



Excell Supply Ltd, Unit 17 Mold Business Park, Mold, CH7 1XP

Fair Deal For Supply Teachers

Thank you for the opportunity to submit our views on the above petition, I have answered the questions below, but please do not hesitate to contact me if you require further clarification.

1. Excell Supply provides a valuable service to schools in Wales in situations where absence occurs. Schools cannot always plan for absence but they require specialists who can step in at short notice in order to support the learning of pupils.

In order to be able to do this, there needs to be a pool of well trained and motivated professionals, who have undergone safeguarding and other compliance checks, available. This pool of professionals would include teachers, teaching assistants and a range of other staff who would be able to work in a range of educational settings, thus minimising disruption to learning if a regular member of staff is absent.

Furthermore, there are many examples where Excell Supply has helped supply teachers (through mentoring and assistance with interview practice) to get contracts in school and fill vacancies which would have remained unfilled.

Excell Supply teaching staff are provided with professional learning opportunities so that they are able to meet the requirements of the new professional teaching standards in Wales and the new curriculum, including the use of the Welsh language in the classroom.

We also believe we a part of the greater community and as such give back to schools as and where we can in the form of donations of sports kits, items for classrooms such as furniture, computers and play areas and also supporting various initiatives that schools run from attendance awards to delivering advice to school leavers on how to be prepared for live outside school. We have also sponsored the Daily Post School Awards which take place annually for schools in North Wales.

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2. Excell Supply employs a number of professional learning managers who are experienced teachers themselves and are able to support teachers who work in different types of school setting including primary, secondary and SEND. Training is free of charge and offered through the medium of Welsh or English.

Safeguarding and safe working practice training is provided face to face and on line. Other formal professional learning opportunities are provided during school holidays or as twilight sessions in term time to maximise the opportunity to access the training. Training venues are geographically dispersed to ensure that staff can attend training near to where they live.

Areas in which formal training sessions have occurred during the last twelve months include behaviour management, using Welsh in the classroom, digital competence and basic safeguarding.

For newly qualified teachers we run regular briefing sessions so that new teachers know how to approach induction-this includes familiarisation with the new professional teaching standards, collecting evidence and using the induction profile.

Behaviour management advice based on Pivotal is circulated to all staff.

All teachers, including NQTs, are offered the chance of being observed in the classroom by an experienced mentor/advisor and given constructive feedback verbally or in writing which relates to the new teaching standards. This approach is welcomed by the supply teachers and by schools and is offered in Welsh or English.

We provide certificates and lesson observation notes to teachers in order for them to use them as evidence against the standards.

3. I believe we will see an improvement to supply teachers pay and conditions because of the introduction of the framework. The fact that there is now a level playing field for all agencies on the framework gives the schools a choice of an accredited agency to work alongside. It will also drive competition between those agencies, which, in turn, will improve the standards of vetting and compliance of the supply teachers. This, I believe will also lead to the retention of the excellent teaching professionals we have across Wales.

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4. Our intentions in relation to wages paid to supply teachers have always been to pay to scale and we have a long tradition of paying to scale where the School agrees to it. Where a school does not agree to pay to scale, and there are many reasons for this, a pay rate is always discussed with the teacher and is agreed before they are placed into the school. We never pay less or expect the teacher to work for less than what has been agreed.

When I first received this question I thought I should wait until the start of the academic year to answer to it to see how the issue of pay would pan out. Two things have alarmed me. Firstly a number of our schools have contacted us and told us that one of our competitors has informed them that decision to pay the minimum pay rate to teachers is down to the school and if the school wish to save money then they don't have to pay the increased rate, and the increase would only kick in after 12 weeks due to AWR and that the NPS cannot force them to pay the minimum rate. The second was seeing a letter from the NASUWT to teachers informing them that agencies have to pay the increased rate and for teachers to let them know of any agencies that aren't paying it. So, the framework is only two weeks old and there is already some confusion on the subject of pay. After the first two weeks of the academic year 80% of our schools have told us they do not wish to pay the minimum pay rate to teachers.

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