

Lynne Neagle AS/MS
Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref WQ95977/WQ95978/WQ95979

Hefin David MS
Member of the Senedd for Caerphilly

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6 May 2025

Dear Hefin,

Thank you for your Written Questions tabled for 17 March, which included several queries regarding supply teaching in Wales. I apologise for the delay in responding; plans to announce the closure of the National Supply Pool were nearing completion and we wanted to ensure you received the latest information.

Under the regulatory framework and local management of schools' arrangements, schools and governing bodies in Wales can source staff as appropriate. This includes making decisions in relation to the type of cover required. The Welsh Government has guidance in place to support schools when making these decisions, and to clarify how supply staff should be engaged and supported.

The Welsh Government has committed to develop a sustainable model for supply teaching that has fair work at its heart. We have established a Supply Agency Framework for the period 2023-2025 with 39 agencies being successful. We commissioned the Independent Welsh Pay Review Body (IWPRB) to undertake a strategic review of teachers pay and conditions, and the recommendations are being considered under the Schools Social Partnership Forum and as part of the Strategic Education Workforce Plan announced on 13 January.

The Welsh Government introduced a National Supply Pool for Wales in May 2023 to provide an option for schools to source and book supply staff directly and for supply teachers to access School Teachers Pay and Conditions (Wales) Document terms and conditions and the Teachers' Pension Scheme. Significant challenges were identified when exploring the creation of a National Supply Pool and after further work with our partners it has become clear it would not deliver the intended benefits to all of Wales because of the different employment models across local authorities. I made a Written Statement on 3 April 2025, about supply teaching which confirmed my decision to close the work on developing a National Supply Pool for Wales. Further work to develop a sustainable model for supply teaching, will be taken forward as part of the Strategic Education Workforce Plan. Ynys Mon are being supported by Welsh Government during the transition period.

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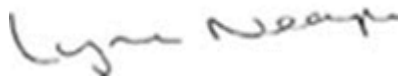
Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

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.

We note that some local authorities have a significant need for supply teachers and we are currently working with them to understand their recruitment and retention challenges. This will also be included as part the Strategic Education Workforce Plan.

I'd like to reassure you that we remain committed to supporting supply teachers and as part of the work of developing the Plan, we will be engaging with stakeholders and unions to carefully consider the IWPRB and PAPA Committee report's conclusions and other wider considerations and recommendations to develop a sustainable model for supply teaching for the future.

Yours sincerely,

A handwritten signature in black ink that reads "Lynne Neagle". The signature is written in a cursive, slightly slanted style.

Lynne Neagle AS/MS

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Cabinet Secretary for Education