

Kirsty Williams AM
Cabinet Secretary for Education
Welsh Government

11 May 2018

Dear Kirsty

Inquiry into pregnancy, maternity and work

The Equality, Local Government and Communities Committee ('the Committee') is currently undertaking an inquiry into pregnancy, maternity and work. I enclose a copy of the terms of reference for the inquiry.

The public consultation to inform our inquiry has now come to an end and we will soon be completing our evidence gathering.

One of the emerging themes in evidence is the impact of pregnancy and maternity on women working within the teaching profession. In order to inform the Committee's consideration of this matter, I should be grateful if you would provide a written response to the following:

1. To comment on the findings of the Equality and Human Rights Commission survey, which found that 7% of teachers in Wales felt forced to leave their jobs after having children (slightly lower than UK average).
2. To provide details of any guidance available to governing bodies and school leadership teams on recruitment and retention of staff during pregnancy



and maternity leave, including responding to requests for part-time work and/or flexible working.

3. To outline action the Welsh Government is taking to address the gender imbalance within the teaching profession, both in terms of encouraging more men into teaching and ensuring that women, (including pregnant women and mothers) are supported in career progression and into leadership roles.
4. To comment on the concern from UCAC that the current arrangements for Teaching and Learning Responsibly (TLR) payments:
 - act as a barrier to part-time teachers taking on these responsibilities, and
 - may prevent someone who had additional responsibilities prior to maternity leave, but who returns to work part-time after maternity leave, from retaining those responsibilities.
5. To what extent the current review of teachers' pay and conditions provides an opportunity to address barriers faced by mothers who wish to return to teaching after maternity leave.

I should be grateful if you would respond no later than **Friday 25 May** in order to inform the next stage of our inquiry.

Yours sincerely



John Griffiths AM
Chair



Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

