

1) Do I have to pay the supply teacher a fixed rate?

The rate of pay will depend on who employs a supply teacher. State maintained schools or local authorities who directly employ supply teachers must pay in accordance with the statutory arrangements for teachers laid down in the School Teachers' Pay and Conditions Document.

If a supply teacher is employed by a non-maintained school, a multi-academy trust or agency, the 'employer' can set the rates of pay and conditions of employment.

2) A supply teacher has come to me off the back of this campaign, do they have to be on-boarded differently?

No. Please on-board the supply teacher as you usually would, ensuring all relevant pre-employment checks are completed and safeguarding protocols are adhered to.

3) Do I need to report the amount of supply teachers that I have recruited as a result of this campaign?

The Department is very keen to understand the impact of campaigns such as this one. We would be grateful if you could record the number of ex-teachers that indicate that their decision to return to the classroom was related to this drive. We will be in touch early in January with further details about this.

4) DBS check timescales can act as a blocker to placement. Can the Department for Education relax safeguarding requirements to support quicker deployment of supply teachers?

Nothing is more important than safeguarding children and promoting their welfare. DBS checks, along with other safeguarding protocols are an important part of this. Currently, 80% of Enhanced DBS checks are issued within the 14-day service target and over 30% are issued within 1 day. The Department for Education will continue to engage with the Disclosure and Barring service to monitor timescales to ensure they can react as appropriate to any spikes in demand.

5) Referencing can take a long time and slow down the on-boarding process. What references are acceptable for ex-teachers?

The requirement for seeking a reference is set out in Keeping Children Safe in Education (KCSIE) statutory guidance. References form part of safer recruitment checks and every effort should be made to obtain a reference. Agencies will already have individuals registered with them, who have been out of the workforce for a while, so should deal with these cases in the same way and make every attempt to obtain a reference or similar information. Some indicative examples can be found below:

Scenario 1: An ex-teacher who has not been employed for 10 years.

In this scenario, the employer could ask the applicant for a letter of good character from a professional in the community. If an agency fails to obtain such information therefore, deviating from statutory guidance, they should have good reason for doing so. Agencies must ensure they feel confident that they can make a judgement on the

individual's suitability to work with children, based on the rest of the pre-appointment checks they have carried out.

Scenario 2: An ex-teacher last worked in an education setting in 2014 and has been employed in another sector since then.

In this scenario the agency should follow KCSIE and secure a reference from the relevant employer from the last time the applicant worked with children. If this is not possible the agency should record the reason why and seek a reference of good character from the individual's current employer.

Scenario 3: An ex-teacher was last employed in an education setting in 2015 and has not worked since then. That education setting has now closed down.

In this scenario, as per scenario 1, the employer could ask the applicant for a letter of good character from a professional in the community. If an agency fails to obtain such information therefore, deviating from statutory guidance, they should have good reason for doing so. Agencies must ensure they feel confident that they can make a judgement on the individual's suitability to work with children, based on the rest of the pre-appointment checks they have carried out.

6) What is the minimum qualification that a candidate needs?

This will depend on the role. For teachers, qualified teacher status (QTS) is a legal requirement to teach in many English schools, and considered desirable for teachers in the majority of schools in England. Schools in England where teachers can be employed without QTS include [academies](#), [free schools](#) and [independent schools](#).

However, even where QTS is not a legal requirement, many schools use QTS to assess the quality of candidates for teaching jobs.

7) Do you have any marketing materials that we can share and/or endorse through our own channels?

We have promoted this drive through our social media channels and Department for Education blogs, which you are welcome to endorse.

We will be in touch over the coming weeks as we continue to push this campaign and would welcome your engagement and support.

8) Will the Department specify which schools supply teachers should teach in?

No. This is a decision for you to make in consultation with schools. Any decisions regarding placement should be made in conjunction with the supply teacher.

9) Do I have to be an approved Crown Commercial Service supply teacher framework provider?

No. Whilst we do endorse the Crown Commercial Service framework, it is not mandatory for schools to procure supply staff through it, or for supply agencies to be on the framework.

10) Is there any CPD available to supply teachers to help increase their confidence?

There are resources available through Oak National Academy that might support the recruitment and then effectiveness of colleagues who might return to the classroom in the coming weeks.

Oak National Academy has over 40,000 free and easy to access lessons and resources for 4-16 year olds across a wide range of subjects. All of the lessons have been created by teachers, for teachers and cover just about everything a supply teacher might be asked to cover.

If supply teachers need any further support Oak National Academy will be hosting a dedicated webinar for supply teachers in the New Year. Please encourage supply teachers to sign up to Oak National Academy's mailing list to be the first to hear when these webinars are live.