

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

ST 04

Inquiry into Supply Teaching

Evidence from : Supply Teacher

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?	
<p>I have been working as a daily Supply teacher since November 2013. I have only failed to be offered work on 11 days since then.</p> <p>I am an experienced teacher and I qualified in 1989. During the time I've been doing daily cover, I've only been left a note and work of a standard that I would have left twice.</p>	
If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?	
<p>Pupils suffer a lack of continuity. It baffles me that schools that are in ESTYN monitoring have their teachers away on training courses so often. The pupils suffer from the absence of their regular teacher.</p> <p>Class teachers suffer because pupils generally act up for Supply teacher so the class teachers end up “firefighting” when they return the following day.</p> <p>Schools suffer from the lack of continuity because no matter how effective the Supply teacher is, their marking will never match the school’s policies perfectly.</p>	
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>	X

<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?	
I'm a Primary teacher and am qualified to teach all subjects from Nursery to Y6. I've been asked to cover all ages, although many schools complain about being sent Secondary trained teachers who have little idea of what to do in a Primary classroom.	
If you believe there are problems in this area, how do you think they could be resolved?	
Stop using agencies. Local Authorities should employ pools of Supply teachers whom they have interviewed and observed teaching.	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	x
<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)?	
No Supply teacher can mark pupil books to perfectly match school policy. No two school mark attendance and luncheon registers the same way. How is lunch or tuck money collected? For pupils, their routine is always disrupted.	

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

L.A.s should employ pools of cover teacher whom they have interviewed and then provide CPD for. The L.A. Personnel Depts can deal with the employment legislation, police checks and so on. When schools then pay for Supply cover, the money is effectively kept “in-house”.

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

<i>1 - This is a key, urgent problem.</i>	x
<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?

CPD does not exist, unless a Supply teacher is a member of a professional association which offers training on weekends.

What is the National Professional Learning Model?

What role does the GTCW have in this? None.

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

As above, L.A.s to employ Supply teachers and deal with their training and CPD needs.

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

<i>1 - This is a key, urgent problem.</i>	x
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<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?	
This does not exist. As self-employed teachers, where the agencies act as introductory agents, we have no managers to run CPD.	
If you think there are problems in this area, how do you think they could be resolved?	
As above. L.A.s to employ Supply teachers directly.	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	x
<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?	
No. I've been observed because I was teaching long-term in a school in ESTYN monitoring. Otherwise, there is no oversight at all.	
If you believe there are problems in this area, how do you think they could be resolved?	
L.A.s to employ Supply teachers and their "School Effectiveness" staff can be used to observe their teaching and match Supply teacher to schools' needs, when schools can't cover absences, for example when dealing with the delay between a new member of staff being appointed and then being able to take up their post.	

How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	X
<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?	
I've taught in Blaenau Gwent, Caerphilly, Cardiff, Monmouthshire, Newport and Rhondda Cynon Taf. The differences depend on how much money the school has to spend. That's why agencies give rugby tickets and other freebies to headteachers to encourage them to use their agency.	
If you believe there are problems in this area, how do you think they could be resolved?	
As above, stop using agencies.	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	x
<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?	
There are none. My "interview" was a joke. Supply agency staff are professional liars. They tell the person on the other end of the telephone whatever they think that person wants to hear and will promise them the Earth. I have been told by my agency to lie to a school about my future availability. For an agency, the	

<p>bottom line is money. When I have said (only twice) that I was not available, they say “I’ll say if I can pay you a bit more”. Given the school is charged £150 a day for me, and I take home £62.85 after costs, this is a joke.</p>	
<p>If you believe there are problems in this area, how do you think they could be resolved?</p>	
<p>As above, L.A.s to employ Supply teachers directly.</p>	
<p>How significant is this issue? (Please select one option)</p>	
<p><i>1 - This is a key, urgent problem.</i></p>	<p>X</p>
<p><i>2 - This is a problem that needs to be addressed.</i></p>	
<p><i>3 - This is a minor problem</i></p>	
<p><i>4 - Not a problem.</i></p>	
<p>Question 9 – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?</p>	
<p>I’m in a Welsh medium school currently and the Head is negotiating to “pay off” the agency and employ me directly. The Head, and an Athrawes Bro tell me that they can’t get adequately good Welsh-speaking staff. I’m not really in a position to comment.</p>	
<p>If you believe there are problems in this area, how do you think they could be resolved?</p>	
<p>As above. Employ Supply teachers in pools with L.A.s.</p>	
<p>How significant is this issue? (Please select one option)</p>	
<p><i>1 - This is a key, urgent problem.</i></p>	<p>X</p>
<p><i>2 - This is a problem that needs to be addressed.</i></p>	
<p><i>3 - This is a minor problem</i></p>	

4 - *Not a problem.*

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?

Take profit-making agencies out of the equation.

Local Authorities should recruit, employ and train their own pools of Supply teacher with their Personnel depts. and School Effectiveness staff having oversight roles.

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

None.