

National Assembly for Wales
Children, Young People and Education Committee
ST 37
Inquiry into Supply Teaching
Evidence from : Assistant Headmaster

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?	
The school organises for a supply teacher to come to school every day when we know in advance that a teacher will be absent. When we are informed on the day, every effort is made to get supply teachers to the school, although this is not always possible.	
If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?	
This does result in problems. How to resolve this? = Money? Time? Staff PPA is not allowed for supply, this must be safeguarded.	
How significant is this issue? (Please select one option)	
<i>1 - This is a key, urgent problem.</i>	Y
<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?

In Rhydywaun, every effort is made to ensure that the teacher who comes in to do supply teaching has expertise in the field and has a PGCE in the subject.

If this is not possible, every effort is made to ensure he/she has a similar subject.

More often than not, the supply teacher is not suitable to teach the subject but will supervise pupils for an hour

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

More teachers in the subjects where there are shortages.

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.

Y

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)?

Pupil behaviour can deteriorate if they have too much supply teaching.

This should not be the general opinion, but rather it can change from teacher to teacher, and from establishment to establishment.

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

Teachers teaching less, and so leading to reduced call for supply teachers.

Money?

Important: Understanding why a supply teacher is needed in the first place. Illness? Courses? Meetings?

What's the teacher's role within the school? Is the school to blame or are they being forced by the LEA?

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

1 - This is a key, urgent problem.

Y

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

3 - This is a minor problem

4 - Not a problem.

Question 4 – What are your views on the Continuous Professional Development of supply teachers and the potential impact of the National Professional Learning Model?

If working within agency maybe they do get some advice, otherwise there is no guidance or any further help!

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

Central support! Welsh Government – Education Department.

It doesn't come from the LEA!

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>	Y
<i>4 - Not a problem.</i>	
Question 5 – What are your views on performance management arrangements for supply teachers?	
<p>At the moment? Untidy and disorganised. It is not possible to track it neatly or carefully. What impact this has on working for an agency now and again.</p>	
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>	Y
<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?	
<p>Not enough, and too much red tape to ensure that teachers can work and earn fair pay, by introducing frustration in order to save money and nothing else.</p> <p>Are the consortia interested in supply teachers? News to us?</p>	

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

This is one of the key problems within the supply teaching world.

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

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

It can vary between counties.
It is completely inconsistent within consortia counties.

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

Central registration – Wales Teaching Council to take more responsibility.

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>	Y
<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?

1. There are too many of them.
2. The same staff register with a number of agencies
3. Quality? Who's opinion? Estyn? ISO9001? Regulating performance?

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

Supervision by GTCW?

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.

Y

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?

Staff shortages!

Especially in some subjects!!

Quality candidates not available

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

Training?

Salaries?

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>	Y
<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?	
<p>Staff shortages in specific subjects and the need for training.</p> <p>School funding toward activities outside training.</p> <p>LEA attitude towards calling staff to meetings and the need to arrange supply for lessons.</p> <p>Teachers' PPA.</p> <p>Safeguarding local contracts?</p>	
Question 11 – Do you have any other comments or issues you wish to raise that have not been covered by the specific questions?	
<p>The percentage that supply agencies take daily from supply teachers' pay is far too high and unfair.</p>	