

A Guide to using Teaching Agencies

When to use a teaching agency

The majority of vacancies offered by teaching agencies are temporary positions. A few agencies occasionally offer some permanent roles but it is not recommended you use them to find a permanent role. However, agencies are mainly an effective way of finding temporary positions.

A temporary position is not a recommended way to start your NQT year as ideally you would want a permanent position lasting at least a year. However due to personal circumstances supply work can be a good way of fitting teaching around other commitments and ensuring you continue to build your CV.

One thing to bear in mind is that schools have to pay a lot of money to agencies, so they prefer not to use them if they can. So for permanent positions or NQT roles, it is almost always better to apply directly to a school.

How to get the best from a teaching agency

Teaching agencies should not be used as a source of careers advice. Their aim is to find the most suitable candidate for their client (the school) and it is up to you to do the research and decide if this is the right position for you. The following are some key points to help you make the best use of agencies:

- 1) You should never ever be charged. Agencies make their money from the schools when they fill a position, not from candidates.
- 2) Always research a school before you accept the job offer. Check their [Ofsted Report](#) and make sure it is the type of school you want to be working for.
- 3) Agency work can count towards your induction year. However your placement has to be for at least a term to count towards your induction and you must have official agreement in advance from the school. Your contract must include elements such as teaching 90% of the timetable, a mentor and funding to support your CPD. As we said above it is not ideal to try and get your induction year through supply work.
- 4) Until 2013 teaching agencies were accredited but the scheme has now ended and there is no longer a nationally recognised quality scheme.
- 5) If you are an NQT it is worth considering whether agency work will suit you. For example if you are the type of person that tends to take a while to feel as though you have settled in somewhere then you may not enjoy the short-term nature of some agency work. You need to make sure you build your confidence in your first year of teaching and this means choosing suitable opportunities and knowing yourself well enough to know when to say no and when to accept.
- 6) Jobs can also be found using websites such as:

simmSPACE/services-students/careers

www.tes.co.uk

www.eteach.com

www.guardian.co.uk

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