

National Assembly for Wales
Children, Young People and Education Committee
ST 32
Inquiry into Supply Teaching
Evidence from : Sefton National Union of Teachers

Email 1

I would like to present the following information to the inquiry.

Sefton Council is sending out to schools proposals for a 3 year Service Level Agreement for supply teaching. This is a viable model for other councils to adopt.

We would like to draw attention to the following-

- * The new three year Service Level Agreement (SLA) for the Sefton Supply Teaching Service is excellent value for schools. Out of the projected spending on supply teaching only 5% will go on administration. Private agencies charge schools up to £200 a day, on average teachers receive only £100.
- * If 95% of supply money goes to teachers they then spend that in the local economy, this helps to support local shops and businesses.
- * Sefton Supply Teaching Service has a well established pool of experienced teachers, they know the schools and the children.
- * Teachers are paid according to national rates and are enrolled into the Teachers' Pension Scheme. Sefton supply teachers feel valued and respected. Private agencies pay up to £60 a day less and make no contribution to teachers' pensions. Teacher unions have reported very low morale amongst teachers working for private agencies.
- * Sefton supply teacher candidates are interviewed by Headteachers.
- * Money will be set aside in the new SLA for good quality training for supply teachers.
- * If schools find an excellent supply teacher that they wish to employ on a full time basis there is no charge. Private agencies charge so-called 'finders fees' that can cost schools thousands of pounds.
- * Sefton Supply Teaching Service is run by dedicated staff who have worked with schools for many years.
- * There are excellent safeguarding procedures, run by trained professionals that are fair for teachers. Schools who buy into the SLA will be covered.

*** Sefton Supply Teaching Service is non-profit making, schools are not funding million pound deals for company chief executives.**

Email 2

I would like to submit the following-

- * Thirty years ago there were 170 local authority supply teaching pools all with Teachers' Pay and Conditions and Teachers' Pension Scheme payments.**
- * 2014 – there are over 480 private supply teaching agencies most of them competing in a race to the bottom to under pay teachers. None of them enrol teachers into the Teachers' Pension Scheme.**
- * 46,000 teachers work for private supply teaching agencies: 62,000 teachers employed by private and independent schools (including nearly all the staff at Eton) are allowed into the state funded Teachers' Pension Scheme**
- * Private Supply Teaching agencies provide very few opportunities for training. None of them pay teachers for training.**
- * One of the last local authority teaching supply agencies is run by Sefton Council. Teachers receive 95% of the money spent by schools on supply teaching costs. It is run by one manager and two part-time staff.**
- * Private Supply Teaching agencies take anywhere between one half and a third of money spent by schools on supply teachers.**
- * The Chief Executive of Capita was paid £2.2 million last year.**
- * The Chief Executive of Hayes was paid £199,000 in pension contributions last year.**
- * Teaching Personnel made £7.5 million in profits on an income of £50 million – a 28% rise in profits.**
- * The minimum rate for Newly Qualified Teachers should be £111 per day and from £120 to £190 per day for experienced teachers.**
- * Classes are overseen by Teaching Assistants and Cover Supervisors. We want a return to a qualified teacher in every classroom!**
- * Northern Ireland has a central register for supply teachers, run by Belfast City Council – Teachers' Pay and Conditions and Teachers' Pension Scheme**