

## Appendix 1

Sarah,

In response to the consultation, we wish to make the following points:

1. Our members decision to work for the Home Tuition Service rests primarily on two reasons – they have no desire to work in a school-based setting and they wish to support those pupils who, for various reasons, are unable or unwilling to attend school. The decision by the Council to move these pupils – and therefore the staff – back into a school setting makes no sense and we fear that it will fail those pupils who cannot or will not attend. We have not received an adequate response to questions raised about the support these pupils will receive, other than to be told that they will be in the school setting.
2. We have asked about balance of workload, with the spread of pupils requiring support within the schools being uneven. We were advised that this would be up to each individual school to balance. This is not an adequate response for what is a genuine concern for our members.
3. A further concern is that our members will no longer be employed by EOTAS, but rather by the Council direct, with the line management sitting with the Headteacher. Another concern raised is that the tutors would be subsumed into the school and utilised as cover staff as and when required, regardless of their own workload. Again, this was raised during consultation and we did not receive adequate reassurance. We were only told that the Heads were aware of what the roles entailed for each member of staff. However, in discussion with our members, it seems that this not the case.
4. We have offered an alternative solution which is for our members to be based in any other council offices – such as Ty Penallta or Cross Keys – and to still be employed by EOTAS. As stated above, our members do not want to work in a school setting and this is a huge issue for them. We hope that serious consideration is given to this.
5. We have yet to receive justification for moving the EOTAS Home Tutors into schools. The current system is working, with staff and pupils being supported and knowing their roles and responsibilities. Workload is high but is being managed. This change will serve only to increase workload, stress and lack of support for the vulnerable pupils.
6. We have yet to receive an explanation as to how the proposals to fundamentally change the role and contract of the home tutors will be carried out unless there is agreement from the home tutors to do so. This is only adding to the anxiety of the members.

Yours sincerely,

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**NEU Cymru**

**Mark Morris**  
**National Executive Member (D31)**  
**NASUWT Cymru**

