

**P-05-805 Fair Deal for Supply Teachers, Correspondence – Petitioner to Chair,  
02.07.19**

Dear Ms Finch Saunders

On behalf on Fair Deal for Supply Teachers I would like to thank the Committee for asking for responses from various bodies .Our Cabinet Secretary for Education wants Wales to have a world class education system . We also want to see this achieved.

These appear to be the main points highlighted by the responses :-

1. More money is needed for a properly funded system to reward all supply teachers fairly . According to NEU statistics 942 schools are having cuts to their budgets . Because of this the use of cover supervisors is becoming more prevalent and the concern is the introduction of a minimum pay rate of M1 could exacerbate this due to cost. Cover supervisors are not allowed to teach .They are not receiving any training. They should not be used. Estyn has said that all long term placements should be covered by a qualified teacher Surely more security would be given to both the supply teacher and the school with an LA contract? . All classes should be covered by a qualified teacher for short or long term if Wales is to have the best education system. Learner outcomes are the priority of all teachers , permanent or supply .

2. There is need for more CPD for all supply teachers to update them on the new curriculum and for any other new initiatives as they are implemented. "If, as stated, the Welsh Government recognises and values the dedication and hard work of supply teachers as an essential part of school life then it is crucial that they are able to access the same opportunities as their colleagues in full time employment ." Neil Butler NASUWT.

3. There are 64 agencies in existence . Only 28 have signed up to the framework agreement . EWC has said that they thought Mrs Williams would be consulting with them over a Quality Mark but that she hasn't been minded to do this .When will this happen ? The need for monitoring has been picked up. This is of prime importance as some agencies have been looking to circumnavigate the framework .Local authorities will be asking schools to be using agencies on the framework but will some schools choose those not on it so that they have to pay less. Back to the issue of funding again. No maximum fees appear to have been set thus far so it will be good to see the transparency of fees as set out in the New Framework Agreement.

4. 28.5 % of supply teachers were in the 0-5 years experience bracket.in 2016 EWC ( more recent figures unavailable ) . They need support and mentoring as well as

professional development to ensure good quality teaching . It is important, as said by ASCL, that all supply teachers can be sure of their rights as workers and that they will be paid a fair wage . All teachers need to feel valued. There will be schools that need more experienced teachers and these should be paid accordingly. All supply teachers should be entitled to access Teachers' Pension Scheme.

5.Ultimately the system of using agencies is flawed as has been said . We need to take profit making out of education and most responses seem to be in agreement that a fair public sector solution be found as you have been discussing in your meetings .

We need the will of the Welsh Government to find this as quickly as possible. As David Evans , Secretary of NEU , said "Supply Teachers needs have, for too long, been ignored with the result that private companies have profited from public money earmarked for education . Successive education ministers have failed to tackle this situation adequately or at all. This represents a golden opportunity to rectify that anomaly. "

When can our devolved powers be used to provide this and give us parity with Northern Ireland and Scotland?

Thank you for your kind attention . Any further assistance in expediting change would be appreciated.

Sheila Jones

Caerphilly NEU Supply Officer

Fair Deal for Supply Teachers