



Code of Professional Conduct and Practice

for Education Workforce Council registrants

updated September 2025

We are the Education Workforce Council (EWC), the independent, professional regulator for the education workforce in Wales, established by the Education (Wales) Act 2014 (the Act).

We register and regulate education practitioners across schools, further education, youth work, and adult/work-based learning, and work in the public interest to maintain professionalism and enhance standards across these sectors.

The practitioners on our Register of Education Practitioners are called 'registrants', and consist of the following categories:

- school teachers*
- school learning support workers
- independent school teachers
- independent school learning support workers
- further education teachers*
- further education learning support workers
- principals or senior leaders working in further education institutions
- independent special post-16 institution teachers
- independent special post-16 institution learning support workers
- work-based learning practitioners
- adult learning practitioners*
- youth workers*
- youth support workers*

*these registration categories require minimum qualifications. For more information, visit the registration pages on our website.

Registrants work in a wide range of educational and training settings, with different levels of responsibility, across different areas of practice.

All registrants are required to uphold the standards set out in this Code.

The Code

We are legally required by the Act to publish a code which sets out the standards of professional conduct and practice expected of persons registered with us.

Our Code makes clear to our registrants the key principles of good conduct and professional practice they are expected to uphold, in order to remain registered. It also allows learners and young people, and all those involved in their education and training in Wales, particularly parents/guardians, to know what they should expect from registrants.

Where expectations are not met, we may decide to investigate and hear allegations referred to us to decide whether a practitioner's registration should continue. We have legal powers to do so. Every case investigated is considered on its own merits, including the employment setting of the registrant involved. The Code acts as an important point of reference in deciding whether any allegations found to be true should result in a proportionate disciplinary sanction.

The Code also helps us decide if those applying for registration with us are suitable.

The six key principles

Registrants, including those registered on a provisional basis, commit to upholding the key principles of:

1. Personal and professional responsibility
2. Professional integrity
3. Collaborative working
4. Leadership
5. Professional knowledge and understanding
6. Professional learning

A. Professional conduct

1. Personal and professional responsibility

Registrants:

- 1.1 recognise their personal responsibility as a role model, to uphold public trust and confidence in the education professions, both in and out of the workplace
- 1.2 conduct relationships with learners and young people professionally by:
 - communicating with learners and young people respectfully, in a way which is appropriate for them
 - using all forms of communication appropriately and responsibly, particularly social media
 - ensuring any physical contact is necessary, reasonable, and proportionate
 - contributing to the creation of a fair and inclusive learning environment by addressing discrimination, stereotyping, and bullying
 - maintaining professional boundaries
- 1.3 engage with learners and young people to encourage confidence, empowerment, and educational and personal development
- 1.4 have a duty of care for the safety, physical, social, moral, and educational wellbeing of learners and young people, by:
 - putting the interests of learners and young people first
 - acting on anything which might put a learner, or young person's safety or welfare at risk
 - reporting, in line with 5.3, any safeguarding issue, or any other issue, which may potentially harm a learner, or young person's safety or welfare
 - being fit to practise, which includes not being impaired by alcohol, or any other substance

- 1.5 manage their health, safety, and personal wellbeing, and are mindful of colleagues' health, safety, and personal wellbeing
- 1.6 demonstrate respect for, and a commitment to equality and diversity, which includes challenging and/or reporting discriminatory and other unacceptable behaviour
- 1.7 understand the Code applies immediately once registered, when renewing registration, and throughout employment for which EWC registration is required, including periods of statutory induction and probation

2. Professional integrity

Registrants:

- 2.1 are accountable for their conduct and professional competence
- 2.2 behave honestly, ethically, and with integrity, particularly with regard to:
 - finances and funds in the workplace, particularly those responsible for managing/distributing finances in education institutions classed as businesses
 - personal credentials, experience, and qualifications
 - references, declarations required (particularly in relation to applications for EWC registration, and employment), and signing documents
 - assessment and examination related tasks
 - their employer's property and facilities
 - communications with the EWC, informing it of any recordable criminal conviction or caution, or restriction placed on their practice by any other body
 - their employer, and report any matter which is required by their terms and conditions of employment
 - their conduct, both in and out of the workplace

- 2.3** handle information and data appropriately, applying the necessary protocols to matters relating to confidentiality, sensitivity, and disclosure
- 2.4** adhere to lawful standards of behaviour, in a manner in-keeping with their position as an EWC registrant

3. Collaborative working

Registrants:

- 3.1** respect, support, and collaborate with colleagues, learners, young people, and others to achieve the best learning outcomes
- 3.2** share experience and knowledge to help themselves and other practitioners develop and maintain best practice (see section B)
- 3.3** aim to develop and maintain professional and responsive working relationships with parents, guardians, carers, and other stakeholders
- 3.4** communicate appropriately and effectively with all involved in the education of learners and young people

4. Leadership

Registrants with leadership and management responsibilities:

- 4.1** embody the Code, and lead by example
- 4.2** promote and encourage a positive organisational culture of respect, integrity, accountability and professionalism
- 4.3** manage staff, resources and risk effectively, including to ensure that all staff have access to the necessary support, training, and supervision to meet the standards expected
- 4.4** are accountable for decisions and delegation of tasks

B. Professional practice

5. Professional knowledge and understanding

Registrants:

- 5.1** know and meet the professional standards relevant to their particular profession/sector in education throughout their career
- 5.2** know, understand, and comply with current policies, procedures, and guidelines which are relevant to their practice
- 5.3** know, understand, and comply with current safeguarding policies, procedures, and guidelines which are relevant to their practice
- 5.4** where necessary, seek support, advice, and guidance and are open to feedback, responding to it positively and constructively

6. Professional learning

Registrants:

- 6.1** demonstrate a shared commitment to their continuing professional learning by reflecting upon, and evaluating, their practice, keeping their professional knowledge and skills up to date and taking steps to improve the quality of their practice where necessary

C.Publication and review

The Code is free, and available on our website in easy read, large text, and other formats, if required.

This Code replaces the Code of Professional Conduct and Practice for registrants which we published on 10 May 2024. As required by the Act, we will review the Code every three years.

Our good practice guides support this Code, and can be found on our website.

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See a version of the code on our website by scanning the QR code, or go to www.ewc.wales/code