

Dear Mr Rowlands,

We thank the petitions committee for their support for supply teachers and the Cabinet Secretary for her response to our questions . Progress has been made but it is frustratingly slow . It is a great pity that the pilot scheme could not have been evaluated and rolled out sooner as at best it can only have been of benefit to 50 recently qualified supply teachers.

We know the Cabinet Secretary for Education is committed to ensuring that classes are led by qualified teachers and to driving up standards of education in Wales . Could schools be reminded that

2.14 of effective management of school states:

*Within the context of the school's cover arrangements the headteacher should ensure that where cover is provided by a non-qualified teacher for example cover supervisor or HLTA, no active teaching is taking place, as per the statutory requirements set out in the Education Workforce Council Regulations.*

The NEST pension scheme with agencies that was mentioned by the Cabinet Secretary is a government one where employers' contribution is just 2 % . With Teachers' Pension Scheme the employer's contribution is currently 16.48%. As has been said previously supply teachers not paid directly will be seriously disadvantaged in later life .

Leanne Wood mentioned at the last meeting that about the gender pay gap. Has there been any opportunity to look into that ?

The Cabinet Secretary says Directors of Education have been asked to notify schools that they are able to employ direct . I know of an authority where just 20% of primary schools choose to employ direct . HR sends out supply lists each month but agencies are chosen. Capacity for direct employment by HR needs to be built up so that schools have a proper choice although it is only the direct employment method that is the fair and ethical way.

The petitions committee has agreed that we need a public sector system whereby all supply teachers are treated in the same way. This needs to be properly funded. I urge expediency in getting this system as both a supply officer and a member of the Supply Teacher National Organising Forum for the NEU, as stories of people leaving the profession they love are heartbreaking and unnecessary .

Any further pressure that can be brought would be very helpful .

Thank you once again for your support .

Kind Regards