

## National Assembly for Wales

### Children, Young People and Education Committee

#### CYPE(4)-13-15 – Paper 2

#### Inquiry into Supply Teaching

#### Evidence from : New Directions Education Limited

**Question 1** – What are your views on whether there is a prevalence in the use of supply teachers on a planned and unplanned basis?

Supply teachers are predominantly used on a planned basis, as the leading provider of supply teachers in Wales; we have information and statistics to confirm this. As we fill over 100,000 days of cover each year.

There is about a 90-10 split.

If you believe that this results in problems (for example, for schools, pupils or teachers), how do you think they could be resolved?

Schools do not have any problems with planned absences, apart from the February and March months.

Unplanned absences, issues with sickness for instance have always been there. However, they are in line with other sectors.

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*

yes

4 – *Not a problem.*

**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?

In our experience supply teachers are used to cover for various reasons, long and short term.

They cover mostly there specialist areas, but can be used for general cover.

The majority of short term bookings are filled by subject specialists, all long term bookings are.	
If you believe there are problems in this area, how do you think they could be resolved?	
Although we don't believe there are problems here, free accessible training would be beneficial to raising 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>	
<i>3 - This is a minor problem</i>	yes
<i>4 - Not a problem.</i>	
<b>Question 3</b> – What are your views on the impact of the use of supply teachers on the outcomes for pupils (including any impact on pupil behaviour)?	
Continuity is key, to the pupils relationship with their teacher/s	
If you believe there are problems in this area, how do you think they could be resolved?	
Training for supply teachers would benefit the pupils.	
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>	yes
<i>4 - Not a problem.</i>	
<b>Question 4</b> – What are your views on the Continuous Professional Development of supply teachers and the potential impact of the National Professional Learning Model?	
There is very little CPD available for supply teachers and it needs addressing.	
We as an organisation provide basic training in areas such as numeracy and literacy, safeguarding, classroom management.	

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

However funded training during the school holidays would help develop 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>	yes
<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?

As an organisation, we performance manage our supply teachers, but not all supply teachers benefit from this.

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

National standards could be set and regulated under a quality mark system.

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>	

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

Local authorities have an insight into supply teachers, which is covered under the All Wales agreement, currently held by our organisation.

The consortia provide no support currently to supply teachers, although have held discussions.

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

The consortia could take the lead here by, providing and offering free courses to all supply teachers during the school holidays.

They have to be in the holidays as to not impact on their potential earning days in term time.

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>	

**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?

Some local authorities still have council run pools, mainly down to their geographical location, and they are not part of the all wales agreement. Only 17 of the 22 authorities have access to the arrangement. Although all 22 will have access to it from April 2015

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

Up take of the agreement would benefit these areas greatly, in the areas of efficiency and cost effectiveness.

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

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

As a supply agency with robust quality assurance program we are comfortable with our own arrangements.

However there are other agencies, almost cottage industry like who do not have the same arrangements.

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

A welsh quality mark and standards would address the problem instantly.

This could be facilitated by the Education Workforce Council (GTCW)

Costs would be borne by the supply agencies

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>	

**Question 9 – Are you aware of any specific issues relating to Welsh medium education? If so, what are they?**

There is a minor shortage of supply teachers in this area.

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

Have more teachers trained in this area.

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>	yes
<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?

Have the consortia engage with supply agencies and teachers and classroom assistants to provide free accessible training to all education workers.

**Question 11** – Do you have any other comments or issues you wish to raise that have not been covered by the specific questions?

The setting up of a quality mark for agencies to adhere to is key to providing better trained supply staff.