

**National Assembly for Wales**  
**Children, Young People and Education Committee**  
**ST 43**  
**Inquiry into Supply Teaching**  
**Evidence from : School Governor**

**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>	
I am not aware that there is a prevalence in the use of supply teachers at my school. Numbers vary from year to year.	
<b>If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?</b>	
Recognising that a supply teacher will rarely be able to do as good a job as the class teacher we must accept that the children`s education will suffer. Every effort should be made to minimise the absence of classroom teachers. Where supply teachers are required they should be subject specialists and it would be an beneficial if they were familiar with the school. They need proper support. It is essential that they are fully qualified teachers.	
<b>How significant is this issue? (Please select one option)</b>	
<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?

As above. We must not allow expediency or financial pressures to downgrade the importance of having fully qualified and, ideally, subject specialist, supply staff. Parents should be aware of the school`s policy with regard to the use of supply teachers.

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

As Q1. Striving to ensure that we minimise the need for supply staff in the first place.

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)?

I`ve stated that supply teachers can rarely do as good a job as the classroom teacher. To minimise their impact on pupil outcomes, teachers, departments, schools need to have the resources for adequate contingency planning. This should not just be an additional part of the expected workload.

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

Proper recognition of the workload problems imposed on staff / schools and provision of adequate resources.

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?

Not able to make a properly informed comment. I advocate the use of qualified staff but don't know how supply staff keep current. Some CPD is clearly required. There need to be various options where this can be done "on the job" and externally for teachers wishing to commence supply work after some absence from work.

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 5 – What are your views on performance management arrangements for supply teachers?**

Again I am not sufficiently informed as to the implementation of my own school`s PM arrangements, let alone others in the LEA, to state an opinion. I do see it as essential that supply teachers are given proper support and this must include adequate monitoring of performance. Obvious implications for additional workload for all concerned.

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

Adequate resources and I would state that I do not think that current provision is adequate.

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

Yes, in simple terms of the numbers used. I don`t know what their role is in regulating use, qualifications, etc.

**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?	
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>	
<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?	
No. The issue of the cost to the LEA, of paying commissions to supply agencies should be monitored.	
If you believe there are problems in this area, how do you think they could be resolved?	
If it was clear that it was more effective for the LEA to have its own pool of supply teachers this would surely be preferable to paying a third party commissions.	

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>	
<b>Question 9</b> – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?	
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>	
<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 10</b> – If you had to make one recommendation to the Welsh Government from all the points you have made, what would that recommendation be?	
Recognise the necessity of ensuring fully qualified supply teachers and ensuring funding is in place to do this.	
<b>Question 11</b> – Do you have any other comments or issues you wish to raise that have not been covered by the specific questions?	
No	