

## To LNCT Joint Secretaries

Dear Colleague

### Supplementary Questionnaire on Supply West Dunbartonshire Council

- (1) Has the number of teachers registered for supply reduced this session compared to previous sessions? **YES/NO**

If so:

- (i) can you provide evidence on the numbers on your supply list this session and last session?

Numbers in 2010/11

Prim 449 Sec 292
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Numbers in 2011/12

Prim 161 Sec 96
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***\*WDC have refreshed the supply list this will account for some of the differences in the numbers on the list***

- (ii) are you able to identify potential causes for any changes. Please indicate all that apply

- increased numbers of supply teachers being given fixed term employment (please quantify if possible) **YES/NO**
- A lack of suitably qualified supply teachers to meet specific demand? **YES/NO**

- Supply teachers opting out due to changes to pay **YES/NO**
- Retirement **YES/NO**
- Other reasons (please specify)  
Comments

- ***Schools have reported instances of supply staff refusing an offer due to being paid at lower rate although we do not have the exact numbers of this as supply is predominately managed at the schools.***
  - ***Retired staff who are contacted are very particular about working for less than Scale Point 6. These retired staff are only contacted as last resort.***
  - ***Supply teachers are less likely to ½ days because of changes to pay***
  - ***The current trend seems to be newly qualified teachers are being appointed on fixed term contracts. Retired/part time teachers will not accept an offer of work at the revised supply teacher rate of pay.***
- We also undertook a review this year where we wrote out to all individuals we had details for and asked if they wanted to remain on the list, those that did***

***not respond were removed so this would also be a factor in the change in numbers. Past years may have looked to have had more names than were actually available.***

(2)

(i) How many supply requests were currently unmet as at 21/03/2012?\_We do not have a number recorded as schools have not kept totals. However the perception is that this is worse than last year.

(ii)

(iii) How many were unmet at the same time last year?\_\_\_\_\_

(3) To what extent are you experiencing issues in providing sufficient supply cover in your Authority this session?

**Significant Difficulty**/Some Difficulty/No Difficulty/Unsure

In each of the specific pressure points set out the degree of pressure experienced

	Significant Difficulty	Some Difficulty	No Difficulty	Unsure
(i) Sectoral				
Pre 5				
Primary	X			
Secondary	X			
Special				
(ii) Secondary subject specific	X			
(iii) Geographical				
(iv) Specific to particular institutions				

Where you have identified “significant difficulty” or “some difficulty” to (i) – (iv) in above please comment on reasons and provide comment on whether the problem is greater than in previous sessions.

***Comment: The overall perception is that this is more difficult than in previous years. Obviously, there are some subjects that have always been difficult but it is felt that this difficulty has been further compounded by the differences in pay rates. In those subjects that are not so hard to fill problems in securing cover has materialised and this has been credited to the differences in pay rates.***

In (ii) can you list subjects in particular difficulty indicating if these subjects have been problematic in previous years.

Comment

- **PE**
- **Home Economics**
- **Social Subjects**
- **Music**
- **Modern Languages**
- **RE**
- **Modern Studies**
- **Geography**
- **History**
- **Home Economics**
- **Primary – there have been pockets of problems in primary eg when the authority has department wide training and all schools are looking for supply cover this is difficult**

In (iv) please confirm whether these institutions have been a difficulty in previous years.

***Comment: We had previous problems in Home Economics, Music and PE – for the other subjects it is harder to quantify and the problems may relate to particular issues, such as the timing of the cover and what is happening in other schools at this time***

- (4) To what extent is there evidence that difficulties reported above are a result of short term supply teachers refusing to take work due to the change in pay rates?

**Strong evidence**/Limited Evidence/No Evidence/Unsure

Approximately how many short term supply teachers have done so? (and % of supply list)

***This is estimated at over 10% of the supply list  
There is also the added issue of qualified teachers taking up other work as they cannot afford to wait for the few days they may get and the pay rate means this is not worthwhile. A few schools also reported people considering leaving the profession or going abroad to work to get better pay rates and secure long term work.***

To what extent has that decision impacted on the volume of unfilled supply vacancies?

**Significant Impact/ Limited Impact**/ No Impact/ Unsure

***The responses we received from schools varied between limited and significant no school reported no impact and many stating it has never been as bad as it is this year. However it cannot be ignored that our internal processes have changed. HR have centralised and schools are reporting that processes are not as responsive as they were before. This is an internal issue – we are currently looking at systems to assist eg text messaging to reduce the administrative burden associated with supply.***

To what extent can any issues arising from this be covered through alternative arrangements?

Completely Address/**Addressed in most ways/Not addressed**/Unsure

***In the main alternative arrangements have been worked through, however ,there have been a few instances where the solution was less than satisfactory with classes being taught by individuals that are not the particular subject specialist and on a few occasions classes having to be amalgamated and taught. There has also been more variation of teachers which results in a lack of consistency for pupils***

Are you experiencing any other impacts arising from these decisions?

***Impact on management time with promoted staff having to commit more time to teaching / cover***

***Lack of consistency for pupils***

***CPD opportunities being missed***

***Lack of stability in staffing to take forward development work***

***Negative impact on learning and teaching***

(5) Please provide any other details:

Yours sincerely

Tom Young (Employer's Side)  
Drew Morrice (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

**Joint Secretaries**

**Return from West Dunbartonshire Council**

**Laura Mason, Stewart Paterson LNCT Joint Secretaries**