

**National Assembly for Wales
Children, Young People and Education Committee**

ST 02

Inquiry into Supply Teaching

Evidence from : Headteacher – Primary

Consultation questions

Question 1 – What are your views on whether there is a prevalence in the use of supply teachers on a planned and unplanned basis?	
I need supply teachers when teachers are ill or on training courses. The need for supply teachers in my school has been higher this year due to two teachers being on maternity leave!	
If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?	
This leads to numerous problems– Continuity with regard to presenting suitable work Consistency of discipline Consistency of work Consistency with regard to marking work The willingness of supply teachers to familiarise themselves with the school’s policies and procedures	
How significant is this issue? (Please select one option)	
<i>1 – This is a key, urgent problem.</i>	XXXXXX
<i>2 – This is a problem that needs to be addressed.</i>	
<i>3 – This is a minor problem</i>	
<i>4 – Not a problem.</i>	

Question 2 – What are your views on the circumstances in which supply teachers are used for example, the types of classes they cover; the types of learning activities which take place under the supervision of supply teachers; whether they are qualified to teach relevant subjects?

From my own experience, teachers who supply for one day at a time aren't willing to prepare work – they need everything on a plate! If they do prepare work, it isn't differentiated and neither does it challenge children sufficiently. The work is often very easy! They cannot cope with simple disciplinary issues. They do not mark the work in the children's books.

If you believe there are problems in this area, how do you think they could be resolved?

How significant is this issue? (Please select one option)

<i>1 - This is a key, urgent problem.</i>	xxxxxxx
<i>2 - This is a problem that needs to be addressed.</i>	
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	

Question 3 – What are your views on the impact of the use of supply teachers on the outcomes for pupils (including any impact on pupil behaviour)?

Behaviour is often worse!
It does not have any impact on outcomes nor a negative impact!

If you believe there are problems in this area, how do you think they could be resolved?

How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	xxxxxxx
<i>2 - This is a problem that needs to be addressed.</i>	
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	
Question 4 – What are your views on the Continuous Professional Development of supply teachers and the potential impact of the National Professional Learning Model?	
I'm very unwilling to spend time developing supply teachers if they aren't willing to commit the time and effort to their own careers.	
If you believe there are problems in this area, how do you think they could be resolved?	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	xxx
<i>2 - This is a problem that needs to be addressed.</i>	
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	
Question 5 – What are your views on performance management arrangements for supply teachers?	
If you think there are problems in this area, how do you think they could be resolved?	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	
<i>2 - This is a problem that needs to be addressed.</i>	

<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	
Question 6 – Do you consider that local authorities and regional consortia have sufficient oversight of the use of supply teachers?	
If you believe there are problems in this area, how do you think they could be resolved?	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	
<i>2 - This is a problem that needs to be addressed.</i>	
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	
Question 7 – Are you aware of any local and regional variation in the use of supply teachers and if so, are there any reasons for this?	
No	
If you believe there are problems in this area, how do you think they could be resolved?	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	
<i>2 - This is a problem that needs to be addressed.</i>	
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	

Question 8 – Do you have any views on supply agencies and their quality assurance arrangements?	
If you believe there are problems in this area, how do you think they could be resolved?	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	
<i>2 - This is a problem that needs to be addressed.</i>	
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	
Question 9 – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?	
Supply teachers often make mistakes orally and in their marking.	
If you believe there are problems in this area, how do you think they could be resolved?	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	
<i>2 - This is a problem that needs to be addressed.</i>	
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	

Question 10 – If you had to make one recommendation to the Welsh Government from all the points you have made, what would that recommendation be?

Supply teachers should have a protocol to follow:
Call a school to discuss the theme, which lessons are needed, school marking policy etc.

Question 11 – Do you have any other comments or issues you wish to raise that have not been covered by the specific questions?