

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?

I have been a Supply teacher for the past twelve and a half years and have worked on average 2–3 days per week. The ratio of planned to unplanned in that time has been about 50/50. When it's planned, work is usually set for the children, unplanned, the work is usually provided last minute, but not always.

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 for the school and the Supply Teacher, with children not making best use of their time. All departments in Secondary Schools should have a policy of providing cover work for Supply Teachers that is relevant and meaningful.

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>	yes
<i>3 - This is a minor problem</i>	
<i>4 - Not a problem.</i>	
<p>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?</p>	
<p>If work is set for the Supply teacher then the supply teacher is qualified and capable of delivering the work with the backing of the permanent staff. I have been doing general cover in Primary and secondary schools for the past twelve years and not had problems delivering the work if materials and resources are provided. Unqualified cover supervisors would not have the ability to do this, and should not be allowed.(Which they are in a lot of schools)</p>	
<p>If you believe there are problems in this area, how do you think they could be resolved?</p>	
<p>Relevant and meaningful work with materials and resources and appropriate instructions must be provided for the Supply Teacher</p>	

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<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)?

If the discipline of the school is set at a high standard by the Headteacher and all of the staff then Supply teachers don't have any problems and there is no impact on the pupil behaviour. If children are told by staff that Supply Teachers must be treated like full members of staff with all due respect, and that they should work as they would for the regular staff then everything works very well. I really think that Headteachers, Heads of year, and Heads of dept. should make a point of this on a regular basis in school. So that the children are aware of what is expected of them.

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

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<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?

Agencies must be told that they have to provide professional development for staff they employ on a regular basis.

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

Explained above.

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<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?

Very difficult to organise. I regularly go to five different schools in a week through an agency. The agency would have to take it on. Are they qualified?

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)

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.*

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

More and more local authorities are not employing Supply Teachers directly. In fact most are decreeing that all supply teachers have to be employed by an agency. They are saving thousands of pounds in this way. This results in Supply teachers being paid about a half to one third less than full time staff. This is morally wrong.

So no they have no oversight of the use of supply teachers because they have handed over the work to agencies.

I have been with my agency twelve and a half years and I am paid the same daily rate today as when I started. New recruits get 10% less than TWELVE YEARS AGO. no inflation rise in TWELVE YEARS>

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

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<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?
More and more local authorities are closing supply pools and handing over the work to agencies to save money, at the expense of the Supply Teacher. Agencies in England pay Supply Teachers more.

thainWales.

All agencies in South Wales pay Supply Teachers Between £70 and £90 per day. Depending on experience. The daily rate for an NQT should be About £125 a day. For well qualified staff it is £160 to £190 a day.

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

Schools find it so convenient to use agencies. They only have to make one telephone call. The agency does the rest. So I believe that there is no going back to local authority pools unless all local authorities are told they have to. (It runs very well in Northern Ireland)

So as far as Supply teachers are concerned they are a necessary evil because they find us regular work. The big problem is the rate of pay they are allowed to pay. There has to be legislation making them pay National rates of pay equivalent to full time staff. As I have explained elsewhere they only pay a half to two thirds of the rate for full time staff. This is morally wrong!

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<i>4 - Not a problem.</i>	

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

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

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<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?

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

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<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 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 legislate that Supply Teacher Agencies must pay National Agreed pay rates to Supply Teachers, and add their cut on the top.
It is a national disgrace that supply teachers working through agencies have not had an inflation rise in the last TWELVE YEARS. In fact the daily rate has dropped 10% in that time.
Twelve years ago my agency paid £100 a day. Today they pay new recruits £90.
I expect all at Welsh parliament have had your 2% every year for the last twelve years. NOT 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?

Supply Teachers should be allowed to pay into the Teachers Pension Scheme.