



Supply teaching in Wales

Schools are free to engage qualified supply teachers from wherever they feel appropriate to meet the needs of their school (under local management of schools framework as outlined in the Staffing of Maintained Schools (Wales) Regulations 2006). Typical employment routes are via direct employment; LA supply lists; employing a supernumerary/floating teacher (as an individual school or collaborating with other schools); using a commercial supply agency. (The National Procurement Service (NPS) Framework Agreement for Agency Workers has been developed to help schools recruit temporary teaching staff through a national framework for Wales).

All supply teachers that are considering entering into employment with a commercial supply agency should read and understand the terms of any contract they sign. If they are a member of a trade union, the union will be able to provide advice on contracts. Supply teachers should consider the terms of the NPS framework when choosing which commercial supply agencies to register with.

A new National Procurement Services (NPS) Framework agreement for the employment of supply teachers via commercial agencies came into effect on 1st September 2019

Using a commercial Supply agency from the NPS Framework will provide schools with assurances that minimum quality standards and statutory safeguarding obligations are met. There is greater transparency in terms of fees. Schools considering entering into a contract with any commercial supply agency should read and understand the terms of the contract.

Why use a framework agency

- Assurances that all qualification, suitability and DBS checks have been undertaken. (Schools also need to be aware of their responsibilities)
- All framework agencies must be a member of a relevant professional recruitment body.
- No Swedish Derogation allowed.
- The Code of Practice for Ethical Employment in Supply Chains and Welsh Government Fair Work principles are supported.
- A minimum daily pay rate for supply teachers; in line with the current School Teacher's Pay and Conditions Document (STPCD) and the role being undertaken.
- Agency daily fees made available to schools and local authorities providing schools with clarity in terms of how much goes to the teacher and how much to the agency supporting delegated budget decisions.
- Temporary to permanent fees are transparent and are on a sliding scale depending on how long the teacher has been placed at the school.
- Agency supply teachers will receive free and relevant professional learning and all newly qualified teachers will have the relevant support to meet induction.

NPS Framework Approved Supply Agencies – 1/9/2019

North Wales

- Affinity Workforce Solutions Ltd (T/A CER)
- Educate Resourcing Ltd
- E-Qual Recruitment Ltd
- Excell Supply
- Urban Recruitment Group (Medicspro)
- New Directions
- Randstad Public Services Ltd
- Reed Specialist Recruitment
- Teacher Active Ltd

South East Wales

- Affinity Education Ltd
- Apollo Teaching Services Ltd
- Bay Resourcing Ltd
- Affinity Workforce Solutions Ltd (T/A CER)
- Education Supply Pool Ltd
- E-Qual Recruitment Ltd
- Hays Specialist Recruitment Ltd
- Highgrade Recruitment Ltd
- Hoop Recruitment Limited
- IntroSport UK Ltd T/A IntroTeach
- Urban Recruitment Group (Medicspro)
- MPS Education
- New Directions
- Prospero Recruitment Ltd
- Reed Specialist Recruitment
- Staffroom Education Ltd
- Teacher Active Ltd
- Teaching Personnel
- Valley Education Services
- Vetro Recruitment Ltd

Central Wales

- Affinity Education Ltd
- Apollo Teaching Services Ltd
- Bay Resourcing Ltd
- Bespoke Education Service Team Ltd (B.E.S.T Ltd)
- Affinity Workforce Solutions Ltd (T/A CER)
- Education Supply Pool Ltd
- Education Staffing Solutions Ltd
- E-Qual Recruitment Ltd
- Hays Specialist Recruitment Ltd
- Highgrade Recruitment Ltd
- Hoop Recruitment Ltd
- IntroSport UK Ltd T/A IntroTeach
- Urban Recruitment Group (Medicspro)
- MPS Education
- New Directions
- Prospero Recruitment Ltd
- Recruit2Schools Ltd
- Reed Specialist Recruitment
- Staffroom Education Ltd
- Teacher Active Ltd
- Teaching Personnel
- Valley Education Services
- Vetro Recruitment Ltd

Mid/West Wales

- Addysg Seren Education Ltd
- Apollo Teaching Services Ltd
- Bay Resourcing Ltd
- Bespoke Education
- Affinity Workforce Solutions Ltd (T/A CER)
- Service Team Ltd (B.E.S.T Ltd)
- Educate Resourcing Ltd
- Education Supply Pool Ltd
- Education Staffing Solutions Ltd
- E-Qual Recruitment Ltd
- Excell Supply
- Hays Specialist Recruitment Ltd
- Hoop Recruitment Limited
- IntroSport UK Ltd T/A IntroTeach
- New Directions
- Prospero Recruitment Ltd
- Recruit2Schools Ltd
- Reed Specialist Recruitment
- Staffroom Education Ltd
- Teacher Active Ltd
- Teaching Personnel
- Valley Education Services
- Vetro Recruitment Ltd

Not all agencies in each region cover every Local authority.

Please check your local authority area for which framework agencies support your area:

<https://s3-eu-west-1.amazonaws.com/hwb-livestorage/d7/5a/b1/39/cc5d4e55b54c22c469190cd2/awarded-suppliers-by-zone.pdf>