

Submission
No 139

**INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH
WALES**

Name: Name suppressed

Date Received: 3 July 2022

Partially
Confidential

A quality education system is dependent on appropriate funding and quality educators. Based on my experiences as the sister and wife of primary school teachers and as the parent of a primary school child in NSW, the Government is failing in its treatment of and support for the education system and educators.

The pressure on teachers to provide optimal educational outcomes whilst managing against ever increasing bureaucratic and administrative requirements is unachievable within the timeframes available. The working hours of teachers are an unreasonable expectation, especially when viewed in relation to the remuneration offered. Teachers work early mornings, evenings, weekends and holidays in addition to face-to-face teaching hours. The resources available to them to support students and provide differentiated learning pathways are inadequate.

I believe that the vast majority of educators are doing their best to deliver engaging, inclusive learning experiences for their students in a system that fundamentally operates against them. The narrative of the Government in relation to teachers – throughout the pandemic and since - demonstrates the inherent lack of respect for this group of professionals.

Additionally, many teachers acting in more senior roles have been impacted by a clause in their contract that means they return to their substantive pay when having 5 days in a row away sick. Teachers are financially penalised for following Government instructions on isolation when they have contracted COVID in a school environment.

I can't help but wonder for how long teachers' passion for education and contributing to society can sustain them remaining in a career that does not value them nor have the systems in place to support them.

I hope that these words are impactful and can help to re-define our education system and how we treat and engage educators. This is not sustainable.