

## **UNISON Cymru Wales**

### **Teaching Assistant Professional Learning Survey**

### **Summer 2023**

#### **Introduction**

The BSOF Schools Project surveyed Teaching Assistants in Wales to gather data around specific professional learning themes communicated by branches and members. The survey has collected data regarding the delivery of Continuing Professional Development on INSET days, training and understanding related to the Curriculum for Wales and has collected professional learning needs highlighted by Teaching Assistants to support their roles.

409 Teaching Assistants took part in the survey from across all Local Authorities in Wales. The results confirm that staff in these roles are calling out for CPD so that they can carry out their roles effectively. This survey reveals a trend that Teaching Assistants are not provided with adequate or relevant CPD in a career pathway that is ever evolving, growing, and becoming increasingly complex.

#### **About UNISON Wales**

UNISON is the largest trade union organising and representing 1.3 million public sector workers UK wide, including 100,000 public sector workers across Wales. In Wales, school's members make up 33 – 52% of Local Government branches. School's members make up ~21% of total UNISON membership in Wales.

#### **Teaching Assistant Professional Learning Survey Results**

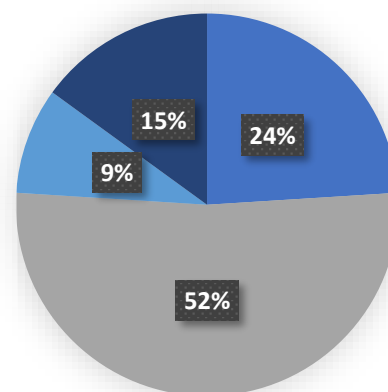
Between May and September 2023, UNISON Cymru Wales BSOF Schools Organisers surveyed Teaching Assistants across Wales about their experience of professional learning in their roles.

*Percentages have been rounded up or down to the nearest decimal.*

## How best describes your INSET days?

Wales wide results of respondents:

- 24% - Preparing resources, general classroom maintenance
- 52% - Participating in relevant training activities and sessions
- 9% - Not expected to attend / Not paid to attend
- 15% - Other



Themes from those who responded in the open text box for 'Other':

- 25 people mentioned that training provided is not relevant to role and that support staff are often tagged on to teachers training.
- 16 people mentioned that their INSET days can be a mix of general classroom maintenance, cleaning and both relevant and non-relevant training sessions.
- 10 people highlighted specific general activities such as, PPA, ELSA session planning, staff meetings, catching up on emails and cleaning.
- 3 people have mentioned that they have been asked to volunteer (unpaid) to complete general maintenance on INSET days.

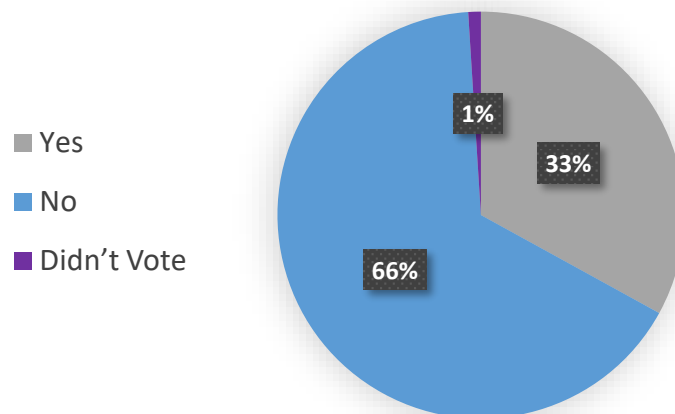
Breakdown of data by Local Authority:

Local Authority	Preparing resources, general classroom maintenance (%)	Participating in relevant training activities and sessions (%)	Not expected to attend / Not paid to attend (%)	Other (%)
All Wales	24.5	51.9	8.8	14.8
Vale of Glamorgan (Bro Morgannwg)	27.3	61.8	3.6	7.3
Isle of Anglesey (Ynys Môn)	40	40	0	20
Gwynedd	0	100	0	0
Conwy	27.8	50	22.2	0
Denbighshire (Sir Ddinbych)	22.2	33.3	22.2	22.2
Flintshire (Sir y Fflint)	16.7	61.1	22.2	0
Wrexham (Wrecsam)	13.3	20	33.3	33.3
Ceredigion	64.3	7.1	7.2	21.4
Powys	25	33.3	16.7	25
Pembrokeshire (Sir Benfro)	16.7	66.7	0	16.7
Carmarthenshire (Sir Gaerfyrddin)	22.22	44.4	0	33.3
Swansea (Abertawe)	43.8	56.2	0	0

Neath Port Talbot (Castell-nedd Port Talbot)	23	38.5	0	38.5
Bridgend (Pen-y-bont ar Ogwr)	19.2	53.9	0	26.9
Rhondda Cynon Taff	18.8	68.8	6.2	6.2
Cardiff (Caerdydd)	31.1	52.5	4.9	11.5
Merthyr Tydfil (Merthyr Tudful)	0	83.3	0	16.7
Caerphilly (Caerffili)	15.8	57.9	5.3	21
Newport (Casnewydd)	28	48	4	20
Torfaen (Tor-faen)	6.4	32.2	25.8	35.5
Blaenau Gwent	28.6	57.1	0	14.3
Monmouthshire (Sir Fynwy)	33.3	66.6	0	0

## Do you consider that you have received enough training to deliver the new curriculum for Wales?

Wales wide results of respondents:

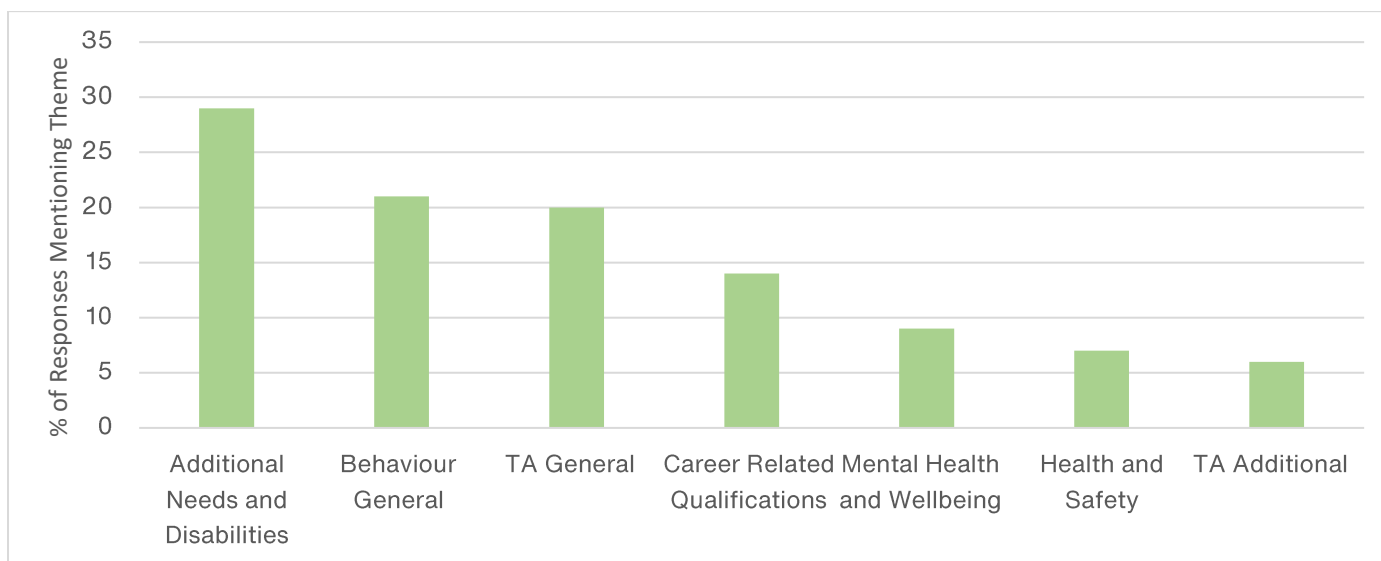


### Breakdown of data by Local Authority:

Local Authority	Yes (%)	No (%)	Didn't Vote (%)
All Wales	32.8	66.5	0.7
Vale of Glamorgan (Bro Morgannwg)	29.1	70.9	0
Isle of Anglesey (Ynys Môn)	40	60	0
Gwynedd	40	60	0
Conwy	22.2	77.8	0
Denbighshire (Sir Ddinbych)	22.2	77.8	0
Flintshire (Sir y Fflint)	27.8	72.2	0
Wrexham (Wrecsam)	40	60	0
Ceredigion	15.4	84.6	0
Powys	25	66.7	8.3
Pembrokeshire (Sir Benfro)	66.7	33.3	0
Carmarthenshire (Sir Gaerfyrddin)	33.3	66.7	0
Swansea (Abertawe)	35.3	58.8	5.9
Neath Port Talbot (Castell-nedd Port Talbot)	30.8	61.5	7.7
Bridgend (Pen-y-bont ar Ogwr)	33.3	63	3.7
Rhondda Cynon Taff	56.3	43.8	0
Cardiff (Caerdydd)	34.9	65.1	0
Merthyr Tydfil (Merthyr Tudful)	33.3	66.7	0
Caerphilly (Caerffili)	31.6	68.4	0
Newport (Casnewydd)	25.9	74.1	0
Torfaen (Tor-faen)	32.3	67.7	0
Blaenau Gwent	28.6	71.4	0
Monmouthshire (Sir Fynwy)	33.3	66.7	0

## Is there any specific training that you think could support your role?

Themes collected from qualitative data from responses Wales-wide.



Training Area	Number of Mentions	% of Responses Mentioning Theme
<b>THEME - Additional Needs and Disabilities</b> Including: ALN, ASD, BSL/non-verbal/PECS, Disabilities, Dyslexia, SEN, Neurodiversity Support, Speech and Language SaLT.	81	29
<b>THEME - Behaviour General</b> Attachment, Behaviour Management (/THRIVE), Confrontation & Conflict.	59	21
<b>THEME - TA General</b> General / Any / All, Curriculum for Wales, English as an Additional Language, Early Years, ICT, Numeracy – teaching, Safeguarding, Welsh Language.	57	20
<b>THEME - Career Related Qualifications</b> CPD qualifications, ELSA, HLTA.	39	14
<b>THEME - Mental Health and Wellbeing</b> THRIVE & Mental Health and Wellbeing, Trauma, LBGTQ+, PACE, Racism.	24	9
<b>THEME - Health and Safety</b> CLEAPSS, First Aid, Health and Safety, Manual Handling, Medical Procedures, Signs of sexual exploitation, Staff Inductions.	21	7
<b>THEME - TA Additional</b> Forest School, Interventions, Observations, Restorative Practice, Team Teach.	17	6

## Response numbers from Local Authorities for Branch Reference:

Local Authority	Responses
All Wales	409
Vale of Glamorgan (Bro Morgannwg)	55
Isle of Anglesey (Ynys Môn)	5
Gwynedd	5
Conwy	18
Denbighshire (Sir Ddinbych)	9
Flintshire (Sir y Fflint)	18
Wrexham (Wrecsam)	15
Ceredigion	13
Powys	12
Pembrokeshire (Sir Benfro)	12
Carmarthenshire (Sir Gaerfyrddin)	9
Swansea (Abertawe)	17
Neath Port Talbot (Castell-nedd Port Talbot)	13
Bridgend (Pen-y-bont ar Ogwr)	27
Rhondda Cynon Taff	16
Cardiff (Caerdydd)	63
Merthyr Tydfil (Merthyr Tudful)	12
Caerphilly (Caerffili)	19
Newport (Casnewydd)	27
Torfaen (Tor-faen)	31
Blaenau Gwent	7
Monmouthshire (Sir Fynwy)	6
Other	0