

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

ST 06

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?	
Not in a position to have a view,	
If you believe that this results in problems (for example, for schools, pupils or teachers), 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 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?	
As a trained supply teacher I bring a high degree of professionalism to the job,	
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 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)?	
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 4 – What are your views on the Continuous Professional Development of supply teachers and the potential impact of the National Professional Learning Model?	
There appears to be no CPD that is free and it is often not relevant.	
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 5 – What are your views on performance management arrangements for supply teachers?	
There appears to be none.	
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?	
They have no oversight at all. They are completely unaware of the situation.	
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>	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?

No experience.

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)

1 - This is a key, urgent problem.

2 - This is a problem that needs to be addressed.

3 - This is a minor problem

4 - Not a problem.

Question 8 – Do you have any views on supply agencies and their quality assurance arrangements?

They vary in quality and the pay that some offer is derisory.

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

Abolish agencies and return supply teaching to local authority control with appropriate quality assurance procedures and nationally agreed pay scales that reflect those of permanent post holders.

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

1 - This is a key, urgent problem.

x

2 - This is a problem that needs to be addressed.

3 - This is a minor problem

4 - Not a problem.

Question 9 – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?

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)

1 - This is a key, urgent problem.

2 - This is a problem that needs to be addressed.

3 - This is a minor problem

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?

See the recommendation on returning supply control to local authorities with professional pay rates.

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