

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

ST 15

Inquiry into Supply Teaching

Evidence from : Science Department – 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?	
In my organisation, supply teachers are rarely used in the Science Department	
If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?	
Ensure an adequate supply of qualified teachers	
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 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?	
The supply teachers teach a cross-section of classes (it depends on which permanent member of the Department is absent). When a supply teacher is looking after pupils it is not possible to do practical work (supply teachers, without exception, do not specialize in science). Neither is it possible to ensure the quality of science teaching – work/tasks which do not require scientific expertise has to	

be set. This has implications for guaranteeing the quality of learning and teaching.	
If you believe there are problems in this area, how do you think they could be resolved?	
A simple solution but difficult to put into practice: ensure an adequate supply of qualified teachers. Learning cannot be postponed! Permanent teachers in the Department often change their timetables to teach absent teachers' examination classes (KS4/5) while the supply teacher looks after their KS3 classes. As a result some children are being deprived of high quality learning.	
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)?	
It has a negative effect	
If you believe there are problems in this area, how do you think they could be resolved?	
See previous answer (it's not rocket science)	
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?	
A good idea but there is a lack of scientists	
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>	x
<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?	
Worthless – they’re not here long enough to be able to plan for improvement	
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>	x

<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 opinion	
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?	
<p>I suppose schools who encounter problems are likely to lose permanent staff and therefore have to employ supply teachers – that is how it has always been.</p> <p>I would not be happy for my child to be taught by a teacher who doesn't specialize in Science (for more than a week)</p>	
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>	x
<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?

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>	
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<i>2 - This is a problem that needs to be addressed.</i>	x
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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 9 – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?

A lack of supply teachers

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

See previous answers

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

<i>1 - This is a key, urgent problem.</i>	xx
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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 10 – If you had to make one recommendation to the Welsh Government from all the points you have made, what would that recommendation be?

Ensure and adequate supply of qualified teachers

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