

# Supply Teachers' Conference

DECLARATION 2016




The NASUWT, the largest teachers' union in the UK, 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:**

- a) supply teachers are an essential resource for schools and make a vital contribution to securing high educational standards for all children and young people;
- b) supply teachers are committed, dedicated professionals striving to provide excellence in education for all children and young people;
- c) the potential and contribution of supply teachers is not sufficiently recognised or valued.



I want the education system to be fair to teachers and all employees who work within the system



Supply teaching is still very valuable and I am lucky to do my supply through a local authority

**This conference expresses the anger and frustration of supply teachers regarding:**

- i. the failure of schools/colleges and supply agencies to recognise or value the skills and contributions of supply teachers;
- ii. the lack of support for supply teachers in the workplace, including a lack of access to basic facilities;
- iii. the marginalisation and isolation experienced by many supply teachers;
- iv. the failure of government to regulate supply agencies through the development of national standards for supply agencies;
- v. the failure to secure better employment conditions for 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 of the fees and charges that they make for the service 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 extent to which the continuing professional development (CPD) needs of supply teachers are denied by supply agencies.

Confirmation that supply teachers are treated as 'second class' teachers by school staff, agencies and students

I am sad that the education system is so hostile and unfair – sometimes it makes me very angry

## MEMBERS' CONCERNS

This conference notes the deep concerns of supply teachers regarding:

- i. the unwillingness of government to act positively in the interests of supply teachers;
- ii. the precarious nature of employment for supply teachers and the threat of blacklisting by some schools, colleges and employment agencies;
- iii. the widening pay inequality experienced by supply teachers;
- iv. widespread prejudice and negative attitudes in schools/colleges with regard to supply teachers;
- v. the unscrupulous activities of some supply agencies in pressuring them to sign contracts with offshore umbrella companies which deny them basic rights and entitlements;
- vi. the expectations placed on supply teachers to take on duties which do not require the skills of a qualified teacher.

Allows teachers to share experiences and not feel isolated



I had no idea what to expect. I was amazed at the support that is available to me



Invaluable training – only available through NASUWT



## NEXT STEPS

This conference calls for urgent action to address the situation of supply teachers working in schools and colleges, including by:

- a) stronger regulation by government of the policies and practices of supply agencies;
- b) securing nationally enforceable standards for supply agencies;
- c) ensuring an entitlement to regular 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



[www.supplyadvisor.co.uk](http://www.supplyadvisor.co.uk)

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The Teachers' Union

# SUPPLY TEACHERS 2016 POLL SUMMARY:

## Type of work

**28%**

Despite a recruitment and retention crisis in teaching, over a quarter of supply teachers still stated that they were not able to secure supply work.

## Fees and charges

**83%**

Over four fifths of supply teachers stated that the main agency they work for does not fully disclose all fees and charges for the services they provide.

## How agencies operate

**42%**

of supply teachers stated that the agency where they undertook the majority of their work did not operate with integrity, professionalism, equity and fair practice.

## Securing work elsewhere

**15%**

Over one in ten supply teachers stated that the agency where they undertake the majority of their supply work prevented them from seeking work elsewhere.

## Pay

**24%**

Almost a quarter of supply teachers stated that the agency where they undertook the majority of their work did not make them aware of how much they would be paid.

## Hours worked

**39%**

Almost two fifths of supply teachers stated that the supply agency where they undertook the majority of their work did not make them aware of the hours they were expected to work.

## Safety, health and wellbeing

**61%**

Over three fifths of supply teachers stated that the agency where they undertook the majority of their work did not ensure their safety, health and wellbeing at work.

## Professional knowledge and skills

**65%**

of supply teachers stated that the agency where they undertook the majority of their work did not develop their professional knowledge and skills.

## Payment promptly and accurately

**24%**

Almost a quarter of supply teachers stated that the agency where they undertook the majority of their work did not pay them promptly and accurately.

## Would you recommend supply teaching?

**35%**

Over a third of supply teachers would not recommend supply work to other teachers.

