census with a census date of 05/11/2019.

The total file name length is 27 characters. For files not yet authorised by the school the file extension should be changed from XML to UNA.

9. XML message structure

9.1 XML file upload format for school level data (all schools must return this XML)

CBDS Ref.	Structure	NS	PS	SS	SP	MS	PRU	Notes	Cardinality
	`<?xml version="1.0" encoding="UTF-8"?>`	M	M	M	M	M	M		
	`<Message>`	M	M	M	M	M	M		
	`<Header>`	M	M	M	M	M	M		
	`<SoftwareCode>1234</SoftwareCode>`	O	O	O	O	O	O	To be issued to suppliers following confirmation from WG that example file is compliant with spec.	
	`<SerialNo>123</SerialNo>`	M	M	M	M	M	M		
	`<DateTime>2019-11-11 T09:01:03</DateTime>`	M	M	M	M	M	M	When File was created.	
	`</Header>`	M	M	M	M	M	M		
	`<NAWSchoolIdentifiers>`	M	M	M	M	M	M		1..1
N00216	`<LEA>660</LEA>`	M	M	M	M	M	M		1..1
N00279	`<Estab>4050</Estab>`	M	M	M	M	M	M		1..1
N00230	`<Name>Bishop John's Secondary</Name>`	M	M	M	M	M	M		1..1
N00280	`<Phase>SS</Phase>`	M	M	M	M	M	M		1..1
S1000	`<WelshMediumType>WM</WelshMediumType>`	M	M	M	M	M	M		1..1
	`</NAWSchoolIdentifiers>`	M	M	M	M	M	M		
	`<NAWSurveydetails>`	M	M	M	M	M	M	All schools and Local Authorities	1..1
S92	`<Survey>SWAC</Survey>`	M	M	M	M	M	M		1..1

S94	<ReferenceDate>2019-11-05</ReferenceDate>	M	M	M	M	M	M	Default to "2019-11-05"	1..1
	<Completion>	M	M	M	M	M	M	Must have at least one node present	1..n
S101	<CompleterRole>HT</CompleterRole>	M	M	M	M	M	M		1..1
S102	<Hours>001</Hours>	M	M	M	M	M	M		1..1
	</Completion>	M	M	M	M	M	M		
	<Completion>	O	O	O	O	O	O	Optional repeated container	
S101	<CompleterRole>DH</CompleterRole>	M	M	M	M	M	M		
S102	<Hours>001</Hours>	M	M	M	M	M	M		
	</Completion>	O	O	O	O	O	O		
	</NAWSurveydetails>	M	M	M	M	M	M		
	<NAWSchoolWorkforceMembers>	M	M	M	M	M	M		1..1
	<NAWSchoolWorkforceMember>	M	M	M	M	M	M		1..n
	<NAWWorkforceIdentifiers>	M	M	M	M	M	M	All schools and Local Authorities	1..1
N00538	<TeacherNumber>1234567</TeacherNumber>	O	O	O	O	O	O	Mandatory for all teachers and support staff (where applicable) with QTS.	0..1
	<StaffMemberName>	M	M	M	M	M	M		1..1
N00003	<Surname>James</Surname>	M	M	M	M	M	M		1..1
N00004	<Forename>Ellis</Forename>	M	M	M	M	M	M		1..1
N00005	<MiddleNames>Wyn</MiddleNames>	O	O	O	O	O	O		0..1
	</StaffMemberName>	M	M	M	M	M	M		
190181	<Sex>M</Sex>	M	M	M	M	M	M		1..1
N00066	<DOB>1953-09-17</DOB>	M	M	M	M	M	M		1..1
N00539	<NINumber>EB123456C</NINumber>	M	M	M	M	M	M		0..1
	</NAWWorkforceIdentifiers>	M	M	M	M	M	M		

	<NAWWorkforceCharacteristics>	M	M	M	M	M	M	All schools only	1..1
N00575	<Ethnicity>WBRI</Ethnicity>	M	M	M	M	M	M		1..1
N00578	<Disability>No</Disability>	M	M	M	M	M	M		1..1
190001	<NationalIdentity>WAL</NationalIdentity>	M	M	M	M	M	M		1..1
N00633	<QTStatus>1</QTStatus>	M	M	M	M	M	M		1..1
190164	<QTSDate>2010-09-01</QTSDate>	O	O	O	O	O	O	Must be present if 'QTStatus' = 1	0..1
N00567	<QTSRoute>GTP</QTSRoute>	O	O	O	O	O	O	Must be present if 'QTStatus' = 1	0..1
N00541	<HLTAStatus>0</HLTAStatus>	M	M	M	M	M	M		1..1
190165	<NPQH>1</NPQH>	M	M	M	M	M	M		1..1
190166	<NPQHDate>2015-09-01</NPQHDate>	O	O	O	O	O	O	Must be present if 'NPQH' = 1	0..1
190167	<AbilityWelsh>W2</AbilityWelsh>	M	M	M	M	M	M		1..1
190168	<TeachWelsh>T4</TeachWelsh>	M	M	M	M	M	M		1..1
	</NAWWorkforceCharacteristics>	M	M	M	M	M	M		
	<NAWRoles>	M	M	M	M	M	M		1..1
	<Role>	M	M	M	M	M	M		1..n
N00560	<StaffRole>QT</StaffRole>	M	M	M	M	M	M		1..1
N00547	<HoursPerWeek>20</HoursPerWeek>	M	M	M	M	M	M		1..1
	</Role>	M	M	M	M	M	M		
	<Role>	O	O	O	O	O	O	Optional repeated container.	1..n
	<StaffRole>SN</StaffRole>	M	M	M	M	M	M	Repeating container where individual undertakes more than 1 post (e.g. part teacher / support staff)	1..1
	<HoursPerWeek>12.5</HoursPerWeek>	M	M	M	M	M	M		1..1
	</Role>	O	O	O	O	O	O		

Code	Element	C1	C2	C3	C4	C5	C6	Description	Card
	<Role>	O	O	O	O	O	O	Optional repeated container.	1..n
	<StaffRole>SC</StaffRole>	M	M	M	M	M	M		1..1
	</Role>	O	O	O	O	O	O		
	<Role>	O	O	O	O	O	O	Optional repeated container.	1..n
	<StaffRole>LC</StaffRole>	M	M	M	M	M	M		1..1
	</Role>	O	O	O	O	O	O		
	</NAWRoles>	M	M	M	M	M	M		1..1
	<NAWCurriculum>	NA	O	O	NA	O	NA		0..1
	<Curriculum>	NA	M	M	NA	M	NA		1..n
N00563	<Subject>His</Subject>	NA	NA	O	NA	M	NA		0..1
N00559	<Hours>10</Hours>	NA	NA	O	NA	M	NA		0..1
N00269	<YearGroup>7</YearGroup>	NA	M	M	NA	M	NA		1..1
190169	<LessonMedium>W</LessonMedium>	NA	M	M	NA	M	NA		1..1
	</Curriculum>	NA	M	M	NA	M	NA		
	</NAWCurriculum>	NA	O	O	NA	O	NA		
	</NAWSchoolWorkforceMember>	M	M	M	M	M	M		
	</NAWSchoolWorkforceMembers>	M	M	M	M	M	M		
	<NAWTeacherRecruitment>	O	O	O	O	O	O	Module needs to be optional as there may be no vacancies.	0..1
	<RecruitmentDetails>	M	M	M	M	M	M		1..n
S945	<VacancyID>1</VacancyID>	M	M	M	M	M	M		1..1
N00560	<StaffRole>QT</StaffRole>	M	M	M	M	M	M		1..1
N00563	<Subject>Mus</Subject>	M	M	M	M	M	M		1..1
N00296	<YearGroup>M</YearGroup>	NA	O	O	NA	O	NA		0..1
S947	<WelshMediumVacancy>1</WelshMediumVacancy>	M	M	M	M	M	M		1..1
N00250	<Tenure>F</Tenure>	M	M	M	M	M	M		1..1
190171	<VacancyStart>2019-09-22</VacancyStart>	M	M	M	M	M	M		1..1

190172	`<VacancyEnd>2019-10-22</VacancyEnd>`	O	O	O	O	O	O		0..1
S948	`<TotalNumberOfApplications>17</TotalNumberOfApplications>`	M	M	M	M	M	M		1..1
N00252	`<VacancyAdvertised>2</VacancyAdvertised>`	M	M	M	M	M	M		1..1
S949	`<AppointmentMade>1</AppointmentMade>`	M	M	M	M	M	M		1..1
	`<VacancyUnfilled>`	O	O	O	O	O	O		
S950	`<VacancyCover>ST</VacancyCover>`	M	M	M	M	M	M		1..n
	`</VacancyUnfilled>`	O	O	O	O	O	O		
	`</RecruitmentDetails>`	M	M	M	M	M	M		
	`</NAWTeacherRecruitment>`	M	M	M	M	M	M		
	`<NAWTeacherRetention>`	O	O	O	O	O	O	Module needs to be optional if no leavers during the year.	0..1
	`<LeaverDetails>`	M	M	M	M	M	M		1..n
S951	`<LeaverID>1</LeaverID>`	M	M	M	M	M	M		1..1
N00560	`<StaffRole>DH</StaffRole>`	M	M	M	M	M	M		1..1
N00563	`<Subject>NA</Subject>`	M	M	M	M	M	M		1..1
N00296	`<YearGroup>M</YearGroup>`	NA	O	O	NA	O	NA		0..1
S952	`<TeachingExperience>15</TeachingExperience>`	O	O	O	O	O	O		0..1
S953	`<Destination>OTH</Destination>`	M	M	M	M	M	M		1..1
	`</LeaverDetails>`	M	M	M	M	M	M		
	`</NAWTeacherRetention>`	O	O	O	O	O	O		
	`<NAWSupply>`	O	O	O	O	O	O	Module needs to be optional if no supply used during the year.	0..1
	`<Supply>`	M	M	M	M	M	M		1..n
190175	`<SupplyCategory>TCHR</SupplyCategory>`	M	M	M	M	M	M		1..1
190176	`<SupplyPlanned>U</SupplyPlanned>`	M	M	M	M	M	M		1..1
190177	`<SupplyTerm>S</SupplyTerm>`	M	M	M	M	M	M		1..1
190178	`<SupplyDays>15</SupplyDays>`	M	M	M	M	M	M		1..1

190179	<SupplyCost>32275.50</SupplyCost>	M	M	M	M	M	M		1..1
	</Supply>	M	M	M	M	M	M		
	</NAWSupply>	O	O	O	O	O	O		
	</Message>	M	M	M	M	M	M		

9.2 XML file upload format for HR, payroll and absences data (all local authorities and opted-out schools must return this XML)

CBDS Ref.	Structure	NS	PS	SS	SP	MS	PRU	Notes	Cardinality
	<?xml version="1.0" encoding="UTF-8"?>	M	M	M	M	M	M		
	<Message>	M	M	M	M	M	M		
	<Header>	M	M	M	M	M	M		
	<SoftwareCode>1234</SoftwareCode>	O	O	O	O	O	O	To be issued to suppliers following confirmation from WG that example file is compliant with spec.	
	<SerialNo>123</SerialNo>	M	M	M	M	M	M		
	<DateTime>2019-11-11 T09:01:03</DateTime>	M	M	M	M	M	M	When File was created.	
N00559	<Source>L</Source>	M	M	M	M	M	M		1..1
N00216	<LEA>660</LEA>	M	M	M	M	M	M		1..1
N00279	<Estab></Estab>	O	O	O	O	O	O		0..1
	</Header>	M	M	M	M	M	M		
	<NAWSurveydetails>	M	M	M	M	M	M		1..1
S92	<Survey>SWACHR</Survey>	M	M	M	M	M	M		1..1
S94	<ReferenceDate>2019-11-05</ReferenceDate>	M	M	M	M	M	M		1..1
	<Completion>	M	M	M	M	M	M		0..1
S101	<CompleterRole>HT</CompleterRole>	M	M	M	M	M	M		1..1
S102	<Hours>001</Hours>	M	M	M	M	M	M		1..1

	</Completion>	M	M	M	M	M	M		
	</NAWSurveydetails>	M	M	M	M	M	M		1..1
	<NAWSchoolWorkforceMembers>	M	M	M	M	M	M		1..1
	<NAWSchoolWorkforceMember>	M	M	M	M	M	M		1..n
	<NAWWorkforceIdentifiers>	M	M	M	M	M	M	All schools and Local Authorities	1..1
N00538	<TeacherNumber>1234567</TeacherNumber>	M	M	M	M	M	M	Mandatory for all teachers with QTS and support staff (where applicable).	0..1
	<StaffMemberName>	M	M	M	M	M	M		1..1
N00003	<Surname>James</Surname>	M	M	M	M	M	M		1..1
N00004	<Forename>Ellis</Forename>	M	M	M	M	M	M		1..1
N00005	<MiddleNames>Wyn</MiddleNames>	O	O	O	O	O	O		0..1
	</StaffMemberName>	M	M	M	M	M	M		
190181	<Sex>M</Sex>	M	M	M	M	M	M		1..1
N00066	<DOB>1953-09-17</DOB>	M	M	M	M	M	M		1..1
N00539	<NINumber>EB123456C</NINumber>	M	M	M	M	M	M		0..1
	</NAWWorkforceIdentifiers>	M	M	M	M	M	M		
	<NAWContracts>	M	M	M	M	M	M		0..1
	<NAWContract>	M	M	M	M	M	M		1..n
N00542	<ContractType>PRM</ContractType>	M	M	M	M	M	M		1..1
N00543	<ContractStart>2007-02-12</ContractStart>	M	M	M	M	M	M		1..1
N00544	<ContractEnd>2019-03-14</ContractEnd>	O	O	O	O	O	O		0..1
N00595	<LeavingReason>Ret</LeavingReason>	M	M	M	M	M	M		1..1

N00577	<Post>DHT</Post>	M	M	M	M	M	M		1..1
	<School>	O	O	O	O	O	O	Repeatable container	0..n
N00216	<LEA>660</LEA	M	M	M	M	M	M		1..1
N00279	<Estab>4001</Estab>	M	M	M	M	M	M	If contract linked to specific school.	1..1
	</School>	O	O	O	O	O	O		
N00216	<School>	O	O	O	O	O	O	Repeatable container	0..n
	<LEA>660</LEA>	M	M	M	M	M	M		1..1
N00279	<Estab>4002</Estab>	M	M	M	M	M	M	If contract linked to specific school.	1..1
	</School>	O	O	O	O	O	O		
N00553	<DailyRate>0</DailyRate>	M	M	M	M	M	M		1..1
	<Payments>	M	M	M	M	M	M		1..1
N00568	<PayRange>MP</PayRange>	M	M	M	M	M	M		1..1
190180	<PayRangeLevel>3</PayRangeLevel>	O	O	O	O	O	O	Required if PayRange = MP or UP	1..1
N00566	<BasePay>28563.33</BasePay>	M	M	M	M	M	M		1..1
N00522	<SafeguardedSalary>0</SafeguardedSalary>	M	M	M	M	M	M		1..1
	</Payments>	M	M	M	M	M	M		1..1
	<AdditionalPayments>	O	O	O	O	O	O		0..1
	<AdditionalPayment>	M	M	M	M	M	M		1..n
N00576	<PaymentType>TL1</PaymentType>	M	M	M	M	M	M		1..1
N00554	<PaymentAmount>5647.12</PaymentAmount>	M	M	M	M	M	M		1..1

N00573	`<PayStartDate>2018-09-01</PayStartDate>`	M	M	M	M	M	M		1..1
N00574	`<PayEndDate>2019-08-31</PayEndDate>`	O	O	O	O	O	O		0..1
	`</AdditionalPayment>`	M	M	M	M	M	M		
	`</AdditionalPayments>`	O	O	O	O	O	O		
	`<Hours>`	M	M	M	M	M	M	Must be provided ifv daily rate = 0.	0..1
N00547	`<HoursPerWeek>25</HoursPerWeek>`	M	M	M	M	M	M		0..1
N00548	`<FTEHours>32.5</FTEHours>`	M	M	M	M	M	M		0..1
190174	`<FTE>0.4</FTE>`	M	M	M	M	M	M	Must not be blank for specific where Daily Rate = 0.	0..1
N00564	`<WeeksPerYear>52</WeeksPerYear>`	M	M	M	M	M	M		0..1
	`</Hours>`	M	M	M	M	M	M		
	`</NAWContract>`	M	M	M	M	M	M		
	`</NAWContracts>`	M	M	M	M	M	M		
	`<NAWAbsences>`	O	O	O	O	O	O		0..1
	`<Absence>`	M	M	M	M	M	M	Can be a repeating container	1..n
N00555	`<FirstDayOfAbsence>2019-11-05</FirstDayOfAbsence>`	M	M	M	M	M	M		1..1
N00557	`<LastDayOfAbsence>2019-11-09</LastDayOfAbsence>`	O	O	O	O	O	O		0..1
N00556	`<WorkingDaysLost>2</WorkingDaysLost>`	M	M	M	M	M	M		1..1
N00558	`<AbsenceCategory>Sic</AbsenceCategory>`	M	M	M	M	M	M		1..1

</Absence>	M	M	M	M	M	M			1..n
</NAWAbsences>	O	O	O	O	O	O			0..1
</NAWSchoolWorkforceMember>	M	M	M	M	M	M			
</NAWSchoolWorkforceMembers>	M	M	M	M	M	M			
</Message>	M	M	M	M	M	M			

10. Validation rules

For validations for this collection please refer to **NAW Validation CBDS v1920.1.0.xls**.

Wherever possible, software should indicate to the user which school workforce record is causing the error message. We suggest listing at least <TeacherNumber>, <NINumber>, <PersonGivenName>, <PersonFamilyName>, and <DOB> for this purpose. However, please note that the <TeacherNumber> or <NINumber> should not be printed out.

The Validation CBDS contains filters to help during development. Users of the spreadsheet can filter on the collection and sector.

11. Summary reporting

Each time a submission is created by the software, or edited by the school or local authority, the software should automatically generate a "school summary file" or "LA summary file".

The Welsh Government will be providing a set of XSLT files to process the xml data and produce a school summary report. The reports as set out in this section are those produced by the XSLT.

This should be a formatted text file, with the attached content and layout, but the precise formatting is not specified. The main consideration is that the summary be easily readable both in the school and by the LA, regardless of any difference between the software that generated it and that being used to read it.

Some references and notes (italicised) are included explaining the derivation of the numbers in the summary from the XML data submission (using, where appropriate, XML tags), where this may not be self-evident. These notes should not appear on the summary itself.

The summary file should be sent to the LA as an automatic accompaniment to the data submission.

The purpose of the school summary is:

- to help the school and local authority staff preparing the return, allowing assessment at a glance to check its accuracy and completeness; and
- to help local authority staff make immediate comparisons with any other information which they already hold.

11.1 Main Changes in 2019 Summary Reports

As these are all new for the SWAC collection, there is nothing listed as a change from previous versions.

11.2 English language summary reports for school level data (all schools) – November 2019

11.2.1   Nursery schools

Summary Report for: *(1)*
LA code: *(2)*
NAW school number: *(3)*
Medium of school: *(4)*

Phase 1 – November 2019

Staff numbers:

Number of staff by sex and main post (headcount):

Main post	Female (5)	Male (5)	Total
Executive Head Teacher (6)			
Head teachers (7)			
Acting head teachers (8)			
Deputy head teachers (9)			
Assistant head teachers (10)			
Leading Practitioners (11)			
Other Qualified teachers (12)			
Unqualified Teacher (13)			
Other teachers (not QTS			

status but not 'unqualified' i.e. those covered by Education Specified Work and Registration) (14)			
Trainees on Initial Teacher Education courses (15)			
Permanent supply teacher (other than any entered in above categories) (nursery schools only) (16)			
Contracted supply teacher (non-agency) (17)			
Total teaching staff			
Higher Level Teaching Assistant (HLTA) (18)			
Other teacher assistants/aides employed in the classroom (19)			
Special Educational Needs support staff (20)			
Foreign language assistants/language support (21)			
ICT Staff (22)			
School Business Manager or equivalent (23)			

Matrons/nurses/medical staff (including NHS employees) (24)			
Pastoral support staff (25)			
Librarians and library assistants (26)			
Examinations Officers/Invigilators (27)			
Science and Laboratory Technicians (28)			
Other Support Staff (29)			
Administration staff (30)			
Total support staff			
Total staff			

Number of staff by sex and additional roles undertaken (headcount):

Role	Female (5)	Male (5)	Total
Head of School (31)			
Head of Department (32)			
Head of Year (33)			
Head of Key Stage/Phase (34)			
Special Educational Needs Co-ordinator (35)			
Sex and Relationship Education Co-ordinator			

(36)			
Welsh Baccalaureate Co-ordinator (37)			
Numeracy Co-ordinator (38)			
Literacy Co-ordinator (39)			
Cover Supervisor (40)			
Welsh Language Coordinator (41)			
Instructor (including sports coach) (42)			
Minority Ethnic Support (43)			
Traveller Support (44)			
Welfare Officer/Assistant (45)			
Data Manager/Analyst (46)			
Other Roles (47)			
Total			

Number of staff by relevant qualification (headcount):

Qualification	Teachers (CT) (48)	Teaching Assistants (TA) (49)	Other School based staff (Oth) (50)	Total
Qualified Teacher Status (QTS) (51)				
National Professional				

Qulification for Headteachers (NPQH) (52)				
Higher Level Teaching Assistant (HLTA) Status (53)				

Number of staff by ethnic group

Ethnic group (54)	**Number of teachers** (48)	**Number of support staff** (55)

[To include one row for each distinct main and extended ethnic background codes where there is at least one member of staff in the school in that category].

Disability status of staff

Disability	**Number of staff**
Yes (56)	
No (57)	
Information not yet obtained (58)	
Refused (59)	
Total	

Welsh Language:

Number of staff by Welsh Language ability

	Number of teachers (48)	Number of teaching assistants (49)	Number of other school staff (50)
No Welsh language skills (60)			
Entry Level (61)			
Foundation Level (62)			
Intermediate Level (63)			
Advanced Level (64)			
Proficient Level (65)			
Information not yet obtained (66)			
Total			

Number of staff by teaching / working through the medium of Welsh

	Number of teachers (48)	Number of teaching assistants (49)	Number of other school staff (50)
Teaching /working through the medium of Welsh in current post (67)			
Able to teach / work the medium of Welsh but not doing so in current post (68)			
Not able to teach / work through the medium of Welsh (69)			
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only) (70)			
Total			

Phase 2 – November 2020

Teacher recruitment:

Vacancies for teaching posts advertised during academic year 2019/20

Role	Tenure (FT or PT) (72)	Number of Welsh Medium vacancies (73)	Total Applications (74)	Number of Appointments Made (75)	Number Temporarily filled (76)
Executive Head Teacher – Full-time (77)	F				
Executive Head Teacher – Part-time (77)	P				
Head teachers Full-time (78)	F				
Head teachers – Part-time (78)	P				
Acting head teachers – Full-time (79)	F				
Acting head teachers – Part-time (79)	P				
Deputy head teachers – full-time (80)	F				
Deputy head teachers – Part-Time (80)	P				
Assistant head teachers - Full-time (81)	F				

Assistant head teachers – Part-time (81)	P				
Leading Practitioner – Full-time (82)	F				
Leading Practitioner – Part-time (82)	P				
Other Qualified teachers – Full-Time (83)	F				
Other Qualified teachers – Part-time (83)	P				
Unqualified Teacher – Full-time (84)	F				
Unqualified Teacher – Part-time (84)	P				
Higher Level Teaching Assistant – Full-time (85)	F				
Higher Level Teaching Assistant – Part-time (85)	P				
Teaching Assistant – Full-time (86)	F				
Teaching Assistant –Part-time (86)	P				
Foreign Language Assistant – Full-time (87)	F				
Foreign Language Assistant Part-time (87)	P				
Special Educational Needs	F				

support staff – Full-time (88)					
Special Educational Needs support staff – Part-time (88)	**P**				
Total					

Teacher retention:

Number of teachers who left during the previous academic year by role and destination

Role	Employed in a non-teaching capacity within the education system (89)	Employed outside education (90)	Early retirement (91)	Retirement at normal retirement age (92)	Other (93)	Unknown (94)
Executive Head Teacher (95)						
Head teachers (96)						
Acting head teachers (97)						
Deputy head teachers (98)						
Assistant head teachers (99)						
Leading Practitioner (100)						

Other Qualified teachers (101)					
Unqualified Teacher (102)					
Higher Level Teaching Assistant (103)					
Teaching Assistant (104)					
Foreign Language Assistant (105)					
Special Educational Needs support staff (106)					
Total					

11.2.2 Primary schools

Primary Schools
Summary Report for: *(1)*
LA code: *(2)*
NAW school number: *(3)*
Medium of school: *(4)*

Phase 1 – November 2019

Staff numbers:

Number of staff by sex and main post (headcount):

Main post	Female (5)	Male (5)	Total
Executive Head Teacher (6)			
Head teachers (7)			
Acting head teachers (8)			
Deputy head teachers (9)			
Assistant head teachers (10)			
Leading Practitioners (11)			
Other Qualified teachers (12)			
Unqualified Teacher (13)			
Other teachers (not QTS status but not 'unqualified' i.e. those covered by Education Specified Work and Registration) (14)			
Trainees on Initial Teacher Education courses (15)			
Permanent supply teacher (other than any entered in above categories) (nursery schools only) (16)			
Contracted supply teacher (non-agency) (17)			
Total teaching staff			

Higher Level Teaching Assistant (HLTA) (18)			
Other teacher assistants/aides employed in the classroom (19)			
Special Educational Needs support staff (20)			
Foreign language assistants/language support (21)			
ICT Staff (22)			
School Business Manager or equivalent (23)			
Matrons/nurses/medical staff (including NHS employees) (24)			
Pastoral support staff (25)			
Librarians and library assistants (26)			
Examinations Officers/Invigilators (27)			
Science and Laboratory Technicians (28)			
Other Support Staff (29)			
Administration staff (30)			
Total support staff			
Total staff			

Number of staff by sex and additional roles undertaken (headcount):

Role	Female (5)	Male (5)	Total
Head of School (31)			
Head of Department (32)			
Head of Year (33)			
Head of Key Stage/Phase (34)			
Special Educational Needs Co-ordinator (35)			
Sex and Relationship Education Co-ordinator (36)			
Welsh Baccalaureate Co-ordinator (37)			
Numeracy Co-ordinator (38)			
Literacy Co-ordinator (39)			
Cover Supervisor (40)			
Welsh Language Coordinator (41)			
Instructor (including sports coach) (42)			
Minority Ethnic Support (43)			
Traveller Support (44)			

Welfare Officer/Assistant (45)			
Data Manager/Analyst (46)			
Other Roles (47)			
Total			

Number of staff by relevant qualification (headcount):

Qualification	Teachers (CT) (48)	Teaching Assistants (TA) (49)	Other School based staff (Oth) (50)	Total
Qualified Teacher Status (QTS) (51)				
National Professional Qulification for Headteachers (NPQH) (52)				
Higher Level Teaching Assistant (HLTA) Status (53)				

Number of staff by ethnic group

Ethnic group (54)	Number of teachers (48)	Number of support staff (55)

[To include one row for each distinct main and extended ethnic background codes where there is at least one member of staff in the school in that category].

Disability status of staff

Disability	Number of staff
Yes (56)	
No (57)	
Information not yet obtained (58)	
Refused (59)	
Total	

Curriculum:

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of English</u>

Year Group N1 (107)		Year Group N2 etc (107)	
Number of Teachers (108)	**Number of Teaching Assistants** (109)	**Number of Teachers** (108)	**Number of Teaching Assistants** (109)

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of Welsh</u>

Year Group N1 (107)		Year Group N2 etc (107)	
Number of Teachers (110)	**Number of Teaching Assistants** (111)	**Number of Teachers** (110)	**Number of Teaching Assistants** (111)

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>bilingually</u>

Year Group N1 (107)		Year Group N2 etc (107)	
Number of Teachers (112)	**Number of Teaching Assistants** (113)	**Number of Teachers** (112)	**Number of Teaching Assistants** (113)

Number of teachers and teaching assistants teaching the curriculum by year group – all lessons

Year Group N1 (107)		Year Group N2 etc (107)	
Number of Teachers (114)	**Number of Teaching Assistants** (115)	**Number of Teachers** (114)	**Number of Teaching Assistants** (115)

Welsh Language:

Number of staff by Welsh Language ability

	Number of teachers (48)	**Number of teaching assistants (49)**	**Number of other school staff (50)**
No Welsh language skills (60)			
Entry Level (61)			
Foundation Level (62)			
Intermediate Level (63)			
Advanced Level (64)			
Proficient Level (65)			
Information not yet obtained (66)			
Total			

Number of staff by teaching / working through the medium of Welsh

	Number of teachers (48)	**Number of teaching assistants (49)**	**Number of other school staff (50)**
Teaching /working through the medium of Welsh in current post (67)			
Able to teach / work the			

medium of Welsh but not doing so in current post (68)		
Not able to teach / work through the medium of Welsh (69)		
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only) (70)		
Total		

Phase 2 – November 2020

Teacher recruitment:

Vacancies for teaching posts advertised during academic year 2019/20

Role	Tenure (FT or PT) (72)	Number of Welsh Medium vacancies (73)	Total Applications (74)	Number of Appointments Made (75)	Number Temporarily filled (76)
Executive Head Teacher – Full-time (77)	F				
Executive Head Teacher – Part-time (77)	P				
Head teachers Full-time (78)	F				
Head teachers – Part-time (78)	P				

Acting head teachers – Full-time (79)	F				
Acting head teachers – Part-time (79)	P				
Deputy head teachers – full-time (80)	F				
Deputy head teachers – Part-Time (80)	P				
Assistant head teachers - Full-time (81)	F				
Assistant head teachers – Part-time (81)	P				
Leading Practitioner – Full-time (82)	F				
Leading Practitioner – Part-time (82)	P				
Other Qualified teachers – Full-Time (83)	F				
Other Qualified teachers – Part-time (83)	P				
Unqualified Teacher – Full-time (84)	F				
Unqualified Teacher – Part-time (84)	P				
Higher Level Teaching Assistant – Full-time (85)	F				
Higher Level Teaching	P				

Assistant – Part-time (85)					
Teaching Assistant – Full-time (86)	**F**				
Teaching Assistant –Part-time (86)	**P**				
Foreign Language Assistant – Full-time (87)	**F**				
Foreign Language Assistant Part-time (87)	**P**				
Special Educational Needs support staff – Full-time (88)	**F**				
Special Educational Needs support staff – Part-time (88)	**P**				
Total					

Teacher retention:

Number of teachers who left during the previous academic year by role and destination

Role	Employed in a non-teaching capacity within the education system (89)	Employed outside education (90)	Early retirement (91)	Retirement at normal retirement age (92)	Other (93)	Unknown (94)
Executive Head Teacher						

(95)					
Head teachers (96)					
Acting head teachers (97)					
Deputy head teachers (98)					
Assistant head teachers (99)					
Leading Practitioner (100)					
Other Qualified teachers (101)					
Unqualified Teacher (102)					
Higher Level Teaching Assistant (103)					
Teaching Assistant (104)					
Foreign Language Assistant (105)					
Special Educational Needs support staff (106)					
Total					

11.2.3   Secondary schools

Secondary Schools
Summary Report for: *(1)*
LA code: *(2)*
NAW school number: *(3)*
School Phase: *(9)*
Medium of school: *(9)*

Staff numbers:

Main post	Female (5)	Male (5)	Total
Executive Head Teacher (6)			
Head teachers (7)			
Acting head teachers (8)			
Deputy head teachers (9)			
Assistant head teachers (10)			
Leading Practitioners (11)			
Other Qualified teachers (12)			
Unqualified Teacher (13)			
Other teachers (not QTS status but not 'unqualified' i.e. those covered by Education Specified Work and Registration) (14)			

Trainees on Initial Teacher Education courses (15)			
Permanent supply teacher (other than any entered in above categories) (nursery schools only) (16)			
Contracted supply teacher (non-agency) (17)			
Total teaching staff			
Higher Level Teaching Assistant (HLTA) (18)			
Other teacher assistants/aides employed in the classroom (19)			
Special Educational Needs support staff (20)			
Foreign language assistants/language support (21)			
ICT Staff (22)			
School Business Manager or equivalent (23)			
Matrons/nurses/medical staff (including NHS employees) (24)			
Pastoral support staff (25)			
Librarians and library			

assistants (26)			
Examinations Officers/Invigilators (27)			
Science and Laboratory Technicians (28)			
Other Support Staff (29)			
Administration staff (30)			
Total support staff			
Total staff			

Number of staff by sex and additional roles undertaken (headcount):

Role	Female (5)	Male (5)	Total
Head of School (31)			
Head of Department (32)			
Head of Year (33)			
Head of Key Stage/Phase (34)			
Special Educational Needs Co-ordinator (35)			
Sex and Relationship Education Co-ordinator (36)			
Welsh Baccalaureate Co-ordinator (37)			
Numeracy Co-ordinator (38)			

Literacy Co-ordinator (39)			
Cover Supervisor (40)			
Welsh Language Coordinator (41)			
Instructor (including sports coach) (42)			
Minority Ethnic Support (43)			
Traveller Support (44)			
Welfare Officer/Assistant (45)			
Data Manager/Analyst (46)			
Other Roles (47)			
Total			

Number of staff by relevant qualification (headcount):

Qualification	Teachers (CT) (48)	Teaching Assistants (TA) (49)	Other School based staff (Oth) (50)	Total
Qualified Teacher Status (QTS) (51)				
National Professional Qulification for Headteachers (NPQH) (52)				
Higher Level Teaching Assistant (HLTA) Status				

(53)				

Number of staff by ethnic group

Ethnic group (54)	Number of teachers (48)	Number of support staff (55)

[To include one row for each distinct main and extended ethnic background codes where there is at least one member of staff in the school in that category].

Disability status of staff

Disability	Number of staff
Yes (56)	
No (57)	
Information not yet obtained (58)	
Refused (59)	
Total	

<u>Curriculum:</u>

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of English</u>

	Year Group 7 (107)		Year Group 8 etc (107)	
Subject (124)	Number of Teachers (108)	Number of Teaching Assistants (109)	Number of Teachers (108)	Number of Teaching Assistants (109)

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of Welsh</u>

	Year Group 7 (107)		Year Group 8 etc (107)	
Subject (124)	**Number of Teachers** (110)	**Number of Teaching Assistants** (111)	**Number of Teachers** (110)	**Number of Teaching Assistants** (111)

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>bilingually</u>

	Year Group 7 (107)		Year Group 8 etc (107)	
Subject (124)	**Number of Teachers** (112)	**Number of Teaching Assistants** (113)	**Number of Teachers** (112)	**Number of Teaching Assistants** (113)

Number of teachers and teaching assistants teaching the curriculum by year group – <u>all</u> lessons

	Year Group 7 (107)		Year Group 8 etc (107)	
Subject (124)	**Number of Teachers** (114)	**Number of Teaching Assistants** (115)	**Number of Teachers** (114)	**Number of Teaching Assistants** (115)

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of English</u>

	Year Group 7 (107)		Year Group 8 etc (107)	
Subject (124)	**Total Teacher Hours** (116)	**Total Teaching Assistant Hours** (117)	**Total Teacher Hours** (116)	**Total Teaching Assistant Hours** (117)

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of Welsh</u>

	Year Group 7		Year Group 8 etc	
Subject (124)	**Total Teacher**	**Total Teaching**	**Total Teacher**	**Total Teaching**

	Hours (118)	Assistant Hours (119)	Hours (118)	Assistant Hours (119)

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – lessons delivered bilingually

	Year Group 7		Year Group 8 etc	
Subject (124)	**Total Teacher Hours** (120)	**Total Teaching Assistant Hours** (121)	**Total Teacher Hours** (120)	**Total Teaching Assistant Hours** (121)

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – all lessons

	Year Group 7		Year Group 8 etc	
Subject (124)	**Total Teacher Hours** (122)	**Total Teaching Assistant Hours** (123)	**Total Teacher Hours** (122)	**Total Teaching Assistant Hours** (123)

Welsh Language:

Number of staff by Welsh Language ability

	Number of teachers (48)	Number of teaching assistants (49)	Number of other school staff (50)
No Welsh language skills (60)			
Entry Level (61)			
Foundation Level (62)			
Intermediate Level (63)			
Advanced Level (64)			
Proficient Level (65)			
Information not yet obtained			

(66)			
Total			

Number of staff by teaching / working through the medium of Welsh

	Number of teachers (48)	**Number of teaching assistants** (49)	**Number of other school staff** (50)
Teaching /working through the medium of Welsh in current post (67)			
Able to teach / work the medium of Welsh but not doing so in current post (68)			
Not able to teach / work through the medium of Welsh (69)			
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only) (70)			
Total			

Phase 2 – November 2020

<u>**Teacher recruitment:**</u>

Vacancies for posts advertised during previous academic year, by role

Role	Tenure (FT or PT) (72)	Number of Welsh Medium vacancies	Total Applications (74)	Number of Appointments Made (75)	Number Temporarily filled (76)

		(73)			
Executive Head Teacher – Full-time (77)	**F**				
Executive Head Teacher – Part-time (77)	**P**				
Head teachers Full-time (78)	**F**				
Head teachers – Part-time (78)	**P**				
Acting head teachers – Full-time (79)	**F**				
Acting head teachers – Part-time (79)	**P**				
Deputy head teachers – full-time (80)	**F**				
Deputy head teachers – Part-Time (80)	**P**				
Assistant head teachers - Full-time (81)	**F**				
Assistant head teachers – Part-time (81)	**P**				
Leading Practitioner – Full-time (82)	**F**				
Leading Practitioner – Part-time (82)	**P**				
Other Qualified teachers – Full-Time (83)	**F**				

Other Qualified teachers – Part-time (83)	**P**				
Unqualified Teacher – Full-time (84)	**F**				
Unqualified Teacher – Part-time (84)	**P**				
Higher Level Teaching Assistant – Full-time (85)	**F**				
Higher Level Teaching Assistant – Part-time (85)	**P**				
Teaching Assistant – Full-time (86)	**F**				
Teaching Assistant –Part-time (86)	**P**				
Foreign Language Assistant – Full-time (87)	**F**				
Foreign Language Assistant Part-time (87)	**P**				
Special Educational Needs support staff – Full-time (88)	**F**				
Special Educational Needs support staff – Part-time (88)	**P**				
Total					

Vacancies advertised during previous academic year, by subject

Subject (125)	Tenure (FT or PT) (72)	Number of Welsh Medium vacancies (73)	Total Applications (74)	Number of Appointments Made (75)	Number Temporarily filled (76)

Teacher retention:

Number of teachers who left during the previous academic year by role and destination

Role	Employed in a non-teaching capacity within the education system (89)	Employed outside education (90)	Early retirement (91)	Retirement at normal retirement age (92)	Other (93)	Unknown (94)
Executive Head Teacher (95)						
Head teachers (96)						
Acting head teachers (97)						
Deputy head teachers (98)						
Assistant head teachers (99)						
Leading Practitioner (100)						

Other Qualified teachers (101)					
Unqualified Teacher (102)					
Higher Level Teaching Assistant (103)					
Teaching Assistant (104)					
Foreign Language Assistant (105)					
Special Educational Needs support staff (106)					
Total					

Number of teachers who left during the previous academic year by subject and destination

Subject (126)	**Employed in a non-teaching capacity within the education system** (89)	**Employed outside education** (90)	**Early retirement** (91)	**Retirement at normal retirement age** (92)	**Other** (93)	**Unknown** (94)
Total						

74

11.2.4 Middle schools

Middle Schools
Summary Report for: *(1)*
LA code: *(2)*
NAW school number: *(3)*
Medium of school: *(4)*

Staff numbers:

Main post	Female (5)	Male (5)	Total
Executive Head Teacher (6)			
Head teachers (7)			
Acting head teachers (8)			
Deputy head teachers (9)			
Assistant head teachers (10)			
Leading Practitioners (11)			
Other Qualified teachers (12)			
Unqualified Teacher (13)			
Other teachers (not QTS status but not 'unqualified' i.e. those covered by Education Specified Work and Registration) (14)			
Trainees on Initial Teacher			

Education courses (15)			
Permanent supply teacher (other than any entered in above categories) (nursery schools only) (16)			
Contracted supply teacher (non-agency) (17)			
Total teaching staff			
Higher Level Teaching Assistant (HLTA) (18)			
Other teacher assistants/aides employed in the classroom (19)			
Special Educational Needs support staff (20)			
Foreign language assistants/language support (21)			
ICT Staff (22)			
School Business Manager or equivalent (23)			
Matrons/nurses/medical staff (including NHS employees) (24)			
Pastoral support staff (25)			
Librarians and library assistants (26)			

Examinations Officers/Invigilators (27)			
Science and Laboratory Technicians (28)			
Other Support Staff (29)			
Administration staff (30)			
Total support staff			
Total staff			

Number of staff by sex and additional roles undertaken (headcount):

Role	Female (5)	Male (5)	Total
Head of School (31)			
Head of Department (32)			
Head of Year (33)			
Head of Key Stage/Phase (34)			
Special Educational Needs Co-ordinator (35)			
Sex and Relationship Education Co-ordinator (36)			
Welsh Baccalaureate Co-ordinator (37)			
Numeracy Co-ordinator (38)			
Literacy Co-ordinator (39)			

Cover Supervisor (40)			
Welsh Language Coordinator (41)			
Instructor (including sports coach) (42)			
Minority Ethnic Support (43)			
Traveller Support (44)			
Welfare Officer/Assistant (45)			
Data Manager/Analyst (46)			
Other Roles (47)			
Total			

Number of staff by relevant qualification (headcount):

Qualification	Teachers (CT) (48)	Teaching Assistants (TA) (49)	Other School based staff (Oth) (50)	Total
Qualified Teacher Status (QTS) (51)				
National Professional Qulification for Headteachers (NPQH) (52)				
Higher Level Teaching Assistant (HLTA) Status (53)				

Number of staff by ethnic group

Ethnic group (54)	Number of teachers (48)	Number of support staff (55)

[To include one row for each distinct main and extended ethnic background codes where there is at least one member of staff in the school in that category].

Disability status of staff

Disability	Number of staff
Yes (56)	
No (57)	
Information not yet obtained (58)	
Refused (59)	
Total	

<u>Curriculum:</u>

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of English</u>

	Year Group N1… (107)		Year Group 8 etc (107)	
Subject (124)	Number of Teachers (108)	Number of Teaching Assistants (109)	Number of Teachers (108)	Number of Teaching Assistants (109)

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of Welsh</u>

	Year Group N1… (107)		Year Group 8 etc (107)	
Subject (124)	**Number of Teachers** (110)	**Number of Teaching Assistants** (111)	**Number of Teachers** (110)	**Number of Teaching Assistants** (111)

Number of teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>bilingually</u>

	Year Group N1… (107)		Year Group 8 etc (107)	
Subject (124)	**Number of Teachers** (112)	**Number of Teaching Assistants** (113)	**Number of Teachers** (112)	**Number of Teaching Assistants** (113)

Number of teachers and teaching assistants teaching the curriculum by year group – <u>all</u> lessons

	Year Group N1… (107)		Year Group 8 etc (107)	
Subject (124)	**Number of Teachers** (114)	**Number of Teaching Assistants** (115)	**Number of Teachers** (114)	**Number of Teaching Assistants** (115)

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of English</u>

	Year Group 7… (107)		Year Group 8 etc (107)	
Subject (124)	**Total Teacher Hours** (116)	Total Teaching Assistant Hours (117)	**Total Teacher Hours** (116)	**Total Teaching Assistant Hours** (117)

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – lessons delivered <u>through the medium of Welsh</u>

	Year Group 7… (107)		Year Group 8 etc (107)	
Subject (124)	**Total Teacher Hours** (118)	**Total Teaching Assistant Hours**	**Total Teacher Hours** (118)	**Total Teaching Assistant Hours** (119)

		(119)		

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – lessons delivered bilingually

	Year Group 7… (107)		Year Group 8 etc (107)	
Subject (124)	**Total Teacher Hours** (120)	**Total Teaching Assistant Hours** (121)	**Total Teacher Hours** (120)	**Total Teaching Assistant Hours** (121)

Number of hours spent by teachers and teaching assistants teaching the curriculum by year group – all lessons

	Year Group 7… (107)		Year Group 8 etc (107)	
Subject (124)	**Total Teacher Hours** (122)	**Total Teaching Assistant Hours** (123)	**Total Teacher Hours** (122)	**Total Teaching Assistant Hours** (123)

*Where Year Group is between N1 and 6 (inclusive) subject ban be blank.

Welsh Language:

Number of staff by Welsh Language ability

	Number of teachers (48)	Number of teaching assistants (49)	Number of other school staff (50)
No Welsh language skills (60)			
Entry Level (61)			
Foundation Level (62)			
Intermediate Level (63)			
Advanced Level (64)			
Proficient Level (65)			

Information not yet obtained (66)			
Total			

Number of staff by teaching / working through the medium of Welsh

	Number of teachers (48)	**Number of teaching assistants** (49)	**Number of other school staff** (50)
Teaching /working through the medium of Welsh in current post (67)			
Able to teach / work the medium of Welsh but not doing so in current post (68)			
Not able to teach / work through the medium of Welsh (69)			
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only) (70)			
Total			

Phase 2 – November 2020

<u>**Teacher recruitment:**</u>

Vacancies for posts advertised during previous academic year, by role

Role	Tenure (FT or PT) (72)	Number of Welsh Medium	Total Applications (74)	Number of Appointments Made (75)	Number Temporarily filled (76)

		vacancies (73)			
Executive Head Teacher – Full-time (77)	**F**				
Executive Head Teacher – Part-time (77)	**P**				
Head teachers Full-time (78)	**F**				
Head teachers – Part-time (78)	**P**				
Acting head teachers – Full-time (79)	**F**				
Acting head teachers – Part-time (79)	**P**				
Deputy head teachers – full-time (80)	**F**				
Deputy head teachers – Part-Time (80)	**P**				
Assistant head teachers - Full-time (81)	**F**				
Assistant head teachers – Part-time (81)	**P**				
Leading Practitioner – Full-time (82)	**F**				
Leading Practitioner – Part-time (82)	**P**				
Other Qualified teachers –	**F**				

Full-Time (83)					
Other Qualified teachers – Part-time (83)	**P**				
Unqualified Teacher – Full-time (84)	**F**				
Unqualified Teacher – Part-time (84)	**P**				
Higher Level Teaching Assistant – Full-time (85)	**F**				
Higher Level Teaching Assistant – Part-time (85)	**P**				
Teaching Assistant – Full-time (86)	**F**				
Teaching Assistant –Part-time (86)	**P**				
Foreign Language Assistant – Full-time (87)	**F**				
Foreign Language Assistant Part-time (87)	**P**				
Special Educational Needs support staff – Full-time (88)	**F**				
Special Educational Needs support staff – Part-time (88)	**P**				
Total					

Vacancies advertised during previous academic year, by subject

Subject (125)	Tenure (FT or PT) (72)	Number of Welsh Medium vacancies (73)	Total Applications (74)	Number of Appointments Made (75)	Number Temporarily filled (76)

Teacher retention:

Number of teachers who left during the previous academic year by role and destination

Role	Employed in a non-teaching capacity within the education system (89)	Employed outside education (90)	Early retirement (91)	Retirement at normal retirement age (92)	Other (93)	Unknown (94)
Executive Head Teacher (95)						
Head teachers (96)						
Acting head teachers (97)						
Deputy head teachers (98)						
Assistant head teachers (99)						
Leading Practitioner						

(100)					
Other Qualified teachers (101)					
Unqualified Teacher (102)					
Higher Level Teaching Assistant (103)					
Teaching Assistant (104)					
Foreign Language Assistant (105)					
Special Educational Needs support staff (106)					
Total					

Number of teachers who left during the previous academic year by subject and destination

Subject (126)	**Employed in a non-teaching capacity within the education system** (89)	**Employed outside education** (90)	**Early retirement** (91)	**Retirement at normal retirement age** (92)	**Other** (93)	**Unknown** (94)
Total						

11.2.5   Special schools and Pupil Referral Units

Special Schools / Pupil referral Unit
Summary Report for: *(1)*
LA code: *(2)*
NAW school number: *(3)*
Medium of school: *(4)*

Staff numbers:

Main post	Female (5)	Male (5)	Total
Executive Head Teacher (6)			
Head teachers (7)			
Acting head teachers (8)			
Deputy head teachers (9)			
Assistant head teachers (10)			
Leading Practitioners (11)			
Other Qualified teachers (12)			
Unqualified Teacher (13)			
Other teachers (not QTS status but not 'unqualified' i.e. those covered by Education Specified Work and Registration) (14)			
Trainees on Initial Teacher			

Education courses (15)			
Permanent supply teacher (other than any entered in above categories) (nursery schools only) (16)			
Contracted supply teacher (non-agency) (17)			
Total teaching staff			
Higher Level Teaching Assistant (HLTA) (18)			
Other teacher assistants/aides employed in the classroom (19)			
Special Educational Needs support staff (20)			
Foreign language assistants/language support (21)			
ICT Staff (22)			
School Business Manager or equivalent (23)			
Matrons/nurses/medical staff (including NHS employees) (24)			
Pastoral support staff (25)			
Librarians and library assistants (26)			

Examinations Officers/Invigilators (27)			
Science and Laboratory Technicians (28)			
Other Support Staff (29)			
Administration staff (30)			
Total support staff			
Total staff			

Number of staff by sex and additional roles undertaken (headcount):

Role	Female (5)	Male (5)	Total
Head of School (31)			
Head of Department (32)			
Head of Year (33)			
Head of Key Stage/Phase (34)			
Special Educational Needs Co-ordinator (35)			
Sex and Relationship Education Co-ordinator (36)			
Welsh Baccalaureate Co-ordinator (37)			
Numeracy Co-ordinator (38)			
Literacy Co-ordinator (39)			

Cover Supervisor (40)			
Welsh Language Coordinator (41)			
Instructor (including sports coach) (42)			
Minority Ethnic Support (43)			
Traveller Support (44)			
Welfare Officer/Assistant (45)			
Data Manager/Analyst (46)			
Other Roles (47)			
Total			

Number of staff by relevant qualification (headcount):

Qualification	Teachers (CT) (48)	Teaching Assistants (TA) (49)	Other School based staff (Oth) (50)	Total
Qualified Teacher Status (QTS) (51)				
National Professional Qulification for Headteachers (NPQH) (52)				
Higher Level Teaching Assistant (HLTA) Status (53)				

Number of staff by ethnic group

Ethnic group (54)	Number of teachers (48)	Number of support staff (55)

[To include one row for each distinct main and extended ethnic background codes where there is at least one member of staff in the school in that category].

Disability status of staff

Disability	Number of staff
Yes (56)	
No (57)	
Information not yet obtained (58)	
Refused (59)	
Total	

Welsh Language:

Number of staff by Welsh Language ability

	Number of teachers (48)	Number of teaching assistants (49)	Number of other school staff (50)
No Welsh language skills (60)			
Entry Level (61)			
Foundation Level (62)			
Intermediate Level (63)			
Advanced Level (64)			

Proficient Level (65)			
Information not yet obtained (66)			
Total			

Number of staff by teaching / working through the medium of Welsh

	Number of teachers (48)	**Number of teaching assistants** (49)	**Number of other school staff** (50)
Teaching /working through the medium of Welsh in current post (67)			
Able to teach / work the medium of Welsh but not doing so in current post (68)			
Not able to teach / work through the medium of Welsh (69)			
Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only) (70)			
Total			

Phase 2 – November 2020

<u>**Teacher recruitment:**</u>

Vacancies for teaching posts advertised during academic year 2019/20

Role	Tenure (FT or	Number of Welsh	Total Applications	Number of Appointments Made	Number Temporarily filled

	PT) (72)	Medium vacancies (73)	(74)	(75)	(76)
Executive Head Teacher – Full-time (77)	F				
Executive Head Teacher – Part-time (77)	P				
Head teachers Full-time (78)	F				
Head teachers – Part-time (78)	P				
Acting head teachers – Full-time (79)	F				
Acting head teachers – Part-time (79)	P				
Deputy head teachers – full-time (80)	F				
Deputy head teachers – Part-Time (80)	P				
Assistant head teachers - Full-time (81)	F				
Assistant head teachers – Part-time (81)	P				
Leading Practitioner – Full-time (82)	F				
Leading Practitioner – Part-time (82)	P				

Other Qualified teachers – Full-Time (83)	**F**				
Other Qualified teachers – Part-time (83)	**P**				
Unqualified Teacher – Full-time (84)	**F**				
Unqualified Teacher – Part-time (84)	**P**				
Higher Level Teaching Assistant – Full-time (85)	**F**				
Higher Level Teaching Assistant – Part-time (85)	**P**				
Teaching Assistant – Full-time (86)	**F**				
Teaching Assistant –Part-time (86)	**P**				
Foreign Language Assistant – Full-time (87)	**F**				
Foreign Language Assistant Part-time (87)	**P**				
Special Educational Needs support staff – Full-time (88)	**F**				
Special Educational Needs support staff – Part-time (88)	**P**				
Total					

94

Teacher retention:

Number of teachers who left during the previous academic year by role and destination

Role	Employed in a non-teaching capacity within the education system (89)	Employed outside education (90)	Early retirement (91)	Retirement at normal retirement age (92)	Other (93)	Unknown (94)
Executive Head Teacher (95)						
Head teachers (96)						
Acting head teachers (97)						
Deputy head teachers (98)						
Assistant head teachers (99)						
Leading Practitioner (100)						
Other Qualified teachers (101)						
Unqualified Teacher (102)						
Higher Level Teaching Assistant (103)						

Teaching Assistant (104)					
Foreign Language Assistant (105)					
Special Educational Needs support staff (106)					
Total					

11.3 English language summary reports for local authorities and schools which have opted-out of local authority HR / payroll SLA – November 2019

Staff numbers:

Number of staff with open contracts on census date by post – headcount and Full Time Equivalents

Post	Number	FTE (127)
Executive Head Teacher (128)		
Head Teacher (129)		
Acting Head Teacher (130)		
Deputy Head (131)		
Assistant Head (132)		
Classroom Teacher, main pay range (133)		
Classroom Teacher, upper pay range (134)		
Leading Practitioner (135)		
Unqualified Teacher (136)		

Teaching Assistant (137)		
Higher Level Teaching Assistant (138)		
Support Staff (139)		
Education Psychologist (140)		
Peripatetic Teacher (141)		
Other local authority based school staff (142)		
Supply teacher employed centrally by local authority (143)		
Total		

Number of staff by post and contract type

Post	Permanent (146)	Temporary (146)	Fixed Term (146)	Service Agreement with Local Authority (146)
Executive Head Teacher (128)				
Head Teacher (129)				
Acting Head Teacher (130)				
Deputy Head (131)				
Assistant Head (132)				
Classroom Teacher, main pay range (133)				
Classroom Teacher, upper pay range (134)				
Leading Practitioner (135)				
Unqualified Teacher (136)				
Teaching Assistant (137)				

Higher Level Teaching Assistant (138)				
Support Staff (139)				
Education Psychologist (140)				
Peripatetic Teacher (141)				
Other local authority based school staff (142)				
Supply teacher employed centrally by local authority (143)				
Total				

Pay and allowances:

Number of staff with open contracts on census date by pay range– headcount and Full Time Equivalents

Pay Range	Number	FTE (127)
Leadership (147)		
Teachers Main (148)		
Teachers Upper (149)		
Leading Practitioners (150)		
Unqualified Teachers (151)		
Soulbury (152)		
National Joint Council (Local Government Services) (153)		
Other (154)		
Total		

Number of staff in receipt of additional payments – headcount and Full Time Equivalents

Pay Range	Number	FTE (127)

Teaching and Learning Responsibility 1 Payments (TLR1) (155)		
Teaching and Learning Responsibility 2 Payments (TLR2) (156)		
Teaching and Learning Responsibility 3 Payments (TLR3) (157)		
Recruitment and Retention (158)		
SEN Allowances (159)		
Acting Allowance (160)		
Residential duties (161)		
Out of School Activities (162)		
Recruitment Incentives (163)		
Unqualified Teachers (164)		
Performance Payments to Seconded Teachers (165)		
Other (166)		

Phase 2 – November 2020

Leavers:

Number of contracts ended during previous academic year, by post

Post	Number
Executive Head Teacher (167)	
Head Teacher (168)	

Acting Head Teacher (169)	
Deputy Head (170)	
Assistant Head (171)	
Classroom Teacher, main pay range (172)	
Classroom Teacher, upper pay range (173)	
Leading Practitioner (174)	
Unqualified Teacher (175)	
Teaching Assistant (176)	
Higher Level Teaching Assistant (177)	
Support Staff (178)	
Education Psychologist (179)	
Peripatetic Teacher (180)	
Other local authority based school staff (181)	
Supply teacher employed centrally by local authority (182)	
Total	

Number of contracts ended during previous academic year, by reason for leaving and staff category

Reason	Number
Voluntary redundancy (183)	
Compulsory redundancy (184)	
Left for other teaching post (185)	
No longer teaching but still in education	

(186)	
Left the teaching profession (187)	
Other (188)	
Deceased (189)	
Retirement - normal retirement age (190)	
Retirement - ill-health (191)	
Retirement – premature (192)	
Not Applicable - Change of Contract (193)	
Not Known (194)	
Dismissed (195)	
Maternity/Paternity/Break for family reasons (196)	
Total	

Absences:

Teacher Sickness Absences taken during previous Academic Year

Number of teachers taking a period of sickness absence (197)	
Total number of teacher sickness absence records (198)	
Number of working days lost to sickness absences of 5 working days or less	

in duration (199)	
Number of working days lost to sickness absences between 6 and 20 working days in duration (200)	
Number of working days lost to sickness absences greater than 20 working days in duration (201)	
Total number of working days lost to sickness absence (202)	

11.4 Welsh language summary reports for all schools – November 2019

11.4.1 Ysgolion meithrin

Crynodeb Ysgol Meithrin ar gyfer: *(1)*
Cod ALl: *(2)*
Rhif ysgol: *(3)*
Math o Ysgol cyfrwng Cymraeg: *(4)*

Cyfnod 1 – Tachwedd 2019

Niferoedd staff:

Nifer staff yn ôl rhyw a phrif swydd:

Prif swydd	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth gweithredol (6)			

Pennaeth (7)			
Pennaeth dros dro (8)			
Dirprwy bennaeth (9)			
Pennaeth cynorthwyol (10)			
Ymarferwyr Arweiniol (11)			
Athro cymwysedig arall (12)			
Athro heb gymhwyso (13)			
Athro arall (heb statws SAC ond nad yw 'heb gymhwyso' h.y. y rhai hynny sydd wedi'u cynnwys yn Rheoliadau Addysg Gwaith Penodedig a Chofrestri) (14)			
Hyfforddeion ar gyrsiau Addysg Gychwynnol i Athrawon (15)			
Athrawon cyflenwi parhaol (heblaw am unrhyw un sydd wedi'u cynnwys yn y categorïau uchod) (ysgolion meithrin yn unig) (16)			
Athro cyflenwi ar gontract (nid trwy asiantaeth) (17)			
Cyfanswm staff addysgu			

Cynorthwywyr Addysgu Lefel Uwch (CALU) (18)			
Cynorthwywyr addysgu (19)			
Staff cymorth Anghenion Addysg Arbennig (20)			
Cynorthwywyr iaith dramor (21)			
Staff TGC (22)			
Rheolwyr Busnes Ysgol neu gyfatebol (23)			
Gofal plant / nyrsys / staff meddygol (24)			
Staff cymorth bugeiliol (25)			
Llyfrgellwyr a chynorthwywyr y llyfrgell (26)			
Swyddogion / goruchwylwyr arholiadau (27)			
Technegwyr gwyddoniaeth a labordy (28)			
Staff cymorth arall (29)			
Staff gweinyddol (30)			
Cyfanswm staff cymorth			
Cyfanswm staff			

Nifer y staff yn ôl rhyw a rolau eraill (niferoedd cyflawn):

Rôl	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth Ysgol (31)			
Pennaeth adran (32)			
Pennaeth blwyddyn (33)			
Pennaeth cyfnod allweddol (34)			
Cyd-lynydd Anghenion Addysg Arbennig (35)			
Cyd-lynydd Addysg Rhyw a Pherthnasau (36)			
Cyd-lynydd Bagloriaeth Cymru (37)			
Cyd-lynydd Rhifedd (38)			
Cyd-lynydd Llythrennedd (39)			
Goruchwylwyr Cyflenwi (40)			
Cyd-lynydd yr iaith Gymraeg (41)			
Hyfforddwyr (yn cynnwys hyfforddwyr chwaraeon) (42)			
Cymorth Lleiafrifoedd Ethnig (43)			
Cymorth Teithwyr(44)			

Swyddog / Cynorthwydd Llesiant (45)			
Rheolwr / Dadansoddwr data (46)			
Rolau eraill (47)			
Cyfanswm			

Nifer o staff yn ôl cymhwyster perthnasol (niferoedd cyflawn):

Cymhwyster	Athrawon (CT) (48)	Cynorthwywyr Addysgu (TA) (49)	Staff Ysgol arall (Oth) (50)	Cyfanswm
Statws Athro Cymwysedig (SAC) (51)				
Cymhwyster Proffesiynol Cenedlaethol ar gyfer Prifathrawiaeth (PCPC) (52)				
Statws Cynorthwywyr Addgu Lefel Uwch (CALU) (53)				

Nifer o staff yn ôl grŵp ethnig

Grŵp ethnig (54)	Nifer o athrawon (48)	Nifer o staff cymorth (55)

[I gynnwys rhes ar gyfer bob pif cod a chod estynedig cefndir ethnig unigryw lle mae o leiaf un aelod o staff yr ysgol yn y categori].

Statws anabledd staff

Anabledd	Nifer o staff
Oes (56)	
Nac oes (57)	
Gwybodaeth heb ei dderbyn (58)	
Gwrthodwyd (59)	
Cyfanswm	

<u>**Yr Iaith Gymraeg:**</u>

Nifer o staff yn ôl gallu Iaith Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)
Dim sgiliau iaith Gymraeg (60)			
Lefel Mynediad (61)			
Lefel Sylfaen (62)			
Lefel Canolradd (63)			
Lefel Uwch (64)			
Lefel Hyfrededd (65)			
Ni chafwyd yr wybodaeth (66)			
Cyfanswm			

Nifer o staff yn ôl addysgu / gweithio trwy gyfrwng y Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)
Yn addysgu / gweithio trwy gyfrwng y Gymraeg yn swydd presennol (67)			

Yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg ond ddim yn gwneud (68)			
Ddim yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg (69)			
Yn addysgu Cymraeg fel pwnc yn unig (*athrawon yn dysgu hyd at blwyddyn CC 6 yn unig) (70)			
Cyfanswm			

Cyfnod 2 – Tachwedd 2020

Recriwtio athrawon:

Swyddi addysgu gwag hysbysebwyd yn ystod y flwyddyn academaidd diwethaf

Rôl	Daliadaeth (Llawn amser neu rhan-amser) (72)	Nifer o swyddi gwag cyfrwng cymraeg (73)	Cyfanswm Ceisiadau (74)	Nifer o Penodiadau (75)	Nifer wedi'u llenwi dros dro (76)
Pennaeth gweithredol – Llawn amser (77)					
Pennaeth gweithredol – Rhan-amser (77)					
Pennaeth –					

Llawn amser (78)				
Pennaeth – Rhan-amser (78)				
Pennaeth dros dro – Llawn amser (79)				
Pennaeth dros dro – Rhan-amser (79)				
Dirprwy bennaeth – Llawn amser(80)				
Dirprwy bennaeth – Rhan-amser (80)				
Pennaeth cynorthwyol – Llawn amser (81)				
Pennaeth cynorthwyol –				

Rhan-amser (81)				
Ymarferwyr Arweiniol – Llawn amser (82)				
Ymarferwyr Arweiniol – Rhan-amser (82)				
Athro cymwysedig arall – Llawn amser (83)				
Athro cymwysedig arall – Rhan-amser (83)				
Athro heb gymhwyso – Llawn amser (84)				
Athro heb gymhwyso – Rhan-amser (84)				
Cynorthwywyr				

Addysgu Lefel Uwch (CALU) – Llawn amser (85)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Rhan-amser (85)				
Cynorthwywyr addysgu – Llawn amser (86)				
Cynorthwywyr addysgu – Rhan-amser (86)				
Cynorthwywyr iaith dramor – Llawn amser (87)				
Cynorthwywyr iaith dramor – Rhan-amser (87)				

Staff cymorth Anghenion Addysg Arbennig – Llawn amser (88)					
Staff cymorth Anghenion Addysg Arbennig – Rhan-amser (88)					
Cyfanswm					

<u>**Cadw athrawon:**</u>

Nifer o athrawon sydd wedi gadael yn y flwyddyn academaidd blaenorol yn ôl rôl a chyrchfan

Rôl	Cyflogaeth mewn swydd nad yw'n swydd addysgu yn y system addysg (89)	Cyflogaeth y tu allan i addysg (90)	Ymddeoliad cynnar (91)	Ymddeoliad ar oedran ymddeol arferol (92)	Arall (93)	Anhysbys (94)
Pennaeth gweithredol (95)						
Pennaeth (96)						

Pennaeth dros dro (97)					
Dirprwy bennaeth (98)					
Pennaeth cynorthwyol (99)					
Ymarferwyr Arweiniol (100)					
Athro cymwysedig arall (101)					
Athro heb gymhwyso (102)					
Cynorthwywyr Addysgu Lefel Uwch (CALU) (103)					
Cynorthwywyr addysgu (104)					
Cynorthwywyr iaith dramor (105)					
Staff cymorth Anghenion Addysg Arbennig (106)					
Cyfanswm					

11.4.2 Ysgolion Cynradd

Crynodeb Ysgol meithrin ar gyfer: *(1)*
Cod ALl: *(2)*
Rhif ysgol: *(3)*
Math o Ysgol cyfrwng Cymraeg: *(4)*

Cyfnod 1 – Tachwedd 2019

Niferoedd staff:

Nifer staff yn ôl rhyw a phrif swydd:

Prif swydd	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth gweithredol (6)			
Pennaeth (7)			
Pennaeth dros dro (8)			
Dirprwy bennaeth (9)			
Pennaeth cynorthwyol (10)			
Ymarferwyr Arweiniol (11)			
Athro cymwysedig arall (12)			
Athro heb gymhwyso (13)			
Athro arall (heb statws SAC ond nad yw 'heb gymhwyso' h.y. y rhai hynny sydd wedi'u cynnwys yn Rheoliadau Addysg Gwaith Penodedig a Chofrestri) (14)			
Hyfforddeion ar gyrsiau Addysg Gychwynnol i Athrawon (15)			
Athrawon cyflenwi parhaol			

(heblaw am unrhyw un sydd wedi'u cynnwys yn y categorïau uchod) (ysgolion meithrin yn unig) (16)			
Athro cyflenwi ar gontract (nid trwy asiantaeth) (17)			
Cyfanswm staff addysgu			
Cynorthwywyr Addysgu Lefel Uwch (CALU) (18)			
Cynorthwywyr addysgu (19)			
Staff cymorth Anghenion Addysg Arbennig (20)			
Cynorthwywyr iaith dramor (21)			
Staff TGC (22)			
Rheolwyr Busnes Ysgol neu gyfatebol (23)			
Gofal plant / nyrsys / staff meddygol (24)			
Staff cymorth bugeiliol (25)			
Llyfrgellwyr a chynorthwywyr y llyfrgell (26)			
Swyddogion / goruchwylwyr arholiadau			

(27)			
Technegwyr gwyddoniaeth a labordy (28)			
Staff cymorth arall (29)			
Staff gweinyddol (30)			
Cyfanswm staff cymorth			
Cyfanswm staff			

Nifer y staff yn ôl rhyw a rolau eraill (niferoedd cyflawn):

Rôl	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth Ysgol (31)			
Pennaeth adran (32)			
Pennaeth blwyddyn (33)			
Pennaeth cyfnod allweddol (34)			
Cyd-lynydd Anghenion Addysg Arbennig (35)			
Cyd-lynydd Addysg Rhyw a Pherthnasau (36)			
Cyd-lynydd Bagloriaeth Cymru (37)			
Cyd-lynydd Rhifedd (38)			
Cyd-lynydd Llythrennedd (39)			
Goruchwylwyr Cyflenwi (40)			

Cyd-lynydd yr iaith Gymraeg (41)			
Hyfforddwyr (yn cynnwys hyfforddwyr chwaraeon) (42)			
Cymorth Lleiafrifoedd Ethnig (43)			
Cymorth Teithwyr(44)			
Swyddog / Cynorthwydd Llesiant (45)			
Rheolwr / Dadansoddwr data (46)			
Rolau eraill (47)			
Cyfanswm			

Nifer o staff yn ôl cymhwyster perthnasol (niferoedd cyflawn):

Cymhwyster	Athrawon (CT) (48)	Cynorthwywyr Addysgu (TA) (49)	Staff Ysgol arall (Oth) (50)	Cyfanswm
Statws Athro Cymwysedig (SAC) (51)				
Cymhwyster Proffesiynol Cenedlaethol ar gyfer Prifathrawiaeth (PCPC) (52)				
Statws Cynorthwywyr Addgu Lefel Uwch (CALU)				

(53)				

Nifer o staff yn ôl grŵp ethnig

Grŵp ethnig (54)	Nifer o athrawon (48)	Nifer o staff cymorth (55)

[I gynnwys rhes ar gyfer bob pif cod a chod estynedig cefndir ethnig unigryw lle mae o leiaf un aelod o staff yr ysgol yn y categori].

Statws anabledd staff

Anabledd	Nifer o staff
Oes (56)	
Nac oes (57)	
Gwybodaeth heb ei dderbyn (58)	
Gwrthodwyd (59)	
Cyfanswm	

Cwricwlwm:

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>yn Saesneg</u>

Grŵp Blwyddyn N1 (107)		Grŵp Blwyddyn N2 ayyb (107)	
Nifer o Athrawon (108)	**Nifer o Gynorthwywyr Addysgu** (109)	**Nifer o Athrawon** (108)	**Nifer o Gynorthwywyr Addysgu** (109)

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>drwy gyfrwng y Gymraeg</u>

Grŵp Blwyddyn N1 (107)		Grŵp Blwyddyn N2 ayyb (107)	
Nifer o Athrawon (110)	**Nifer o Gynorthwywyr Addysgu** (111)	**Nifer o Athrawon** (110)	**Nifer o Gynorthwywyr Addysgu** (111)

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu'n ddwyieithog

Grŵp Blwyddyn N1 (107)		Grŵp Blwyddyn N2 ayyb (107)	
Nifer o Athrawon (112)	**Nifer o Gynorthwywyr Addysgu** (113)	**Nifer o Athrawon** (112)	**Nifer o Gynorthwywyr Addysgu** (113)

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – pob cyfrwng

Grŵp Blwyddyn N1 (107)		Grŵp Blwyddyn N2 ayyb (107)	
Nifer o Athrawon (114)	**Nifer o Gynorthwywyr Addysgu** (115)	**Nifer o Athrawon** (114)	**Nifer o Gynorthwywyr Addysgu** (115)

Yr Iaith Gymraeg:

Nifer o staff yn ôl gallu Iaith Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)
Dim sgiliau iaith Gymraeg (60)			
Lefel Mynediad (61)			
Lefel Sylfaen (62)			
Lefel Canolradd (63)			
Lefel Uwch (64)			
Lefel Hyfrededd (65)			
Ni chafwyd yr wybodaeth (66)			
Cyfanswm			

Nifer o staff yn ôl addysgu / gweithio trwy gyfrwng y Gymraeg

	Athrawon (CT) (48)	Cynorthwywyr Addysgu (TA) (49)	Staff Ysgol arall (Oth) (50)
Yn addysgu / gweithio trwy gyfrwng y Gymraeg yn swydd presennol (67)			
Yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg ond ddim yn gwneud (68)			
Ddim yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg (69)			
Yn addysgu Cymraeg fel pwnc yn unig (*athrawon yn dysgu hyd at blwyddyn CC 6 yn unig) (70)			
Cyfanswm			

Cyfnod 2 – Tachwedd 2020

<u>**Recriwtio athrawon:**</u>

Swyddi addysgu gwag hysbysebwyd yn ystod y flwyddyn academaidd diwethaf

Rôl	Daliadaeth (Llawn amser neu rhan-amser) (72)	Nifer o swyddi gwag cyfrwng cymraeg (73)	Cyfanswm Ceisiadau (74)	Nifer o Penodiadau (75)	Nifer wedi'u llenwi dros dro (76)
Pennaeth gweithredol – Llawn amser					

(77)				
Pennaeth gweithredol – Rhan-amser (77)				
Pennaeth – Llawn amser (78)				
Pennaeth – Rhan-amser (78)				
Pennaeth dros dro – Llawn amser (79)				
Pennaeth dros dro – Rhan-amser (79)				
Dirprwy bennaeth – Llawn amser(80)				
Dirprwy bennaeth – Rhan-amser (80)				

Pennaeth cynorthwyol – Llawn amser (81)				
Pennaeth cynorthwyol – Rhan-amser (81)				
Ymarferwyr Arweiniol – Llawn amser (82)				
Ymarferwyr Arweiniol – Rhan-amser (82)				
Athro cymwysedig arall – Llawn amser (83)				
Athro cymwysedig arall – Rhan-amser (83)				
Athro heb gymhwyso – Llawn amser				

(84)				
Athro heb gymhwyso – Rhan-amser (84)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Llawn amser (85)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Rhan-amser (85)				
Cynorthwywyr addysgu – Llawn amser (86)				
Cynorthwywyr addysgu – Rhan-amser (86)				
Cynorthwywyr iaith dramor –				

Llawn amser (87)					
Cynorthwywyr iaith dramor – Rhan-amser (87)					
Staff cymorth Anghenion Addysg Arbennig – Llawn amser (88)					
Staff cymorth Anghenion Addysg Arbennig – Rhan-amser (88)					
Cyfanswm					

Cadw athrawon:

Nifer o athrawon sydd wedi gadael yn y flwyddyn academaidd blaenorol yn ôl rôl a chyrchfan

Rôl	**Cyflogaeth mewn swydd nad yw'n swydd**	**Cyflogaeth y tu allan i addysg** (90)	**Ymddeoliad cynnar** (91)	**Ymddeoliad ar oedran ymddeol arferol** (92)	**Arall** (93)	**Anhysbys** (94)

	addysgu yn y system addysg (89)					
Pennaeth gweithredol (95)						
Pennaeth (96)						
Pennaeth dros dro (97)						
Dirprwy bennaeth (98)						
Pennaeth cynorthwyol (99)						
Ymarferwyr Arweiniol (100)						
Athro cymwysedig arall (101)						
Athro heb gymhwyso (102)						
Cynorthwywyr Addysgu Lefel Uwch (CALU) (103)						
Cynorthwywyr addysgu (104)						
Cynorthwywyr iaith dramor (105)						
Staff cymorth Anghenion Addysg Arbennig (106)						
Cyfanswm						

11.4.3 Ysgolion Uwchradd

Crynodeb Ysgol Uwchradd ar gyfer: *(1)*
Cod ALl: *(2)*
Rhif ysgol: *(3)*
Math o Ysgol cyfrwng Cymraeg: *(4)*

Niferoedd Staff:

Nifer staff yn ôl rhyw a phrif swydd:

Prif swydd	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth gweithredol (6)			
Pennaeth (7)			
Pennaeth dros dro (8)			
Dirprwy bennaeth (9)			
Pennaeth cynorthwyol (10)			
Ymarferwyr Arweiniol (11)			
Athro cymwysedig arall (12)			
Athro heb gymhwyso (13)			
Athro arall (heb statws SAC ond nad yw 'heb gymhwyso' h.y. y rhai hynny sydd wedi'u cynnwys yn Rheoliadau Addysg Gwaith Penodedig			

a Chofrestri) (14)			
Hyfforddeion ar gyrsiau Addysg Gychwynnol i Athrawon (15)			
Athrawon cyflenwi parhaol (heblaw am unrhyw un sydd wedi'u cynnwys yn y categorïau uchod) (ysgolion meithrin yn unig) (16)			
Athro cyflenwi ar gontract (nid trwy asiantaeth) (17)			
Cyfanswm staff addysgu			
Cynorthwywyr Addysgu Lefel Uwch (CALU) (18)			
Cynorthwywyr addysgu (19)			
Staff cymorth Anghenion Addysg Arbennig (20)			
Cynorthwywyr iaith dramor (21)			
Staff TGC (22)			
Rheolwyr Busnes Ysgol neu gyfatebol (23)			
Gofal plant / nyrsys / staff meddygol (24)			
Staff cymorth bugeiliol (25)			

Rôl			
Llyfrgellwyr a chynorthwywyr y llyfrgell (26)			
Swyddogion / goruchwylwyr arholiadau (27)			
Technegwyr gwyddoniaeth a labordy (28)			
Staff cymorth arall (29)			
Staff gweinyddol (30)			
Cyfanswm staff cymorth			
Cyfanswm staff			

Nifer y staff yn ôl rhyw a rolau eraill (niferoedd cyflawn):

Rôl	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth Ysgol (31)			
Pennaeth adran (32)			
Pennaeth blwyddyn (33)			
Pennaeth cyfnod allweddol (34)			
Cyd-lynydd Anghenion Addysg Arbennig (35)			
Cyd-lynydd Addysg Rhyw a Pherthnasau (36)			
Cyd-lynydd Bagloriaeth Cymru (37)			

Cyd-lynydd Rhifedd (38)			
Cyd-lynydd Llythrennedd (39)			
Goruchwylwyr Cyflenwi (40)			
Cyd-lynydd yr iaith Gymraeg (41)			
Hyfforddwyr (yn cynnwys hyfforddwyr chwaraeon) (42)			
Cymorth Lleiafrifoedd Ethnig (43)			
Cymorth Teithwyr(44)			
Swyddog / Cynorthwydd Llesiant (45)			
Rheolwr / Dadansoddwr data (46)			
Rolau eraill (47)			
Cyfanswm			

Nifer o staff yn ôl cymhwyster perthnasol (niferoedd cyflawn):

Cymhwyster	Athrawon (CT) (48)	Cynorthwywyr Addysgu (TA) (49)	Staff Ysgol arall (Oth) (50)	Cyfanswm
Statws Athro Cymwysedig (SAC) (51)				
Cymhwyster Proffesiynol				

Cenedlaethol ar gyfer Prifathrawiaeth (PCPC) (52)				
Statws Cynorthwywyr Addgu Lefel Uwch (CALU) (53)				

Nifer o staff yn ôl grŵp ethnig

Grŵp ethnig (54)	**Nifer o athrawon** (48)	**Nifer o staff cymorth** (55)

[I gynnwys rhes ar gyfer bob pif cod a chod estynedig cefndir ethnig unigryw lle mae o leiaf un aelod o staff yr ysgol yn y categori].

Statws anabledd staff

Anabledd	**Nifer o staff**
Oes (56)	
Nac oes (57)	
Gwybodaeth heb ei dderbyn (58)	
Gwrthodwyd (59)	
Cyfanswm	

Cwricwlwm:

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>yn Saesneg</u>

	Grŵp Blwyddyn 7 (107)		**Grŵp Blwyddyn 8 ayyb** (107)	
Pwnc (124)	**Nifer o Athrawon** (108)	**Nifer o Gynorthwywyr**	**Nifer o Athrawon**	**Nifer o Gynorthwywyr**

		Addysgu (109)		Addysgu

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>drwy gyfrwng y Gymraeg</u>

	Grŵp Blwyddyn 7 (107)		Grŵp Blwyddyn 8 ayyb (107)	
Pwnc (124)	**Nifer o Athrawon** (110)	**Nifer o Gynorthwywyr Addysgu** (111)	**Nifer o Athrawon** (110)	**Nifer o Gynorthwywyr Addysgu** (111)

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu'n <u>ddwyieithog</u>

	Grŵp Blwyddyn 7 (107)		Grŵp Blwyddyn 8 ayyb (107)	
Pwnc (124)	**Nifer o Athrawon** (112)	**Nifer o Gynorthwywyr Addysgu** (113)	**Nifer o Athrawon** (112)	**Nifer o Gynorthwywyr Addysgu** (113)

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – <u>pob</u> cyfrwng

	Grŵp Blwyddyn 7 (107)		Grŵp Blwyddyn 8 ayyb (107)	
Pwnc (124)	**Nifer o Athrawon** (114)	**Nifer o Gynorthwywyr Addysgu** (115)	**Nifer o Athrawon** (114)	**Nifer o Gynorthwywyr Addysgu** (115)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>yn Saesneg</u>

	Grŵp Blwyddyn 7 (107)		Grŵp Blwyddyn 8 ayyb (107)	
Pwnc (124)	**Cyfanswm Oriau Athrawon** (116)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (117)	**Cyfanswm Oriau Athrawon** (116)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (117)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>drwy gyfrwng y Gymraeg</u>

Pwnc (124)	Grŵp Blwyddyn 7 (107)		Grŵp Blwyddyn 8 ayyb (107)	
	Cyfanswm Oriau Athrawon (118)	Cyfanswm Oriau Cynorthwywyr Addysgu (119)	Cyfanswm Oriau Athrawon (118)	Cyfanswm Oriau Cynorthwywyr Addysgu (119)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>yn ddwyieithog</u>

Pwnc (124)	Grŵp Blwyddyn 7 (107)		Grŵp Blwyddyn 8 ayyb (107)	
	Cyfanswm Oriau Athrawon (120)	Cyfanswm Oriau Cynorthwywyr Addysgu (121)	Cyfanswm Oriau Athrawon (120)	Cyfanswm Oriau Cynorthwywyr Addysgu (121)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – <u>pob</u> cyfrwng

Pwnc (124)	Grŵp Blwyddyn 7 (107)		Grŵp Blwyddyn 8 ayyb (107)	
	Cyfanswm Oriau Athrawon (122)	Cyfanswm Oriau Cynorthwywyr Addysgu (123)	Cyfanswm Oriau Athrawon (122)	Cyfanswm Oriau Cynorthwywyr Addysgu (123)

<u>Yr Iaith Gymraeg:</u>

Nifer o staff yn ôl gallu Iaith Gymraeg

	Athrawon (CT) (48)	Cynorthwywyr Addysgu (TA) (49)	Staff Ysgol arall (Oth) (50)
Dim sgiliau iaith Gymraeg (60)			
Lefel Mynediad (61)			

Lefel Sylfaen (62)			
Lefel Canolradd (63)			
Lefel Uwch (64)			
Lefel Hyfrededd (65)			
Ni chafwyd yr wybodaeth (66)			
Cyfanswm			

Nifer o staff yn ôl addysgu / gweithio trwy gyfrwng y Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)
Yn addysgu / gweithio trwy gyfrwng y Gymraeg yn swydd presennol (67)			
Yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg ond ddim yn gwneud (68)			
Ddim yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg (69)			
Yn addysgu Cymraeg fel pwnc yn unig (*athrawon yn dysgu hyd at blwyddyn CC 6 yn unig) (70)			
Cyfanswm			

Cyfnod 2 – Tachwedd 2020

<u>**Recriwtio athrawon:**</u>

Swyddi addysgu gwag hysbysebwyd yn ystod y flwyddyn academaidd diwethaf

Rôl	Daliadaeth (Llawn	Nifer o swyddi gwag cyfrwng	Cyfanswm Ceisiadau (74)	Nifer o Penodiadau (75)	Nifer wedi'u llenwi dros dro

	amser neu rhan-amser) (72)	cymraeg (73)			(76)
Pennaeth gweithredol – Llawn amser (77)					
Pennaeth gweithredol – Rhan-amser (77)					
Pennaeth – Llawn amser (78)					
Pennaeth – Rhan-amser (78)					
Pennaeth dros dro – Llawn amser (79)					
Pennaeth dros dro – Rhan-amser (79)					
Dirprwy bennaeth –					

Llawn amser(80)				
Dirprwy bennaeth – Rhan-amser (80)				
Pennaeth cynorthwyol – Llawn amser (81)				
Pennaeth cynorthwyol – Rhan-amser (81)				
Ymarferwyr Arweiniol – Llawn amser (82)				
Ymarferwyr Arweiniol – Rhan-amser (82)				
Athro cymwysedig arall – Llawn amser (83)				
Athro				

cymwysedig arall – Rhan-amser (83)				
Athro heb gymhwyso – Llawn amser (84)				
Athro heb gymhwyso – Rhan-amser (84)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Llawn amser (85)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Rhan-amser (85)				
Cynorthwywyr addysgu – Llawn amser (86)				

Cynorthwywyr addysgu – Rhan-amser (86)					
Cynorthwywyr iaith dramor – Llawn amser (87)					
Cynorthwywyr iaith dramor – Rhan-amser (87)					
Staff cymorth Anghenion Addysg Arbennig – Llawn amser (88)					
Staff cymorth Anghenion Addysg Arbennig – Rhan-amser (88)					
Cyfanswm					

Swyddi addysgu gwag hysbysebwyd yn ystod y flwyddyn academaidd diwethaf, yn ôl pwnc

Pwnc (125)	Daliadaeth (Llawn amser neu rhan-amser) (72)	Nifer o swyddi gwag cyfrwng cymraeg (73)	Cyfanswm Ceisiadau (74)	Nifer o Penodiadau (75)	Nifer wedi'u llenwi dros dro (76)
Cyfanswm					

Cadw athrawon:

Nifer o athrawon sydd wedi gadael yn y flwyddyn academaidd blaenorol yn ôl rôl a chyrchfan

Rôl	Cyflogaeth mewn swydd nad yw'n swydd addysgu yn y system addysg (89)	Cyflogaeth y tu allan i addysg (90)	Ymddeoliad cynnar (91)	Ymddeoliad ar oedran ymddeol arferol (92)	Arall (93)	Anhysbys (94)
Pennaeth gweithredol (95)						
Pennaeth (96)						
Pennaeth dros dro (97)						
Dirprwy bennaeth (98)						
Pennaeth cynorthwyol (99)						
Ymarferwyr Arweiniol						

(100)						
Athro cymwysedig arall (101)						
Athro heb gymhwyso (102)						
Cynorthwywyr Addysgu Lefel Uwch (CALU) (103)						
Cynorthwywyr addysgu (104)						
Cynorthwywyr iaith dramor (105)						
Staff cymorth Anghenion Addysg Arbennig (106)						
Cyfanswm						

Nifer o athrawon sydd wedi gadael yn y flwyddyn academaidd blaenorol yn ôl pwnc a chyrchfan

Pwnc (126)	**Cyflogaeth mewn swydd nad yw'n swydd addysgu yn y system addysg** (89)	**Cyflogaeth y tu allan i addysg** (90)	**Ymddeoliad cynnar** (91)	**Ymddeoliad ar oedran ymddeol arferol** (92)	**Arall** (93)	**Anhysbys** (94)
Cyfanswm						

11.4.4 Ysgolion Canol

Crynodeb Ysgol Uwchradd ar gyfer: *(1)*
Cod ALI: *(2)*
Rhif ysgol: *(3)*
Math o Ysgol cyfrwng Cymraeg: *(4)*

Niferoedd Staff:

Nifer staff yn ôl rhyw a phrif swydd:

Prif swydd	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth gweithredol (6)			
Pennaeth (7)			
Pennaeth dros dro (8)			
Dirprwy bennaeth (9)			
Pennaeth cynorthwyol (10)			
Ymarferwyr Arweiniol (11)			
Athro cymwysedig arall (12)			
Athro heb gymhwyso (13)			
Athro arall (heb statws SAC ond nad yw 'heb gymhwyso' h.y. y rhai hynny sydd wedi'u cynnwys yn Rheoliadau Addysg Gwaith Penodedig			

a Chofrestri) (14)			
Hyfforddeion ar gyrsiau Addysg Gychwynnol i Athrawon (15)			
Athrawon cyflenwi parhaol (heblaw am unrhyw un sydd wedi'u cynnwys yn y categorïau uchod) (ysgolion meithrin yn unig) (16)			
Athro cyflenwi ar gontract (nid trwy asiantaeth) (17)			
Cyfanswm staff addysgu			
Cynorthwywyr Addysgu Lefel Uwch (CALU) (18)			
Cynorthwywyr addysgu (19)			
Staff cymorth Anghenion Addysg Arbennig (20)			
Cynorthwywyr iaith dramor (21)			
Staff TGC (22)			
Rheolwyr Busnes Ysgol neu gyfatebol (23)			
Gofal plant / nyrsys / staff meddygol (24)			
Staff cymorth bugeiliol (25)			

Llyfrgellwyr a chynorthwywyr y llyfrgell (26)			
Swyddogion / goruchwylwyr arholiadau (27)			
Technegwyr gwyddoniaeth a labordy (28)			
Staff cymorth arall (29)			
Staff gweinyddol (30)			
Cyfanswm staff cymorth			
Cyfanswm staff			

Nifer y staff yn ôl rhyw a rolau eraill (niferoedd cyflawn):

Rôl	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth Ysgol (31)			
Pennaeth adran (32)			
Pennaeth blwyddyn (33)			
Pennaeth cyfnod allweddol (34)			
Cyd-lynydd Anghenion Addysg Arbennig (35)			
Cyd-lynydd Addysg Rhyw a Pherthnasau (36)			
Cyd-lynydd Bagloriaeth Cymru (37)			

Cyd-lynydd Rhifedd (38)			
Cyd-lynydd Llythrennedd (39)			
Goruchwylwyr Cyflenwi (40)			
Cyd-lynydd yr iaith Gymraeg (41)			
Hyfforddwyr (yn cynnwys hyfforddwyr chwaraeon) (42)			
Cymorth Lleiafrifoedd Ethnig (43)			
Cymorth Teithwyr(44)			
Swyddog / Cynorthwydd Llesiant (45)			
Rheolwr / Dadansoddwr data (46)			
Rolau eraill (47)			
Cyfanswm			

Nifer o staff yn ôl cymhwyster perthnasol (niferoedd cyflawn):

Cymhwyster	Athrawon (CT) (48)	Cynorthwywyr Addysgu (TA) (49)	Staff Ysgol arall (Oth) (50)	Cyfanswm
Statws Athro Cymwysedig (SAC) (51)				
Cymhwyster Proffesiynol				

Cenedlaethol ar gyfer Prifathrawiaeth (PCPC) (52)				
Statws Cynorthwywyr Addgu Lefel Uwch (CALU) (53)				

Nifer o staff yn ôl grŵp ethnig

Grŵp ethnig (54)	Nifer o athrawon (48)	Nifer o staff cymorth (55)

[I gynnwys rhes ar gyfer bob pif cod a chod estynedig cefndir ethnig unigryw lle mae o leiaf un aelod o staff yr ysgol yn y categori].

Statws anabledd staff

Anabledd	Nifer o staff
Oes (56)	
Nac oes (57)	
Gwybodaeth heb ei dderbyn (58)	
Gwrthodwyd (59)	
Cyfanswm	

Cwricwlwm:

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>yn Saesneg</u>

	Grŵp Blwyddyn N1... (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Nifer o Athrawon** (108)	**Nifer o Gynorthwywyr**	**Nifer o Athrawon**	**Nifer o Gynorthwywyr**

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		Addysgu (109)		Addysgu

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>drwy gyfrwng y Gymraeg</u>

	Grŵp Blwyddyn N1… (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Nifer o Athrawon** (110)	**Nifer o Gynorthwywyr Addysgu** (111)	**Nifer o Athrawon** (110)	**Nifer o Gynorthwywyr Addysgu** (111)

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu'n <u>ddwyieithog</u>

	Grŵp Blwyddyn N1… (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Nifer o Athrawon** (112)	**Nifer o Gynorthwywyr Addysgu** (113)	**Nifer o Athrawon** (112)	**Nifer o Gynorthwywyr Addysgu** (113)

Nifer o athrawon a chynrthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – <u>pob</u> cyfrwng

	Grŵp Blwyddyn N1… (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Nifer o Athrawon** (114)	**Nifer o Gynorthwywyr Addysgu** (115)	**Nifer o Athrawon** (114)	**Nifer o Gynorthwywyr Addysgu** (115)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>yn Saesneg</u>

	Grŵp Blwyddyn 7… (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Cyfanswm Oriau Athrawon** (116)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (117)	**Cyfanswm Oriau Athrawon** (116)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (117)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>drwy gyfrwng y Gymraeg</u>

	Grŵp Blwyddyn 7… (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Cyfanswm Oriau Athrawon** (118)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (119)	**Cyfanswm Oriau Athrawon** (118)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (119)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – gwersi wedi'i ddarparu <u>yn ddwyieithog</u>

	Grŵp Blwyddyn 7… (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Cyfanswm Oriau Athrawon** (120)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (121)	**Cyfanswm Oriau Athrawon** (120)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (121)

Nifer o oriau dysgu gan athrawon a chynorthwywyr addysgu yn dysgu'r cwricwlwm yn ôl grŵp blwyddyn – <u>pob</u> cyfrwng

	Grŵp Blwyddyn 7… (107)		Grŵp Blwyddyn 7 ayyb (107)	
Pwnc (124)	**Cyfanswm Oriau Athrawon** (122)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (123)	**Cyfanswm Oriau Athrawon** (122)	**Cyfanswm Oriau Cynorthwywyr Addysgu** (123)

*Lle mae Grŵp Blwyddyn rhwng N1 a 6 (cynwysedig) gall pwnc fod yn wag.

<u>**Yr Iaith Gymraeg:**</u>

Nifer o staff yn ôl gallu Iaith Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)

Dim sgiliau iaith Gymraeg (60)			
Lefel Mynediad (61)			
Lefel Sylfaen (62)			
Lefel Canolradd (63)			
Lefel Uwch (64)			
Lefel Hyfrededd (65)			
Ni chafwyd yr wybodaeth (66)			
Cyfanswm			

Nifer o staff yn ôl addysgu / gweithio trwy gyfrwng y Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)
Yn addysgu / gweithio trwy gyfrwng y Gymraeg yn swydd presennol (67)			
Yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg ond ddim yn gwneud (68)			
Ddim yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg (69)			
Yn addysgu Cymraeg fel pwnc yn unig (*athrawon yn dysgu hyd at blwyddyn CC 6 yn unig) (70)			
Cyfanswm			

Cyfnod 2 – Tachwedd 2020

<u>**Recriwtio athrawon:**</u>

Swyddi addysgu gwag hysbysebwyd yn ystod y flwyddyn academaidd diwethaf

Rôl	Daliadaeth (Llawn amser neu rhan-amser) (72)	Nifer o swyddi gwag cyfrwng cymraeg (73)	Cyfanswm Ceisiadau (74)	Nifer o Penodiadau (75)	Nifer wedi'u llenwi dros dro (76)
Pennaeth gweithredol – Llawn amser (77)					
Pennaeth gweithredol – Rhan-amser (77)					
Pennaeth – Llawn amser (78)					
Pennaeth – Rhan-amser (78)					
Pennaeth dros dro – Llawn amser (79)					
Pennaeth dros dro – Rhan-amser (79)					
Dirprwy					

bennaeth – Llawn amser(80)					
Dirprwy bennaeth – Rhan-amser (80)					
Pennaeth cynorthwyol – Llawn amser (81)					
Pennaeth cynorthwyol – Rhan-amser (81)					
Ymarferwyr Arweiniol – Llawn amser (82)					
Ymarferwyr Arweiniol – Rhan-amser (82)					
Athro cymwysedig arall – Llawn amser (83)					

Athro cymwysedig arall – Rhan-amser (83)				
Athro heb gymhwyso – Llawn amser (84)				
Athro heb gymhwyso – Rhan-amser (84)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Llawn amser (85)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Rhan-amser (85)				
Cynorthwywyr addysgu – Llawn amser				

(86)				
Cynorthwywyr addysgu – Rhan-amser (86)				
Cynorthwywyr iaith dramor – Llawn amser (87)				
Cynorthwywyr iaith dramor – Rhan-amser (87)				
Staff cymorth Anghenion Addysg Arbennig – Llawn amser (88)				
Staff cymorth Anghenion Addysg Arbennig – Rhan-amser (88)				
Cyfanswm				

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Swyddi addysgu gwag hysbysebwyd yn ystod y flwyddyn academaidd diwethaf, yn ôl pwnc

Pwnc (125)	Daliadaeth (Llawn amser neu rhan-amser) (72)	Nifer o swyddi gwag cyfrwng cymraeg (73)	Cyfanswm Ceisiadau (74)	Nifer o Penodiadau (75)	Nifer wedi'u llenwi dros dro (76)
Cyfanswm					

<u>**Cadw athrawon:**</u>

Nifer o athrawon sydd wedi gadael yn y flwyddyn academaidd blaenorol yn ôl rôl a chyrchfan

Rôl	Cyflogaeth mewn swydd nad yw'n swydd addysgu yn y system addysg (89)	Cyflogaeth y tu allan i addysg (90)	Ymddeoliad cynnar (91)	Ymddeoliad ar oedran ymddeol arferol (92)	Arall (93)	Anhysbys (94)
Pennaeth gweithredol (95)						
Pennaeth (96)						
Pennaeth dros dro (97)						
Dirprwy bennaeth (98)						
Pennaeth cynorthwyol (99)						

Ymarferwyr Arweiniol (100)					
Athro cymwysedig arall (101)					
Athro heb gymhwyso (102)					
Cynorthwywyr Addysgu Lefel Uwch (CALU) (103)					
Cynorthwywyr addysgu (104)					
Cynorthwywyr iaith dramor (105)					
Staff cymorth Anghenion Addysg Arbennig (106)					
Cyfanswm					

Nifer o athrawon sydd wedi gadael yn y flwyddyn academaidd blaenorol yn ôl pwnc a chyrchfan

Pwnc (126)	**Cyflogaeth mewn swydd nad yw'n swydd addysgu yn y system addysg** (89)	**Cyflogaeth y tu allan i addysg** (90)	**Ymddeoliad cynnar** (91)	**Ymddeoliad ar oedran ymddeol arferol** (92)	**Arall** (93)	**Anhysbys** (94)

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Cyfanswm					

11.4.5 Ysgolion Arbennig ac Unedau Cyfeirio Disgyblion

Crynodeb Ysgol Arbennig / Uned Cyfeirio Disgyblionar gyfer: *(1)*
Cod ALl: *(2)*
Rhif ysgol: *(3)*
Math o Ysgol cyfrwng Cymraeg: *(4)*

Cyfnod 1 – Tachwedd 2019

Niferoedd staff:

Nifer staff yn ôl rhyw a phrif swydd:

Prif swydd	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth gweithredol (6)			
Pennaeth (7)			
Pennaeth dros dro (8)			
Dirprwy bennaeth (9)			
Pennaeth cynorthwyol (10)			
Ymarferwyr Arweiniol (11)			
Athro cymwysedig arall (12)			
Athro heb gymhwyso (13)			
Athro arall (heb statws SAC ond nad yw 'heb gymhwyso' h.y. y rhai			

hynny sydd wedi'u cynnwys yn Rheoliadau Addysg Gwaith Penodedig a Chofrestri) (14)			
Hyfforddeion ar gyrsiau Addysg Gychwynnol i Athrawon (15)			
Athrawon cyflenwi parhaol (heblaw am unrhyw un sydd wedi'u cynnwys yn y categorïau uchod) (ysgolion meithrin yn unig) (16)			
Athro cyflenwi ar gontract (nid trwy asiantaeth) (17)			
Cyfanswm staff addysgu			
Cynorthwywyr Addysgu Lefel Uwch (CALU) (18)			
Cynorthwywyr addysgu (19)			
Staff cymorth Anghenion Addysg Arbennig (20)			
Cynorthwywyr iaith dramor (21)			
Staff TGC (22)			
Rheolwyr Busnes Ysgol neu gyfatebol (23)			

Gofal plant / nyrsys / staff meddygol (24)			
Staff cymorth bugeiliol (25)			
Llyfrgellwyr a chynorthwywyr y llyfrgell (26)			
Swyddogion / goruchwylwyr arholiadau (27)			
Technegwyr gwyddoniaeth a labordy (28)			
Staff cymorth arall (29)			
Staff gweinyddol (30)			
Cyfanswm staff cymorth			
Cyfanswm staff			

Nifer y staff yn ôl rhyw a rolau eraill (niferoedd cyflawn):

Rôl	Benyw (5)	Gwryw (5)	Cyfanswm
Pennaeth Ysgol (31)			
Pennaeth adran (32)			
Pennaeth blwyddyn (33)			
Pennaeth cyfnod allweddol (34)			
Cyd-lynydd Anghenion Addysg Arbennig (35)			
Cyd-lynydd Addysg Rhyw			

a Pherthnasau (36)			
Cyd-lynydd Bagloriaeth Cymru (37)			
Cyd-lynydd Rhifedd (38)			
Cyd-lynydd Llythrennedd (39)			
Goruchwylwyr Cyflenwi (40)			
Cyd-lynydd yr iaith Gymraeg (41)			
Hyfforddwyr (yn cynnwys hyfforddwyr chwaraeon) (42)			
Cymorth Lleiafrifoedd Ethnig (43)			
Cymorth Teithwyr(44)			
Swyddog / Cynorthwydd Llesiant (45)			
Rheolwr / Dadansoddwr data (46)			
Rolau eraill (47)			
Cyfanswm			

Number of staff by relevant qualification (headcount):

Qualification	Contracted Teachers (CT)	Teaching Assistants (TA)	Other School based staff (Oth)	Total

Qualified Teacher Status (QTS)			
National Professional Qulification for Headteachers (NPQH)			
Higher Level Teaching Assistant			

Nifer o staff yn ôl cymhwyster perthnasol (niferoedd cyflawn):

Cymhwyster	Athrawon (CT) (48)	Cynorthwywyr Addysgu (TA) (49)	Staff Ysgol arall (Oth) (50)	Cyfanswm
Statws Athro Cymwysedig (SAC) (51)				
Cymhwyster Proffesiynol Cenedlaethol ar gyfer Prifathrawiaeth (PCPC) (52)				
Statws Cynorthwywyr Addgu Lefel Uwch (CALU) (53)				

Nifer o staff yn ôl grŵp ethnig

Grŵp ethnig (54)	Nifer o athrawon (48)	Nifer o staff cymorth (55)

[I gynnwys rhes ar gyfer bob pif cod a chod estynedig cefndir ethnig unigryw lle mae o leiaf un aelod o staff yr ysgol yn y categori].

Statws anabledd staff

Anabledd	Nifer o staff
Oes (56)	
Nac oes (57)	
Gwybodaeth heb ei dderbyn (58)	
Gwrthodwyd (59)	
Cyfanswm	

Yr Iaith Gymraeg:

Nifer o staff yn ôl gallu Iaith Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)
Dim sgiliau iaith Gymraeg (60)			
Lefel Mynediad (61)			
Lefel Sylfaen (62)			
Lefel Canolradd (63)			
Lefel Uwch (64)			
Lefel Hyfrededd (65)			
Ni chafwyd yr wybodaeth (66)			
Cyfanswm			

Nifer o staff yn ôl addysgu / gweithio trwy gyfrwng y Gymraeg

	Athrawon (CT) (48)	**Cynorthwywyr Addysgu (TA)** (49)	**Staff Ysgol arall (Oth)** (50)
Yn addysgu / gweithio trwy gyfrwng			

y Gymraeg yn swydd presennol (67)			
Yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg ond ddim yn gwneud (68)			
Ddim yn gallu addysgu / gweithio trwy gyfrwng y Gymraeg (69)			
Yn addysgu Cymraeg fel pwnc yn unig (*athrawon yn dysgu hyd at blwyddyn CC 6 yn unig) (70)			
Cyfanswm			

Cyfnod 2 – Tachwedd 2020

<u>Recriwtio athrawon:</u>

Swyddi addysgu gwag hysbysebwyd yn ystod y flwyddyn academaidd diwethaf

Rôl	Daliadaeth (Llawn amser neu rhan-amser) (72)	Nifer o swyddi gwag cyfrwng cymraeg (73)	Cyfanswm Ceisiadau (74)	Nifer o Penodiadau (75)	Nifer wedi'u llenwi dros dro (76)
Pennaeth gweithredol – Llawn amser (77)					
Pennaeth gweithredol – Rhan-amser (77)					

Pennaeth – Llawn amser (78)					
Pennaeth – Rhan-amser (78)					
Pennaeth dros dro – Llawn amser (79)					
Pennaeth dros dro – Rhan-amser (79)					
Dirprwy bennaeth – Llawn amser(80)					
Dirprwy bennaeth – Rhan-amser (80)					
Pennaeth cynorthwyol – Llawn amser (81)					
Pennaeth					

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cynorthwyol – Rhan-amser (81)				
Ymarferwyr Arweiniol – Llawn amser (82)				
Ymarferwyr Arweiniol – Rhan-amser (82)				
Athro cymwysedig arall – Llawn amser (83)				
Athro cymwysedig arall – Rhan-amser (83)				
Athro heb gymhwyso – Llawn amser (84)				
Athro heb gymhwyso – Rhan-amser (84)				

Cynorthwywyr Addysgu Lefel Uwch (CALU) – Llawn amser (85)				
Cynorthwywyr Addysgu Lefel Uwch (CALU) – Rhan-amser (85)				
Cynorthwywyr addysgu – Llawn amser (86)				
Cynorthwywyr addysgu – Rhan-amser (86)				
Cynorthwywyr iaith dramor – Llawn amser (87)				
Cynorthwywyr iaith dramor – Rhan-amser				

(87)					
Staff cymorth Anghenion Addysg Arbennig – Llawn amser (88)					
Staff cymorth Anghenion Addysg Arbennig – Rhan-amser (88)					
Cyfanswm					

Cadw athrawon:

Nifer o athrawon sydd wedi gadael yn y flwyddyn academaidd blaenorol yn ôl rôl a chyrchfan

Rôl	**Cyflogaeth mewn swydd nad yw'n swydd addysgu yn y system addysg** (89)	**Cyflogaeth y tu allan i addysg** (90)	**Ymddeoliad cynnar** (91)	**Ymddeoliad ar oedran ymddeol arferol** (92)	**Arall** (93)	**Anhysbys** (94)
Pennaeth gweithredol (95)						

Pennaeth (96)					
Pennaeth dros dro (97)					
Dirprwy bennaeth (98)					
Pennaeth cynorthwyol (99)					
Ymarferwyr Arweiniol (100)					
Athro cymwysedig arall (101)					
Athro heb gymhwyso (102)					
Cynorthwywyr Addysgu Lefel Uwch (CALU) (103)					
Cynorthwywyr addysgu (104)					
Cynorthwywyr iaith dramor (105)					
Staff cymorth Anghenion Addysg Arbennig (106)					
Cyfanswm					

11.5 Welsh language summary reports for local authorities and schools who have opted-out local authority HR / payroll SLA – November 2019

Niferoedd staff:

Nifer o staff â chontract agored ar dydd cyfrifiad yn ôl swydd – niferoedd cyflawn a niferoedd cyfwerth ag amser llawn

Swydd	Nifer	Nifer Cyfwerth ag Amser Llawn (127)
Pennaeth gweithredol (128)		
Pennaeth (129)		
Pennaeth Dros Dro (130)		
Dirprwy Bennaeth (131)		
Pennaeth cynorthwyol (132)		
Athro Dosbarth, prif ystod cyflog (133)		
Athro Dosbarth, ystod cyflog uwch (134)		
Ymarferwyr Arweiniol (135)		
Athrawon heb gymhwyso (136)		
Cynorthwywyr Addysgu (137)		
Cynorthwywyr Addysgu Lefel Uwch (138)		
Staff Cymorth (139)		
Seicolegwyr Addysg (140)		
Athrawon Peripatetig (141)		
Staff Ysgol awdurdod lleol eraill (142)		
Athrawon Cyflenwi wedi'u cyflogi gan yr awdurdod lleol (143)		
Cyfanswm		

Nifer o staff yn ôl swydd a math o chontract

Swydd	Parhaol (146)	Dros Dro (147)	Cyfnod Penodol (148)	Cytundeb Gwasanaeth â'r Awdurdod lleol (149)
Pennaeth gweithredol (128)				
Pennaeth (129)				
Pennaeth Dros Dro (130)				
Dirprwy Bennaeth (131)				
Pennaeth cynorthwyol (132)				
Athro Dosbarth, prif ystod cyflog (133)				
Athro Dosbarth, ystod cyflog uwch (134)				
Ymarferwyr Arweiniol (135)				
Athrawon heb gymhwyso (136)				
Cynorthwywyr Addysgu (137)				
Cynorthwywyr Addysgu Lefel Uwch (138)				
Staff Cymorth (139)				
Seicolegwyr Addysg (140)				
Athrawon Peripatetig (141)				
Staff Ysgol awdurdod lleol eraill (142)				
Athrawon Cyflenwi wedi'u cyflogi gan yr awdurdod lleol (143)				
Cyfanswm				

Cyflog a Thaliadau Ychwanegol:

Nifer o staff a chontract agored ar dydd y cyfrifiad yn ôl ystod cyflog – nifer cyflawn a nifer cyfwerth ag amser llawn

Ystod Cyflog	Nifer	Nifer Cyfwerth ag Amser Llawn (127)

Arweinyddiaeth (147)		
Athrwaon – Prif Ystod (148)		
Athro – Ystod uwch (149)		
Ymarferwyr Arweiniol (150)		
Athro heb Gymhwyso (151)		
Soulbury (152)		
Cyngor Cyswllt Cenedlaethol (Gwasanaethau Llywodraeth Leol) (153)		
Arall (154)		
Cyfanswm		

Number of staff in receipt of additional payments – headcount and Full Time Equivalents

Pay Range	Number	FTE (127)
Taliadau Cyfrifoldeb Addysgu a Dysgu 1 (CAD1) (155)		
Taliadau Cyfrifoldeb Addysgu a Dysgu 2 (CAD2) (156		
Taliadau Cyfrifoldeb Addysgu a Dysgu 3 (CAD3) (157)		
Recriwtio a Chadw (158)		
Lwfansau AAA (159)		
Lwfans Dros Dro (160)		
Dyletswyddau Preswyl (161)		
Gweithgareddau tu allan i'r Ysgol (162)		
Cymhellion Recriwtio a Chadw (163)		
Athrawon heb gymhwyso (164)		
Taliadau Perfformiad i Athrawon ar Secondiad (165)		

Arall (166)		

Cyfnod 2 – Tachwedd 2020

<u>**Staff wedi gadael:**</u>

Nifer o chontractau terfynwyd yn ystod y flwyddyn academaidd blaenorol, yn ôl swydd

Swydd	Nifer
Pennaeth gweithredol (167)	
Pennaeth (168)	
Pennaeth Dros Dro (169)	
Dirprwy Bennaeth (170)	
Pennaeth cynorthwyol (171)	
Athro Dosbarth, prif ystod cyflog (172)	
Athro Dosbarth, ystod cyflog uwch (173)	
Ymarferwyr Arweiniol (174)	
Athrawon heb gymhwyso (175)	
Cynorthwywyr Addysgu (176)	
Cynorthwywyr Addysgu Lefel Uwch (177)	
Staff Cymorth (178)	
Seicolegwyr Addysg (179)	
Athrawon Peripatetig (180)	
Staff Ysgol awdurdod lleol eraill (181)	
Athrawon Cyflenwi wedi'u cyflogi gan yr awdurdod lleol (182)	
Cyfanswm	

Nifer o chontractau terfynwyd yn ystod y flwyddyn academaidd blaenorol, yn ôl rheswm a categori staff

Rheswm	Nifer
Diswyddiad Gwirfoddol (183)	
Diswyddiad Gorfodol (184)	
Wedi gadael am swydd addysgu arall (185)	
Ddim yn dysgu pellach ond mewn addysg o hyd (186)	
Wedi gadael y proffesiwn addysgu (187)	
Arall (188)	
Marw (189)	
Ymddeol – oedran arferol (190)	
Ymddeol – salwch (191)	
Ymddeol – cynnar (192)	
Ddim yn berthnasol – newid contract (193)	
Anhysbys (194)	
Diswyddo (195)	
Mamolaeth / Tadolaeth / Toraid am symau teuluol (196)	
Cyfanswm	

Absenoldebau:

Absenoldeb Athrawon drwy Salwch yn ystodd y flwyddyn academaidd blaenorol

Nifer o athrawon yn cymryd cyfnod o absenoldeb drwy salwch (197)		
Nifer o gofnodion absenoldeb athrawon drwy salwch (198)		
Nifer o ddiwrnodau gwaith a gollwyd i absenoldeb salwch yn parhau am gyfnodau 5 diwrnod gwaith neu lai (199)		
Nifer o ddiwrnodau gwaith a gollwyd i absenoldeb salwch yn parhau am gyfnodau o 6 i 20 diwrnod gwaith (200)		
Nifer o ddiwrnodau gwaith a gollwyd i absenoldeb salwch yn parhau am gyfnodau yn parhau am fwy na 20 diwrnod gwaith (201)		
Cyfanswm nifer o ddiwrnodau a gollwyd i absenoldeb salwch (202)		

12. School summary explanatory notes

12.1 All schools

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Annex A: School Staff Type

Staff roles – to be collected from all schools as part of <WorkforceCharacteristics>, <NAWRecruitment> and <NAWRetention> modules

NAW-Staff roles

*Role Key

	Mandatory - Each member of workforce must have at least one of these roles recorded. Hours must be provided.
	Optional - additional roles recorded if performed by member of workforce. Hours **not** required.

	Role*	Must have at least 1 of these present (i.e. main roles)	Category	Category code (see spec)	Used in Vacancy 'StaffRole' and Leaver 'StaffRole' data items
EH	Executive Head Teacher	Y	Teacher	CT	Y
HT	Head teachers	Y	Teacher	CT	Y
AC	Acting head teachers	Y	Teacher	CT	Y
DH	Deputy head teachers	Y	Teacher	CT	Y
AS	Assistant head teachers	Y	Teacher	CT	Y
QT	Other Qualified teachers	Y	Teacher	CT	Y
UQ	Unqualified Teacher	Y	Teacher	CT	Y
LP	Leading Practitioner	Y	Teacher	CT	Y
OT	Other teachers (not QTS status but not 'unqualified' i.e. those covered by Education Specified Work and Registration)	Y	Teacher	CT	N
TT	Trainees on Initial Teacher Training courses	Y	Teacher	CT	N
SU	Permanent supply teacher (other than any entered in above categories) (nursery schools only)	Y	Teacher	CT	N
LS	Contracted Supply	Y	Teacher	CT	N

	Teacher (non-agency)				
HL	Higher Level Teaching Assistant (HLTA)	Y	Teaching Assistant	TA	Y
TA	Other teacher assistants/aides employed in the classroom	Y	Teaching Assistant	TA	Y
FA	Foreign language assistants/language support	Y	Teaching Assistant	TA	Y
SN	Special educational needs support staff	Y	Other	Oth	Y
ME	Matrons/nurses/medical staff (including NHS employees)	Y	Other	Oth	N
PS	Pastoral support staff	Y	Other	Oth	N
LI	Librarians and library assistants	Y	Other	Oth	N
EO	Examinations OfficersInvigilators	Y	Other	Oth	N
AO	Administration staff	Y	Other	Oth	N
BM	School Business Manager or equivalent	Y	Other	Oth	N
ST	Science and Laboratory Technicians	Y	Other	Oth	N
IT	ICT Staff	Y	Other	Oth	N
OS	Other Support Staff	Y	Other	Oth	N
HS	Head of School	N	NA		N
HD	Head of Department	N	NA		N
HY	Head of Year	N	NA		N
HK	Head of Key Stage/Phase	N	NA		N
SC	SEN Co-ordinator	N	NA		Y
SR	Sex and Relationship Education Co-ordinator	N	NA		N
WB	Welsh Baccalaureate Co-ordinator	N	NA		N
NC	Numeracy Co-ordinator	N	NA		N
LC	Literacy Co-ordinator	N	NA		N

CS	Cover Supervisor	N	NA	N
WL	Welsh Language Co-ordiantor	N	NA	N
IN	Instructor (including sports coach)	N	NA	N
ET	Minority Ethnic Support	N	NA	N
TS	Traveller Support	N	NA	N
WE	Welfare Officer/Assistant	N	NA	N
DM	Data Manager/Analyst	N	NA	N
OR	Other Roles	N	NA	N

Annex B: Staff posts

Staff posts – to be collected from local authorities and schools who have opted-out of HR and/or payroll service level agreements with their local authority as part of <NAWContracts> module.

NAW-Post

Code	Post description
EXH	Executive Head Teacher
HDT	Head Teacher
ACT	Acting Head Teacher
DHT	Deputy Head
AHT	Assistant Head
TCM	Classroom Teacher, main pay range
TCU	Classroom Teacher, upper pay range
LDP	Leading Practitioner
UQT	Unqualified Teacher
TAS	Teaching Assistant
HTA	Higher Level Teaching Assistant
SUP	Support Staff
EDP	Education Psychologist
PPT	Peripatetic Teacher
OTH	Other local authority based school staff
SPL	Supply teacher employed centrally by local authority