



CITY AND COUNTY OF SWANSEA
DINAS A SIR ABERTAWE

Councillor Fiona Gordon
Convener Schools Performance
Scrutiny Panel
City & County of Swansea

Please ask for:
Gofynnwch am:
Direct Line:
Linell Uniongyrochol:

Councillor Jennifer Raynor
(01792) 637429

E-Mail / E-Bost:
Our Ref / Ein Cyf:
Your Ref / Eich Cyf:
Date / Dyddiad:

cllr.jennifer.raynor@swansea.gov.uk
JR/JW

31 December 2015

If you require this or any other information in another format e.g. Braille, audio tape or a different language, please contact me

Dear Councillor Gordon

SCHOOLS SCRUTINY PERFORMANCE PANEL

Thank you for your letter of 17th November 2015.

The Panel raised the issue of flexibility within the Council in relation to policies around recruitment. There are two issues which are impacting on providing support for children whose first language is neither English nor Welsh.

The first issue is the severe shortage of qualified teachers and support workers who can speak the new languages. You mention Romanian and Polish. The Council is also facing a demand from all the Baltic states and other east European countries plus the countries from which families are fleeing from war and famine. In addition, the two universities and Gower College are recruiting staff and students from around the world. It has been difficult to find suitably qualified staff to meet the demands for language support.

The second issue, which the Panel considered is that of recruitment and employment policies. Schools which have a history of large numbers of children from certain areas, e.g. Bangladesh are tending to employ EMLAS staff as school support workers. This does produce some vacancies within the EMLAS service but as I have said, the new language teachers are difficult to find even from agencies.

COUNCILLOR/Y CYNGHORYDD
JENNIFER RAYNOR
CABINET MEMBER FOR EDUCATION /
AELOD Y CABINET ADDYSG

CABINET OFFICE, THE GUILDHALL, SWANSEA, SA1 4PE
SWYDDFA'R CABINET, NEUADD Y DDINAS, ABERTAWE, SA1 4PE

☎ (01792) 637429

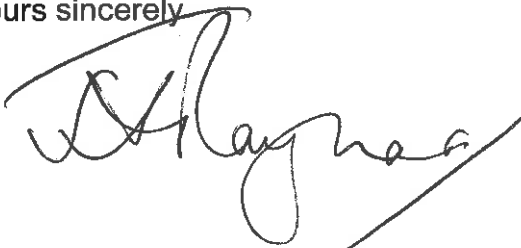
✉ cllr.jennifer.raynor@swansea.gov.uk www.swansea.gov.uk

CITY AND COUNTY OF SWANSEA
DINAS A SIR ABERTAWE

Page 2

As part of Sustainable Swansea recruitment and employment policies are constantly being reviewed.

Yours sincerely



COUNCILLOR JENNIFER RAYNOR
CABINET MEMBER FOR EDUCATION

COUNCILLOR/Y CYNGHORYDD
JENNIFER RAYNOR
CABINET MEMBER FOR EDUCATION /
AELOD Y CABINET ADDYSG

CABINET OFFICE, THE GUILDHALL, SWANSEA, SA1 4PE
SWYDDFA'R CABINET, NEUADD Y DDINAS, ABERTAWE, SA1 4PE

☎ (01792) 637429

✉ cllr.jennifer.raynor@swansea.gov.uk www.swansea.gov.uk