

Supply Teachers' Conference

DECLARATION MARCH 2017



#NASUWTSupply17



NASUWT
The Teachers' Union

The NASUWT, the teachers' union, is committed to supporting and developing supply teachers, through high-quality training and guidance, and by tackling the exploitation and discrimination that supply teachers face from supply agencies and schools.

PREAMBLE

This Conference declares that:

Supply teachers are an essential resource for schools and make a vital contribution to securing high educational standards for all children and young people. The NASUWT further believes that:

- a) supply teachers are committed, dedicated professionals striving to provide excellence in education for all children and young people;
- b) the potential and contribution of supply teachers to the education service are not sufficiently recognised or valued.



The NASUWT Supply Teachers' Consultation Conference expressed anger and frustration regarding the treatment of supply teachers, including:

- i. the failure of schools/colleges and supply agencies to recognise or value the skills and contributions of supply teachers;
- ii. the practices of recruitment agencies which often deny supply teachers access to the rights and protections they should be entitled to;
- iii. the increasing use in some schools of unqualified staff to replace qualified teachers in the classroom;
- iv. the exploitation and poor employment practices of unscrupulous agencies who put their own financial gain ahead of the best interests of both teachers and pupils;
- v. marginalisation and isolation experienced by many supply teachers;
- vi. the negative impact agency working has on the personal and professional lives of many supply teachers;
- vii. the failure of supply agencies to fully disclose all fees and charges they make for the services they provide;
- viii. the failure of supply agencies to set out clearly the terms and conditions that will be applied to supply teachers, including the hours of work and rates of pay;
- ix. the failure of supply agencies to act to ensure the safety, health and wellbeing of supply teachers;
- x. the failure of supply agencies to provide access to continuing professional development (CPD) which is fit for purpose.

KEY CONCERNS

Supply teachers are deeply concerned about the failure of governments and administrations across the UK to:

- i. intervene and regulate the labour market for supply teachers and to ensure that all schools/colleges adopt an ethical approach to the procurement of supply teachers;
- ii. prevent supply agencies and schools paying supply teachers as little as they can get away with;
- iii. support and encourage schools to engage supply teachers directly and to safeguard against unnecessary costs to the public purse arising from the use of exploitative supply agencies;
- iv. ensure that supply teachers are treated with dignity and respect by schools, parents and pupils;
- v. confirm that the rights and protections afforded to supply teachers as agency workers are safeguarded following Brexit.

“It is the first supply teachers’ conference I have attended but I will certainly look for more. It was informative and beyond my expectations. Thank you.”

“Excellent CPD whilst networking with other supply teachers.”



“Informative, incisive and illuminating.”

ACTION

The NASUWT calls on all governments and administrations to take urgent action to address the situation affecting supply teachers working in schools and colleges, including by ensuring:

- a) stronger regulation of supply agencies and umbrella companies;
- b) the adoption of an ethical approach to procurement;
- c) establishing enforceable national standards which must be met by all supply agencies in receipt of public money;
- d) ensuring an entitlement to high-quality CPD for all supply teachers.

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



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The Teachers' Union



Join NASUWT, be there, be relevant, be included



NASUWT listens to members and works hard to represent our interests in a determined, professional manner



BOOK NOW!

Supply Teachers' Conference

23 September 2017

Hilton Metropole Hotel, Birmingham

email: conferencesandevents@mail.nasuwt.org.uk

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The Teachers' Union

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