

Kirsty Williams AM/AC
Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: MA-P/KW/3057/17

Lynne Neagle AM
Chair
Children, Young People and Education Committee
National Assembly for Wales

27th September 2017

Dear Lynne,

Thank you for your letter of 8 August and the enclosed exchange of correspondence with Richard Knights, campaign leader for the Fair Deal for Supply Teachers.

On behalf of the current CYPE Committee you have requested details about how the predecessor Committee's key conclusion and recommendations in respect of its inquiry into supply teachers are being addressed.

Alternative Delivery Models

In response to the Committee's report recommendations my predecessor, Huw Lewis, established a Supply Model Taskforce to consider the possibility of introducing an alternative delivery model for Wales. The Taskforce was able to identify the complex issues and barriers involved in identifying a single delivery model and recommended a number of practicable options for supporting and developing supply teachers in its report published in February.

Although the Taskforce was unable to recommend a central supply pay model at that time, the Welsh Government remains committed to investigating alternative new models for supply teaching. The investigatory work has commenced and there are a number of issues that Welsh Government need to consider following the work of the Supply Model Taskforce, including the planned transfer of powers to set teachers' pay and conditions.

The model in Northern Ireland promoted by Mr Knights is linked to the setting teachers' pay and conditions (including supply teachers). The power to set teachers' pay and conditions is yet to be transferred with September 2019 being the earliest date by which a teachers' pay system would come into force in Wales. These powers will provide the opportunities to set teachers' pay and conditions to underpin our

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1NA

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Correspondence.Kirsty.Williams@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

aspirations for the wider education system, to raise standards and support and develop the teaching profession including those who undertake supply work.

There is more work to do in developing a new model, but this will take time. The legislative and contextual landscape in Wales is quite different to that in Northern Ireland when they implemented their system. There are a range of legal and policy issues to be addressed.

It is important that we look at all alternative systems, including the system that operates in Northern Ireland as well as trial new and innovative ways of providing supply teacher provision such as the supply cluster model I've outlined below. However, there are some potential advantages in the type of centralised scheme operating in Northern Ireland.

Action taken to support the Taskforce recommendations and Build on CYPE Report Findings

To date, in supporting the broader recommendations contained in the CYP&E Committee report alongside those contained in the Taskforce's report, we have undertaken the following actions:

We have addressed important issues in terms of employer roles and responsibility for safeguarding. Officials have issued regular communications directly to commercial supply agencies operating in Wales, Local Authorities and schools to remind them of their legal obligations in terms of undertaking appropriate identity and Disclosure and Barring Service checks. Guidance factsheets have also issued to commercial supply agencies on matters affecting the qualification and registration of supply teachers; including the terms of the statutory specified work requirements. We have also issued guidance on the Agency Worker Regulations 2010, which includes an explanation of the Swedish Derogation issue and an induction model policy which sets out the information and support that commercial supply agencies should make available to supply teachers from day one of their temporary placement.

A Supply Working Group which includes representatives of the wider education sector, including education workforce representatives, employers and a supply teacher, has been convened to support the implementation of the Taskforce recommendations and to discuss, consider and support workable solutions to address related issues as they arise.

We agree with the CYP&E Committee and feel that support for the professional development of supply teachers is important. We have put in place arrangements for all supply teachers to register for personal access to professional learning resources and opportunities on Hwb the Welsh Government's education learning platform. Hwb is an integral part of teaching and learning which enables all teachers, including our supply teachers, to access and share resources to broaden their pedagogical development. These arrangements will enable supply teachers, including newly qualified teachers undertaking supply, to have full and continuing access to Hwb regardless of length of temporary placement or school. As part of this arrangement work is underway to develop a network facility for supply teachers to communicate

and share resources and best practice. Supply teachers also have access to Professional Learning Passports to support their professional development.

We are also reviewing our policy on how we can ensure our newly qualified teachers who do not obtain permanent teaching posts when completing their initial teacher education can access regular professional learning opportunities and are adequately supported during their induction year, including access to distance learning opportunities and to regional consortia core professional learning programmes. To complement this, further work is underway to consider and develop how bespoke developmental opportunities can be made available to supply teachers on short term placements based on the findings of a recent survey which asked supply teachers to highlight the areas in which they would benefit from additional training and support.

To support schools we are about to publish streamlined guidance on the 'Effective Management of School Workforce Attendance' to share the good practice that schools and local authorities have adopted in managing absence - both planned and unplanned.

To support newly qualified teachers, schools in meeting their supply needs and to build capacity across regions we have asked Local Authorities to express an interest in participating in pilot arrangements supported by Welsh Government grant funding to support regional supply cluster models as an alternative means to cover absence in a more co-ordinated and sustainable way. This has been well received with 21 out of 22 Local Authorities expressing an interest in participating and progressing to submitting grant applications later this autumn.

Finally, we are about to circulate the recently published Toolkit Guide – Code of Practice – Ethical Employment in Supply Chains to the education sector including commercial recruitment agencies. The Code and related guidance will help ensure that workers in supply chains are treated fairly and commit public, private and third sector organisations to a set of actions that tackle illegal and unfair employment practices.

Next Steps

I would like to assure the CYPE Committee that Welsh Government will continue to explore all options including the feasibility of a centralised supply/pay model. I want to see successful model(s) for deploying temporary supply cover in our schools and are working toward a system where good quality teaching staff are available, with a positive impact on learner outcomes, and where teaching staff are treated fairly and developed appropriately.

Yours sincerely



Kirsty Williams AC/AM

Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education

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Cabinet Secretary for Education

8 August 2017

Dear Kirsty,

Supply teaching in Wales: request for update on key conclusions and recommendations made by the Fourth Assembly's CYPE Committee

Please find attached correspondence received by all Assembly Members on 22 July relating to arrangements for supply teachers in Wales.

In light of our predecessor Committee's work during the Fourth Assembly on supply teaching I was asked to respond in my capacity as Chair of the current Children, Young People and Education Committee. I attach my response for your awareness.

To inform the Committee's consideration of this matter, I would be grateful if you could provide an update on progress in relation to the Fourth Assembly Committee's key conclusions and recommendations. I would be particularly grateful for a detailed outline of the steps taken to date to implement our predecessor Committee's first recommendation:

The Welsh Government should start work to design a new model for the employment of supply teachers. In making this recommendation the Committee acknowledges that the current contract runs until August 2018, but calls on the Welsh Government to start work now to ensure that the new system is in place in readiness.

I would be grateful to receive a response by the end of September 2017.

Yours sincerely,



Lynne Neagle AM
Chair



'Fair Deal for Supply Teachers'
By email: rknig14652@aol.com

8 August 2017

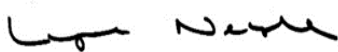
Dear Colleagues,

Thank you for your correspondence of 22 July relating to arrangements for supply teachers in Wales, sent to all Assembly Members. You requested a response from me in my capacity as Chair of the National Assembly for Wales' Children, Young People and Education Committee.

The current Committee was established on 28 June 2016 to examine legislation and hold the Welsh Government to account by scrutinising its expenditure, administration and policy matters, encompassing (but not restricted to): the education, health and well-being of the children and young people of Wales, including their social care. While the current Committee has not discussed supply teaching in detail, our predecessor Committee – charged with similar responsibilities during the Fourth Assembly (2011-2015) – undertook a comprehensive [inquiry into supply teaching](#), reporting in December 2015. It is the recommendations of this Committee to which you draw attention in your open letter to AMs.

In light of your correspondence, I will write to the Cabinet Secretary for Education, Kirsty Williams AM, to ask for an update on progress relating to each of the key conclusions and recommendations made in that report, requesting in particular a detailed outline of the steps taken to implement the report's first recommendation. Once a response is received, I will ensure that it is shared with you and published on the Committee's website. While the Committee's programme is heavy with legislative, policy and financial scrutiny in the autumn term, I will ensure that the Cabinet Secretary's response is considered by the Committee and that you are updated on any action deemed necessary by the Committee in light of the response received.

Yours sincerely,



Lynne Neagle AM
Chair

