

**National Assembly for Wales**  
**Children, Young People and Education Committee**  
**ST 33**  
**Inquiry into Supply Teaching**  
**Evidence from : City and County of Swansea**

**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>	
There is a prevalence on a planned basis.	
If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?	
For schools with problems, they arise if there is no clear guidance to supply teachers on expectations, behaviour codes and routines within the school.	
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>	
Learning activities are usually of a poorer quality when supply teachers are used. Core subject cover within secondary schools is difficult, especially within the Welsh-medium sector.	

SDP Guidance states that the time class teachers spend outside their class should be reduced.

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

There needs to be national minimum expectations on learner/practitioner conduct and delivery of the curriculum.

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 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)?

ESS and ND ‘train’ the staff they supply – but is this to the same standard as a school, the LA or Welsh Government would want?

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.*

✓

<b>Question 4 – What are your views on the Continuous Professional Development of supply teachers and the potential impact of the National Professional Learning Model?</b>	
Supply teachers, especially those on short term supply, are not usually managed formally so their developmental needs are not addressed.	
If you believe there are problems in this area, how do you think they could be resolved?	
There should be a minimum expectation that registered supply teachers are formally managed in their agency or school.	
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 5 – What are your views on performance management arrangements for supply teachers?</b>	
Supply teachers, especially those on short term supply, are not usually managed formally so that their developmental needs are not addressed.	
If you think there are problems in this area, how do you think they could be resolved?	
There should be a minimum expectation that registered supply teachers should be managed by their agency or school.	
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</b> – Do you consider that local authorities and regional consortia have sufficient oversight of the use of supply teachers?	
This is not the business of the LA or region.	
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</b> – Are you aware of any local and regional variation in the use of supply teachers and if so, are there any reasons for this?	
There are over 40 agencies in Wales and there is variable use of certain agencies. There is little regulation on procurement especially regarding safeguarding (safe recruitment checks).	
If you believe there are problems in this area, how do you think they could be resolved?	
There should be a National Kite Mark for safe recruiters of supply teachers so that schools can make an informed decision on agencies that have safe recruitment/employment and deployment policies.	

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</b> – Do you have any views on supply agencies and their quality assurance arrangements?	
See questions 7 and 8.	
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 9</b> – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?	
<p>Welsh-medium difficulties:</p> <p>Both secondary and primary schools have less choice to draw supply cover from. As a consequence, staff are deployed inappropriately by agencies e.g. secondary supply teacher deployed to work in Foundation Phase.</p>	

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

There should be a minimum expectation that a supply teacher's tenure in a school can only be sanctioned in writing by a person with QTS/leadership role within a school, so long as they are fully informed of the supply teacher's competencies and specialism/ experience.

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?

Set out minimum national expectations for supply cover in Wales.

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

There needs to be regulation of supply cover agencies.  
How are they monitored, quality-assured and checked, specifically in terms of safeguarding children?