

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

ST 13

Inquiry into Supply Teaching

Evidence from : Ex Teacher – High School

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?

There is a wide use of supply individuals within schools. I use the term supply individuals, as they are often not qualified teachers. Non qualified means they are cheaper. I am an ex Head of Science, with 20 years of experience. Regardless of the qualification of the individual used to cover lessons, the individual used often fails to engage in any teaching, they simply babysit the pupils, and the resulting behaviour of pupils deteriorates.

If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?

Firstly, remove the agencies. These are money making organisations and have no interest in the quality of the individual sent into schools. Secondly, introduce a law preventing Headteachers using supply teachers for long term situations such as maternity leave or long term illness. Make them advertise the job on a temporary basis where the individual employed is employed to plan lessons, deliver quality lessons, and mark pupils work, providing useful feedback. Only allow qualified teachers to provide cover. County based pool of teachers where they get a full wage and so are expected to deliver as a full time teacher. Agencies remove so much that individuals then feel that they are not expected to teach as they are not being paid a lot. County to have a pool of reserve teachers on their books that can be called upon to step in when a school needs support. There are many in the profession, e.g. new mums, those in their early 50s, that want to cut their hours/work part time etc. Pick the best of these. Have

them on standby. When a school has a teacher off they can go in and take over. Give them regular enough work at a good wage, capitalise on their experience.

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

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

It would be wrong to state that one group of learners are more important than another. Each pupil, each class has that entitlement to an education. The current use of supply teachers removes this. Pupils are left work that is appropriate but not at the same level their normal teacher would deliver, but they make less effort or no effort with it as the adult in charge is not a suitable role model. SLT abuse cover. They attend meetings when they know they have a class they are supposed to teach. This should not be allowed. Schools have training days. These should be used for training. Staff should not go on training courses during teaching days, and so the use of supply teachers to allow this could be removed.

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

As stated above

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

<i>1 - This is a key, urgent problem.</i>	yes
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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 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)?	
<p>Learning considerably deteriorates. Behaviour deteriorates. Vandalism increases. Bullying increases.</p>	
If you believe there are problems in this area, how do you think they could be resolved?	
<p>If you are a teacher, with a teaching commitment, the only reason you can justify in not being in front of the class is if you are ill. Stop all other reasons for leaving your class such as meetings, training etc.</p>	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	yes
<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?	
<p>Supply teachers are not being used exclusively. They are avoided as they are more expensive. The quality of the supply teachers is generally poor. I think you must be a teacher, with a proven track record before you are allowed to be considered a supply teacher. NQTs who could not get a job, probably because they just made it through their PGCE</p>	

should not be used.	
If you believe there are problems in this area, how do you think they could be resolved?	
See above	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	yes
<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?	
See previous answer – question 4 Have a county pool of supply. Make it difficult to get on this list, e.g. you must be an ex teacher, track record etc, good refs from last headteacher	
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>	yes
<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

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

See previous

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

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

Have worked in 5 schools, Cardiff, Newport, Torfaen etc.
Last 10 years quality of individuals decreased, but no difference from one area to next

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>	yes
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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 8 – Do you have any views on supply agencies and their quality assurance arrangements?	
I can only say that in my experience there is no quality assurance. The individuals that they sent to us should never be in front of pupils.	
If you believe there are problems in this area, how do you think they could be resolved?	
Do not use agencies	
How significant is this issue? (Please select one option)	
<i>1 – This is a key, urgent problem.</i>	yes
<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?	
n/a	
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?

To cover lessons you must be a qualified teacher for that subject, who has worked in a school on a fulltime bases for a number of years, and has excellent references. Any less than this is not acceptable.

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