

**From:** Redacted under s.38(1)(b)  
**Sent:** Tuesday, January 19, 2021 2:24:29 PM  
**To:** Sturgeon N (Nicola), MSP <Nicola.Sturgeon.msp@parliament.scot>  
**Subject:** support for short term supply teachers

Dear Nicola Sturgeon,

I am writing in regards to financial support for short term supply teachers who do not possess a contract for this term. I have been qualified for Redacted under s.38(1)(b) years and have been working for Redacted under s.38(1)(b) Council as a primary supply teacher as soon as I was able to do so. I covered teachers who were unwell and who were self-isolating due to Covid. We were in high demand and schools were grateful when a supply teacher turned up. I was also at higher risk of catching covid as I was going in and out of schools and different classes. The EIS website states that they are trying to secure financial support for people in this position but at the moment nothing is available for those teachers.

We have no indication of when schools will go back but we do know they will be off for at least a month. I have contacted all the councils to see if they need any supply cover to look after the kids of key workers, however they don't. We may be out of work until the end of February having been given

no financial support to help pay our bills and live.

I would be grateful if you could advise what support will be available or if supply teachers will continue to lose out.

Looking forward to hearing from you.

Yours sincerely,  
Redacted under s.38(1)(b)

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**From:** Redacted under s.38(1)(b)  
**Sent:** 21 January 2021 12:11  
**To:** Redacted under s.38(1)(b)  
**Subject:** supply teacher in Redacted under s.38(1)(b)

Hello Redacted under s.38(1)(b)

I am writing to you to ask for advice as a supply teacher.

I have been working in Redacted under s.38(1)(b) as a supply teacher for 9 years. It was envisaged this would be my main income until retirement which is not due for a few years yet. It was not intended for me to be offered long term or fulltime, employment as I preferred to cover odd days for teacher release from the classroom.

I was in employment January, February and March of 2020 and was furloughed until end of June, after phase 1 of the covid epidemic.

When schools reopened in August, it became clear that teachers would not be attending courses nor other duties which released them from the classroom. It meant supply would not be required unless it was to cover shielding or sickness etc...not the odd days that my supply had previously covered.

However I have had no correspondence from any of my listed schools, asking for any cover, nor from GTC, nor from Redacted under s.38(1)(b) council that there would be no further work forthcoming for that type of supply. The database has been checked and everything is in place as it should be for me to be contacted should there be supply work required.

I have even tried to offer voluntary work in the schools where I am known, but that has been declined due to the Covid guidance: no non staff member allowed on sight which appears to include me.

And so once again the schools are closed, till mid-February at least, with no opportunity for me to gain employment.

This means I have had no salary since June 2020, no National Insurance, no Pension contributions are being paid at a time when my remaining working years are limited.

This shows that supply teachers have not been considered worthy enough to be protected by an

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extension of the furlough scheme and in effect I am being treated as zero hour contract work.

Should I have been applying for unemployment benefit as this would have given me my national insurance contributions towards my state pension? Nobody has advised me as to what I should be doing and as such have been abandoned.

I look forward to your response and possible advice,

Redacted under s.38(1)(b)

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**From:** Redacted under s.38(1)(b)

**Sent:** 22 January 2021 15:30

**To:** Deputy First Minister and Cabinet Secretary for Education and Skills <DFMCSE@gov.scot>

**Subject:** RE: Supply Teachers

Redacted under s.38(1)(b)

Subject: Supply teachers

Message: I'm getting in touch to highlight the problem many Supply Teachers are facing during this Pandemic / lockdown.

For the past Redacted under s.38(1)(b) years I worked on Temporary contracts. Year by year in my local Secondary. It was a position I both enjoyed and appreciated. It was only a part time position but that was enough for me Redacted under s.38(1)(b). My commitment was to my students and to help provide and promote the best tiers of Creative education for them. I'll not go into past experience/ references as I'm not writing a CV.

Suffice to say I moved from a secured/ permanent position in Redacted under s.38(1)(b) After Redacted under s.38(1)(b) years on Temporary contracts in the Redacted under s.38(1)(b) I was more than grateful to work in my local school. I believed/ well hoped that this would see me through until Redacted under s.38(1)(b) I'd simply ask if you could address the Supply situation. According to the EIS there's lots of work. Not in this vastly spread rural region. Redacted under s.38(1)(b) With thanks Redacted under s.38(1)(b)

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**From:** Redacted under s.38(1)(b)

**Sent:** 02 February 2021 20:16

**To:** First Minister <firstminister@gov.scot>; Scottish Ministers <Scottish\_Ministers@gov.scot>

**Subject:** Supply teachers

First Minister and Deputy First Minister,

After the statement issued today and due to events of the last few weeks, I feel it is my duty to contact you both to clarify some points regarding supply teachers, as you obviously have received some misleading information.

I believe today it was stated that funding has been given to Local Authorities to employ supply teachers. I am a supply teacher, and I have not worked since March of last year. There have been very few days work this academic year so far, and I have received no offers since Redacted under s.38(1)

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(b)December. Work during the first 2 terms was exceptionally quiet due to the offers of posts for RQTs. I know a teacher who was offered a year's contract that was then withdrawn to give to an RQT. So PLEASE do not insult my intelligence and tell me this did not happen. I understand that different councils executed this instruction differently, but basically it gave (and still does give) councils a way to make sure they now give posts to teachers that are the cheapest to employ. Redacted under s.38(1)

(b)

Mr Swinney, you stated recently that you had been speaking to a Director of Education who said to send any supply staff his way as he was unable to secure supply cover. Again, many teachers in the same situation as myself found this strange, as there are lots of us who have had little, and in some cases, no work this year.

From speaking to some teachers who have gained 'Covid Recovery Posts' (strangely quite a few of these are more recently qualified too), they are confirming they are being used to cover staff absences and other work that again supply staff SHOULD be used to cover.

Many people are furloughed from their jobs, the self employed get their help as they are unable to run their businesses, but what do we get? Not only do we get no financial help the way almost everyone else does that needs it, but we are not even given a fair chance to obtain what little work is available. You say the funding has been issued and Mr Swinney specifically states supply teachers are dealt with by individual councils (to be in charge of all things Education, your level of support is incredible, Mr Swinney!). Councils still say there's no supply teachers available. Myself and other supply teachers who are in contact via social media and union chat groups are desperate for work OR some type of FAIR \*\* financial help the same as everyone else. Now... it doesn't take a genius to work out that something just isn't adding up! Those three statements cannot all be right – and I'm sure us teachers can prove our work situations! Or lack thereof. Someone, somewhere is perhaps not being completely truthful.

\*\*FAIR would mean that IF any retention pay were to be made available, then it takes into account the lack of work that was available for the first term of the year. just in case it would be worked like last time, an average of what was worked during the first term. I'm sure any teacher will be happy to explain to you in very simple terms how an average of 0 (zero) earnings is calculated!

Regards,

Redacted under s.38(1)(b)

Unemployed primary teacher.

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**From:** Redacted under s.38(1)(b)

**To:** Swinney J (John), MSP <John.Swinney.msp@parliament.scot>

**Subject:** Supply Teachers

Dear Mr Swinney,

I would like to welcome the statement made yesterday by the FM in the Scottish Parliament that no supply teacher should be out of work just now due to previous and current funding being made available to all local authorities.

However, that is a longer term fix for supply teachers should the LAs who have to date not offered any covid-recovery posts only now begin to utilise the funding for any future employment.

This does not help supply teachers in the here and now on no or reduced income and a shorter term

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solution is needed. This could take the form of a retention payment similar to that given during the last lockdown when schools were closed. This would be to make up for the lack of job opportunities due to LAs not using SG money prior to lockdown and the lack of any offers of supply either in hubs or for remote teaching despite being told that schools are open and that there should be opportunities for work.

Redacted under s.38(1)(b): Even if work does appear now I have missed out on a whole month of supply work. Redacted under s.38(1)(b) I've been a teacher for Redacted under s.38(1)(b) years and I have never been without work. Supply teachers are always in huge demand especially in the winter months. I feel undervalued and at a disadvantage as a supply teacher Redacted under s.38(1)(b)

Any retention payment could be based on the last 3 months a supply teacher has done regardless of when it was - this would catch those who have not had any offers of supply work from their LA all this session.

Thank you for your attention and I look forward to you supporting the premise that supply teachers will be receiving some kind of retention payment in a similar way to those groups of employees (quite rightly) who are furloughed or similar.

I have also contacted my union rep, msp and councillor. Teaching is a valued profession, ALL teachers should be valued.

Kind regards,

Redacted under s.38(1)(b)

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From: Redacted under s.38(1)(b)

Sent: 12 February 2021 12:32

To: Swinney J (John), MSP <John.Swinney.msp@parliament.scot>

Subject: Probationary Teachers 2021

Dear Mr Swinney,

I am writing to you as a concerned probationer, after being told there are a surplus of teachers requiring vacancies this year. This is a worrying time for probationers who have worked continuously throughout the pandemic and are concerned that we will be unable to secure employment for the upcoming academic year.

I am aware that you worked with Councils last year in order to secure jobs for those who had reached the standard and had worked throughout the pandemic. I was wondering if any allowances will be given for this year's probationers who have worked tirelessly through these evolving and challenging circumstances.

After reading in the media that "the Scottish Government has put aside more than £127 million in funding to support disadvantaged pupils, as well as well as £30 million to invest in helping schools with the strains of the pandemic." I was wondering if any of this will be used to appoint extra teachers in

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order to reduce the ever-expanding attainment gap, due to the current pandemic.

I appreciate you taking your time to acknowledge my email and I hope to hear back from you or one of your representatives at your earliest convenience.

Yours Sincerely,  
Redacted under s.38(1)(b)

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**From:** Redacted under s.38(1)(b)  
**Sent:** 27 January 2021 22:29  
**To:** Swinney J (John), MSP <John.Swinney.msp@parliament.scot>  
**Subject:** Extra Funding for Schools  
**Importance:** Low

To Mr Swinney,

I believe that in the Scottish Parliament this afternoon, Lewis MacDonald raised the issue of supply teachers being unemployed during lockdown, as most are unable to obtain work within schools. In your response, you said that lots of additional money had been provided to Scottish Councils and that they should be using some of it to employ supply teachers to raise the attainment of children during the lockdown.

I hope that you realise, by now, that most supply teachers are not being employed and even those who worked within schools prior to lockdown, have now been told that they are not required during the lockdown period as most online teaching and teaching within school hubs, is being carried out by the permanent school teachers. The reason for this is that schools do not want to pay for additional supply staff out of their school budget, if they can avoid doing so. Schools have not been provided with any of the additional funding which you speak about and have not been encouraged to employ supply teachers to provide additional support for their pupils. This needs to be rectified as soon as possible, especially if funding is available.

It is my understanding that in Aberdeenshire Council a large amount of the additional educational budget is being spent on paying for a group of Head Teachers, Deputy Head Teachers, experienced teachers and retired Head Teachers to be employed in a newly formed 'Bridging the Gap' Department. This Department is costing a fortune and a complete waste of money, as nothing of benefit has actually been provided to the schools to support the children within the classrooms. Most of the people in the Department are working from home, are doing a minimum amount of paperwork, earning big wages and of no benefit to front line teaching or helping to raise the attainment of pupils. This is very disappointing for pupils, schools, front line teachers and supply teachers who would be delighted if the funding was actually spent to employ supply teachers to support pupils within classrooms, where it is so badly needed. The money which is being spent annually to fund the high wages of the people within this Aberdeenshire Department, could be spent more effectively if used for employing some supply teachers to work within schools. If the additional Council funding was used to employ supply teachers this would not only help to raise pupil attainment but it would also provide employment (and pay) to supply teachers (many have no income at the moment), assist front line

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teachers and provide much needed additional educational support and teaching to pupils who have suffered during the lockdown.

I hope that you will progress this situation and get it resolved to the benefit of Scottish pupils and supply teachers

Kind regards. Redacted under s.38(1)(b)

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**From:** Redacted under s.38(1)(b)

**Sent:** 11 February 2021 13:10

**To:** First Minister <firstminister@gov.scot>

**Subject:** Supply Teachers

Dear First Minister,

Firstly, a great thank you for your continued and consistent leadership and hard work throughout this pandemic national and international crisis. Please continue to be led and to listen to the science and best practice in terms of dealing with this pandemic, as it has and continues to emerge globally, to take brave, morally justified decisions and not give in to the myopia of short termism and financial profit which can be so damaging to the entire planet.

I and my teaching colleagues, particularly those engaged only on precarious and unpredictable supply contracts, would like you to also spare some of your time and consideration, together with John Swinney, to their increasing concerns over school cleanliness and the safety of all the school and related local community. Moreover, the significant financial hardship faced by many supply teachers, now or more recently without not only any secure contract of work or ability to work as teachers since 23rd December 2020 or even earlier, since schools since August did not employ even on a short term basis as many supply teachers due to decisions made in 'policy' and approach since August last year - and earlier eg. better terms and security for NQT colleagues.

No 'furlough' or similar type retention payment has been made to supply teachers since the second lockdown and Covid19 pandemic wave. I and my colleagues urge you to address this glaring omission as a matter of urgency. It took a well publicised campaign last year for some financial assistance to eventually be agreed for Supply Teachers who perennially and for decades deliver essential teaching and wider school support, particularly during tight school and lea budgets, times of school staffing pressures, difficulties and, as also now, school, educational and health crisis on a national and global scale.

We are organising a petition and publicity. However, I ask you and state that it would demonstrate the worth of such teaching staff - who often face particular additional inequities and dangers, due to their insecure and peripatetic roles, vastly increased by Covid19 - that the issue of financial support and acknowledgment of their essential role is immediately addressed, simply because it is the right, moral, educational, social and economic thing to do - not because of additional campaigning.

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Thank you.

Regards,

Redacted under s.38(1)(b)

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**From:** Redacted under s.38(1)(b)

**Sent:** 28 January 2021 14:31

**To:** Swinney J (John), MSP <John.Swinney.msp@parliament.scot>

**Subject:** The Reality of Supply Teaching

Dear Mr Swinney,

I have attached a response to your comments in Parliament yesterday. What you think is happening in Scottish schools, and 'maximising the teaching workforce' is certainly not happening here!

Apparently an experienced Support for Learning/ science teacher is 'not needed' - but is supposed to hang around in case pupils go back, when (I think!) I will be summoned.

Until then, I am one of the lucky ones - I got a job Redacted under s.38(1)(b)

Regards,

Redacted under s.38(1)(b)

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From: Redacted under s.38(1)(b)

Sent: 29 January 2021 16:13

To: Deputy First Minister and Cabinet Secretary for Education and Skills

Subject: Supply teacher

Good afternoon Mr Swinney,

I qualified as a primary school teacher in Redacted under s.38(1)(b) , and have been employed in various roles as a teacher for Redacted under s.38(1)(b) council since 2000. I left my permanent teaching post Redacted under s.38(1)(b) . I am currently on the supply list. I have not worked since March 2020.

No texts were issued from Redacted under s.38(1)(b) council offering work in the hubs, nor as extra Covid support in schools from March till the new term in August. Some supply work was text in the autumn term, but very little. People only got this work if they were 'quick off the mark'. I was offered work directly from a school Redacted under s.38(1)(b) , but Redacted under s.38(1)(b)so had to turn it down. Many supply teachers had no work at all.

I am in the fortunate position that my husband is still working. We have had to be extremely careful with our expenditure. This is tricky with a family Redacted under s.38(1)(b)

This is all extremely worrying, and we continue to hope that my husband's job remains secure in these turbulent times. I received money in the summer term from Redacted under s.38(1)(b) council in recognition of hours worked between January and March 2020. This was negotiated for all supply

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teachers. Please can a similar furlough type payment be made for supply teachers again, based on the period worked January to March 2020? (That period is a more accurate reflection of average work, rather than anytime this academic year for all supply.)

In addition to this, the GTCS will inevitably want all teachers to pay their yearly fee in April. Perhaps a reduction in the fee would be a good gesture for teachers, especially as morale is so low currently.

Kindest regards,

Redacted under s.38(1)(b)

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**From:** Redacted under s.38(1)(b)

**Sent:** 03 February 2021 17:28

**To:** Swinney J (John), MSP <John.Swinney.msp@parliament.scot>

**Subject:** Supply Teachers

For the attention of John Swinney MSP,

I would like to welcome the statement made yesterday by the First Minister in the Scottish Parliament, that no supply teacher should be out of work just now due to previous and current funding being made available to all local authorities.

However, that is a longer term fix for supply teachers should the local authorities who have to date not offered any covid-recovery posts, only now begin to utilise the funding for any future employment. This does not help supply teachers in the here and now on no or reduced income and a shorter term solution is needed.

This could take the form of a retention payment similar to that given during the last lockdown when schools were closed. This would be to make up for the lack of job opportunities due to LAs not using SG money prior to lockdown and the lack of any offers of supply either in hubs or for remote teaching despite being told that schools are open and that there should be opportunities for work.

Any retention payment could be based on the last 3 months a supply teacher has done regardless of when it was - this would catch those who have not had any offers of supply work from their local authority all this session.

Specific to my own situation, Redacted under s.38(1)(b) - As such, I have had no supply work at all and, obviously earned no money. I would be concerned as to where I, or indeed others in similar situations, would stand in terms of any retention.

Thank you for your attention and I look forward to my MSP supporting the premise that supply teachers will be receiving some kind of retention payment in a similar way to those groups of employees (quite rightly) who are furloughed or similar.

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Kind regards,

Redacted under s.38(1)(b)

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From: Redacted under s.38(1)(b)

Subject: Supply Teacher Remuneration

Message Body:

Dear First Minister,

I'd like you to clearly re-assess your decision not to pay Supply Teachers the retention scheme used in last year's Mar-Jun closures. Furthermore, when you announce these 'lockdowns' you must have measures already in place, or within a few days at the latest, as otherwise you are murdering the people of Scotland. It is not possible to pay my bills with a long list of young people I've helped Redacted under s.38(1)(b), British Gas require money, the Council demand money, my insurers require money. I'd like you all to clearly consider that not everyone leaves Holyrood at the end of the day and returns home to a warm home, a meal, a DVD, whatever it may be, and I'm not referring here to the homeless, I referring to Teachers, Nurses, and many other professionals. If you want people to obey your rules- and we all know that this can be difficult at times it seems -you have to support people into quarantine, into staying at home. This is not the time, First Minister, for an argument between your Government and COSLA about who's paying what to who. Redacted under s.38(1)(b) Can you tell me why I have to face this having trained to help shape the next generation and been given in return nothing but disrespect as a Supply Teacher since I qualified in Redacted under s.38(1)(b) while Vodafone frequently get away without paying 6 Billion in tax? Step up for Supply Teachers like we step up every time we cross the front door of a school, even 60% of the deal we got last year might be understandable, but nothing is disgusting.

P.s. Make sure you take a right big holiday when all this is over

Redacted under s.38(1)(b)

**From** Redacted under s.38(1)(b)

**Sent:** 06 February 2021 21:43

**To:** Redacted under s.38(1)(b) Redacted under s.38(1)(b) Redacted under s.38(1)(b)

**Subject:**

Hello

It has come to my attention that COSLA are of the opinion the Supply work is 'Readily available'. Please provide evidence for this at your next meeting. Personally, I can assure you that there has been **one** booking in Edinburgh since Christmas. Supply work is now only available, except in **very** rare circumstances, in months September to March. If you desire to have Supply staff who aren't solely old Women who want to buy their dog a new warmer, you may wish to consider that some people actually took the GTC at their word when they were told they could have a career as a Supply

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Teacher..Hah!...and actually need to eat...

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