

National Assembly for Wales
Children, Young People and Education Committee
ST 47
Inquiry into Supply Teaching
Evidence from : Central South Consortium

Question 1 – What are your views on whether there is a prevalence in the use of supply teachers on a planned and unplanned basis?	
<i>Unplanned use of supply teachers usually happens to cover sickness and therefore cannot be planned. Schools are unlikely to use supply teachers in a planned basis unless it is to cover PPA.</i>	
If you believe that this results in problems (for example, for schools, pupils or teachers), 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 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?	
<i>There is a concern that especially in secondary schools supply teachers may be brought in and asked to cover classes in which they have no expertise. This has a detrimental effect on the progress of pupils within that subject area.</i>	

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

Create a pool of teachers within for example a Consortia region who can be called upon to cover specific lessons. These teachers need to be trained and kept up to date with current expectations

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)?

Unless supply teachers have specific behaviour management training, they often struggle with pupils with challenging behaviour when they are only in school for one day. The regular use of day to day supply teachers in the same class does have a detrimental effect on pupil outcomes. If the HT is able to sustain the same supply teacher to cover a period of sickness this often negates this effect. If HTs are able to use the same supply teacher to cover across the school, this is also beneficial as they get used to systems and process within the school.

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

To have a pool of supply teachers based in a small area that can be called upon by schools when needed. These supply teachers would be familiar with and used to the schools so that minimal disruption occurs

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 4 – What are your views on the Continuous Professional Development of supply teachers and the potential impact of the National Professional Learning Model?	
<i>Supply teachers should be expected to keep themselves up to date with current changes in education and ensure they use the NPLM to inform their CPD</i>	
If you believe there are problems in this area, how do you think they could be resolved?	
<i>If teachers are employed through an agency, agencies should be expected to provide 5 days of IN-Service training for staff on relevant issues. They should also give teachers opportunities to access other training.</i>	
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?	
<i>They should have them! The agency through which they are employed should be undertaking regular Perf Man for teachers on their books and using schools to gather information. (see 4)</i>	
If you think there are problems in this area, how do you think they could be resolved?	

Making it an expectation through EWC that supply agencies undertake PM with their staff

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

1 - This is a key, urgent problem.

x

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

3 - This is a minor problem

4 - Not a problem.

Question 6 – Do you consider that local authorities and regional consortia have sufficient oversight of the use of supply teachers?

No! Too many agencies have been set up, they are cheaper for HTs to use but the quality of staff is often questionable. Agencies often do not take note of references from HTs and continue to use unsuitable teachers.

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

Develop local arrangements for the management/training of supply teachers.

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

1 - This is a key, urgent problem.

x

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

3 - This is a minor problem

4 - Not a problem.

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?

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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>	
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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?

See above – nearly all (would like to say all but...) supply agencies do not have robust procedures for quality assuring the teaching standards of their staff.

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

As 6

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

<i>1 - This is a key, urgent problem.</i>	x
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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 9 – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?

There are not enough, Welsh medium supply teachers and they are often of a far poorer standard than those who teach through the medium of English

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

As 6

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

<i>1 - This is a key, urgent problem.</i>	<input checked="" type="checkbox"/>
<i>2 - This is a problem that needs to be addressed.</i>	<input type="checkbox"/>
<i>3 - This is a minor problem</i>	<input type="checkbox"/>
<i>4 - Not a problem.</i>	<input type="checkbox"/>

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?

Develop local arrangements for the management/training of supply teachers.

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

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