



Supply teaching in Wales

Schools are free to engage qualified supply teachers from wherever they feel appropriate to meet the needs of their school (under local management of schools framework as outlined in the Staffing of Maintained Schools (Wales) Regulations 2006). Typical employment routes are via direct employment; LA supply lists; employing a supernumerary/floating teacher (as an individual school or collaborating with other schools); using a commercial supply agency. (The National Procurement Service (NPS) Framework Agreement for Agency Workers has been developed to help schools recruit temporary teaching staff through a national framework for Wales).

All supply teachers that are considering entering into employment with a commercial supply agency should read and understand the terms of any contract they sign. If they are a member of a trade union, the union will be able to provide advice on contracts. Supply teachers should consider the terms of the NPS framework when choosing which commercial supply agencies to register with.

A new National Procurement Services (NPS) Framework agreement for the employment of supply teachers via commercial agencies came into effect on 1st September 2019

Using a commercial Supply agency from the NPS Framework will provide schools with assurances that minimum quality standards and statutory safeguarding obligations are met. There is greater transparency in terms of fees. Schools considering entering into a contract with any commercial supply agency should read and understand the terms of the contract.

Why use a framework agency

- Assurances that all qualification, suitability and DBS checks have been undertaken. (Schools also need to be aware of their responsibilities)
- All framework agencies must be a member of a relevant professional recruitment body.
- No Swedish Derogation allowed.
- The Code of Practice for Ethical Employment in Supply Chains and Welsh Government Fair Work principles are supported.
- A minimum daily pay rate for supply teachers; in line with the current School Teacher's Pay and Conditions Document (STPCD) and the role being undertaken.
- Agency daily fees made available to schools and local authorities providing schools with clarity in terms of how much goes to the teacher and how much to the agency supporting delegated budget decisions.
- Temporary to permanent fees are transparent and are on a sliding scale depending on how long the teacher has been placed at the school.
- Agency supply teachers will receive free and relevant professional learning and all newly qualified teachers will have the relevant support to meet induction.

