



Supply Teachers' Conference

The NASUWT Supply Teachers' Conference, held in March, was attended by hundreds of supply teachers who called on the Westminster Government to do more to ensure that supply agencies operate within the law governing agency workers.

A real-time electronic poll of those attending the Conference found that 94% do not believe the Westminster Government values or understands the needs of supply teachers. Ninety-two per cent said that the Westminster Government needs to introduce stronger regulation of supply agencies.

Dr Patrick Roach, NASUWT Deputy General Secretary, who addressed the Conference, said that the Westminster Government needs to take seriously the issues raised by supply teachers, "who are the backbone of the schools system."

He added that it is "scandalous" that many supply teachers are seen as "second-class professionals" and "denied equal treatment at work."

Supply teachers had the opportunity to share their experiences at the Conference. One supply teacher said that they were "spending more time actually finding work" than working, while another said they felt supply teachers were "regularly looked at as being the bottom of the pile."

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SUPPLY TEACHERS' CONFERENCE
Saturday 17 September 2016
conferencesandevents@mail.nasuw.org.uk



Dr Patrick Roach, NASUWT Deputy General Secretary, addresses the Conference

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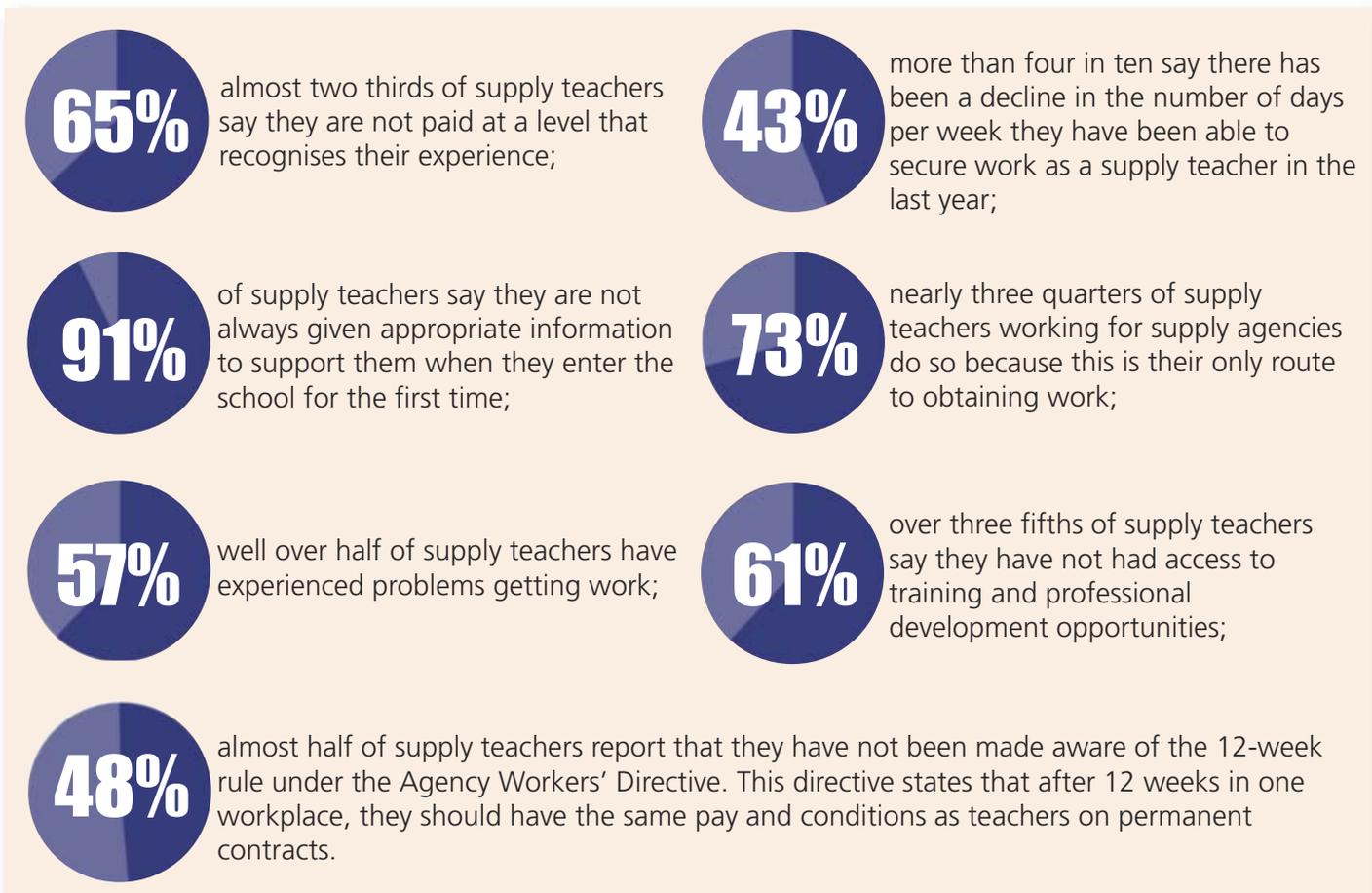
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April 2016

Supply Teachers' Survey 2016

At the NASUWT National Conference 2016 in April, the results from the Union's annual Supply Teachers' Survey were released. The Survey, which attracted over 1,000 responses, demonstrated that supply teachers are facing a raft of exploitative employment practices, including denial of entitlements on pay, pensions and working conditions.

The Survey found that:



The NASUWT is calling and campaigning for urgent action by the Westminster Government to regulate all supply agencies and introduce national standards for the employment of supply teachers.

The Union is also continuing to campaign for better regulation of supply agencies and an end to unscrupulous practices, such as forcing supply teachers to sign exploitative contracts and waiving their legal rights and entitlements. A full report of the Supply Teachers' Survey 2016 will be published soon.

Supply agency trade bodies

Since the start of the year, the NASUWT has been engaged in discussions with the two largest bodies representing employment agencies: the Association of Professional Staffing Companies (APSCo) and the Recruitment Employment Confederation (REC).

Despite representing the supply industry, a real-time electronic poll of supply teachers at the Supply Teachers' Conference found that 95% had never heard of these organisations and even more (97%) were not aware of the work they undertook within the sector.

The Union has made it clear to these organisations that codes of practice operated by them can only be fit for purpose if they secure the highest standards of recruitment practice for supply teachers.

The NASUWT will continue to press these trade bodies for:

- national pay standards;
- entitlement to continuing professional development (CPD) for supply teachers;
- regulation of the sector.

Representations to the Westminster Government

The NASUWT met representatives from the Department for Education (DfE) and the Department for Business, Innovation and Skills (BIS) to highlight concerns about the practices of supply agencies and umbrella companies and their compliance with the law. Detailed discussions are ongoing and the NASUWT will keep members updated.

The NASUWT General Secretary has written to the Chancellor to request that supply teachers are exempted from a recent change to tax regulations which prevent supply teachers claiming tax relief on travelling expenses. The full letter can be found at www.nasuwt.org.uk/SupplyTaxRelief.

Welsh Government

The NASUWT has written to the Minister for Education and Skills in Wales expressing the serious concerns Welsh supply teachers have with New Directions and the practices they operate as the “preferred provider”.

The Union has requested a meeting with the Minister to discuss this further. The monopolisation of the market by New Directions and access to employment for supply teachers not registered with them will be part of the agenda, as well as the NASUWT’s involvement in the Ministerial Advisory Group established to look at alternative models for supply teaching in Wales.

Exploitation of supply teachers

The NASUWT commitment to supply teachers was reaffirmed at the Union’s Annual Conference 2016 when the motion regarding the exploitation of supply teachers was carried unanimously.

The debate demonstrated the strength of feeling amongst Conference representatives towards the way supply teachers are denied rights and entitlements to national pay and conditions, the Teachers’ Pension Scheme and CPD.

The full text on the motion can be found at www.nasuwt.org.uk/AnnualConference2016.

Resources

The NASUWT is the only union to publish a comprehensive and high-quality resource and information pack for supply teachers and to provide supply teacher members with access to free and accredited training and CPD delivered through a programme of regional and national events.

An independent website for teachers to find, rate and review supply agencies.

SupplyAdvisor

With SupplyAdvisor, you can:

- find agencies in your area;
- rate agencies and write reviews;
- read reviews from other supply teachers.



SupplyAdvisor is part of the NASUWT’s comprehensive support package for supply teachers. All too often, supply teachers are exploited and denied appropriate pay, professional development and support.

SupplyAdvisor – putting **you** in control

www.supplyadvisor.co.uk

What supply teachers said about the NASUWT's Supply Teachers' Conference

"A feeling that someone actually does understand what supply teachers need and is trying to help"

"Great to be able to spend time with other supply teachers and share experiences/networking"

"Feel more empowered and supported"



"Reassured by NASUWT making supply a priority"



"Again, it was so brilliant to feel part of a whole and so well supported. Thank you!"



Supply teacher sharing his experiences at the Conference