

TRR 02

Cyflwynwyd yr ymateb hwn i'r [Pwyllgor Plant, Pobl Ifanc ac Addysg](#) ar gyfer yr [ymchwiliad i recriwtio a chadw athrawon](#)

This response was submitted to the [Children, Young People and Education Committee](#) on the [Inquiry into Teacher recruitment and retention](#)

Ymateb gan: Unigolyn

Response from: Individual

I am writing to express my deep concerns about the unsustainable workloads, unrealistic targets, and inadequate pay that continue to drive dedicated teachers out of the profession. The current expectations placed on teachers are simply unrealistic and unsustainable, leading to exhaustion, stress, and ultimately, an exodus of talented professionals from the field.

Teachers are not just educators; they are mentors, administrators, safeguarding leads, and often expected to fill gaps left by underfunded services. The excessive workload—from endless data tracking and marking policies to unrealistic lesson-planning expectations—leaves little time for actual teaching and meaningful student engagement. Coupled with pressure to meet unattainable targets, it is no surprise that so many teachers are choosing to leave for careers where they feel more valued and supported.

Furthermore, pay has not kept pace with inflation or the level of responsibility teachers shoulder. Many are expected to work well beyond their contracted hours, sacrificing their personal lives, yet they receive salaries that do not reflect their hard work or the critical role they play in shaping future generations.

If we are serious about retaining skilled educators and ensuring the quality of education for our children, urgent changes must be made. Reducing unnecessary workload, setting realistic expectations, and ensuring fair pay should be a priority—not an afterthought.

I urge you to take action before more passionate, experienced teachers leave the profession entirely.