

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

ST 10

**Inquiry into Supply Teaching**

**Evidence from : Deputy Headteacher – High School**

**Consultation questions**

<b>Question 1 – What are your views on whether there is a prevalence in the use of supply teachers on a planned and unplanned basis?</b>	
If one is available, a supply teacher is used in every lesson when the usual teacher is absent from the class.	
If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?	
No apparent problems.	
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>	
<b>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?</b>	
The supply teachers usually do their best and receive work from the usual teachers.	

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

There are occasional problems but I am not sure how they could be resolved.

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

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

It does not occur often enough to have an impact. If a teacher was absent for a long time and there was nobody suitable to teach the subject it could cause a huge problem.

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

No idea.

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

<i>1 - This is a key, urgent problem.</i>	
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<i>2 - This is a problem that needs to be addressed.</i>	✓
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<i>3 - This is a minor problem</i>	
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<i>4 - Not a problem.</i>	
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**Question 4** – What are your views on the Continuous Professional Development of supply teachers and the potential impact of the

National Professional Learning Model?

As far as I know, there is no requirement for them to undergo training. Who would pay?

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

Establish a fund to pay supply teachers wages so that they can receive training.

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?

They are not practical unless they are teaching the same subjects / lessons on a long term contract.

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>                                |  |

<b>Question 6 – Do you consider that local authorities and regional consortia have sufficient oversight of the use of supply teachers?</b>	
No view.	
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>	
<b>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?</b>	
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>	
<b>Question 8 – Do you have any views on supply agencies and their quality assurance arrangements?</b>	
We do not use agencies.	

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

In this area it is necessary for supply teachers to have the ability to speak Welsh.  
I am aware that there is a shortage at times.

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

Ensure that there are more supply teachers but I do not know how this can be achieved. Pay more, perhaps!

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?

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