

National Assembly for Wales
Children, Young People and Education Committee
ST 40
Inquiry into Supply Teaching
Evidence from : Valley Education Teaching Agency

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?	
There is a prevalence of supply teachers primarily on a planned basis but sometimes on an unplanned basis.	
If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?	
No real issue – if planned.	
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>	X
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?	
Circumstances vary. Some schools are more organised. More challenging areas of the curriculum should be taught by the regular teacher, unless it is long term supply.	

If you believe there are problems in this area, how do you think they could be resolved?	
This should be organised by the SMT/ curriculum leaders, not by admin staff.	
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 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)?	
This varies depending on a number of factors: the organisation within the school; the quality of individual teachers and the availability of school policies (e.g. behaviour policy) immediately to supply teachers	
If you believe there are problems in this area, how do you think they could be resolved?	
A designated member of the SMT (Senior Management Team) should make supply teachers aware of a summary of certain basic school policies. (e.g. behaviour policy) and a summary of basic information for supply teachers (e.g. An A4 sheet of guidelines for teachers within that 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>	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?	
CPD is essential for every supply teacher, to keep up to date with current regulations and the changing curriculum.	
If you believe there are problems in this area, how do you think they could be resolved?	
This can be solved within the school for long term supply teachers and funding for agencies for short term supply teachers.	
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?	
This varies from school to school, it normally only occurs for long term supplies. However it is essential for every teacher.	
If you think there are problems in this area, how do you think they could be resolved?	
Extra funding for schools (for long term supplies) and funding for agencies (for short term regular supplies)	
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?	
No, local authorities need to be more aware of how schools are using supply teachers.	
If you believe there are problems in this area, how do you think they could be resolved?	
Local authorities need to have regulations to make sure that all supply teachers meet the required standards.	
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 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?	
There is a marked variation in the use of supply teachers. Where this good practice, supply teachers are aware of whole school policies and planning. However, in some schools, teachers are left to their own devices – this is where differences in the quality of teaching can occur.	

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

All supply teachers should have a brief explanatory meeting with a member of the SMT (Not admin staff!) where they are made aware of whole school policies and what is expected of them.

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 8 – Do you have any views on supply agencies and their quality assurance arrangements?

Some agencies have better quality assurance arrangements than others. In the best practice, supply agencies will employ qualified staff (e.g. experienced, senior teachers or head teachers) who are able to monitor teaching and learning of supply teachers.

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

Supply agencies should follow the best practice by monitoring the quality of teaching and learning of the supply teachers

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 9 – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?	
There is a shortage of Welsh medium supply teachers.	
If you believe there are problems in this area, how do you think they could be resolved?	
Train more Welsh medium teachers	
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 10 – If you had to make one recommendation to the Welsh Government from all the points you have made, what would that recommendation be?	
To provide funding so that all supply teachers receive regular quality CPD and are monitored by their agency (or schools for long term 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?	
At certain times of year, there is a shortage of supply teachers. More funding is required to train high quality teachers.	