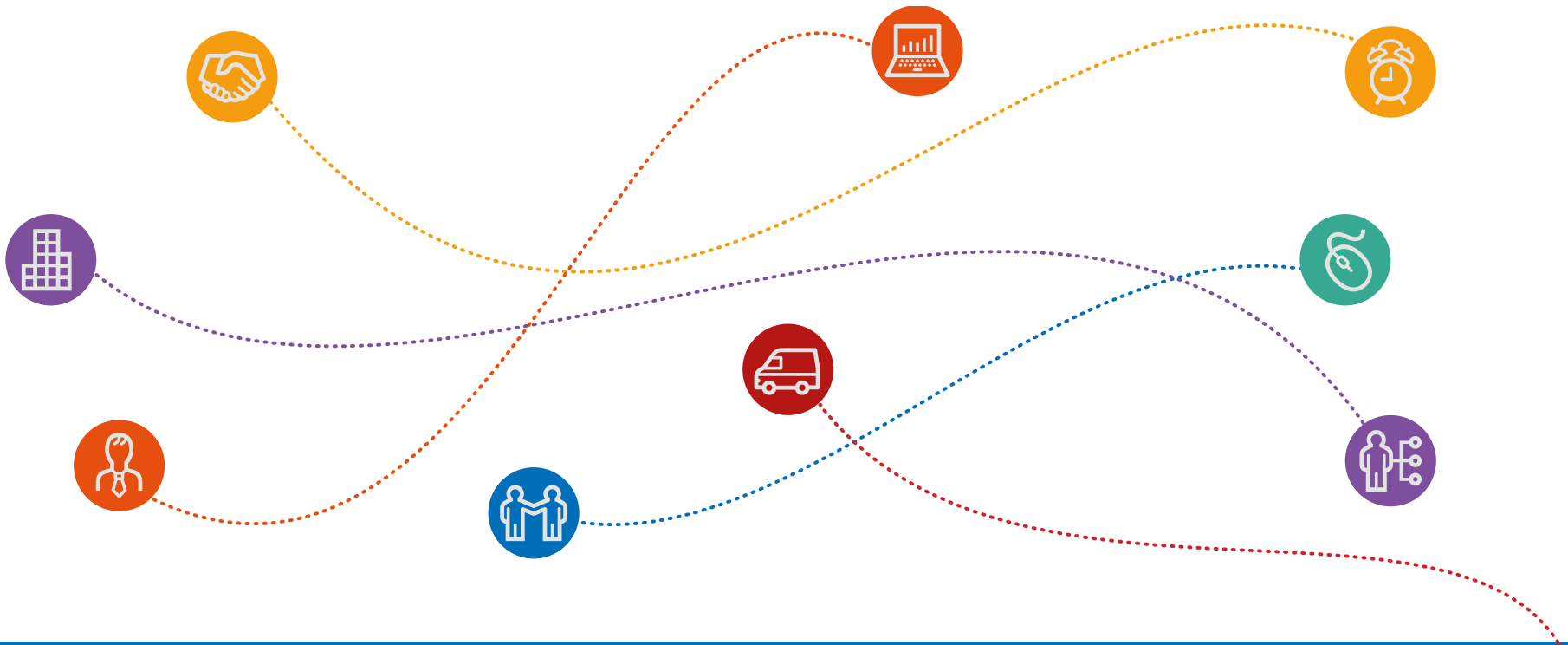




Crown
Commercial
Service

Schools North East

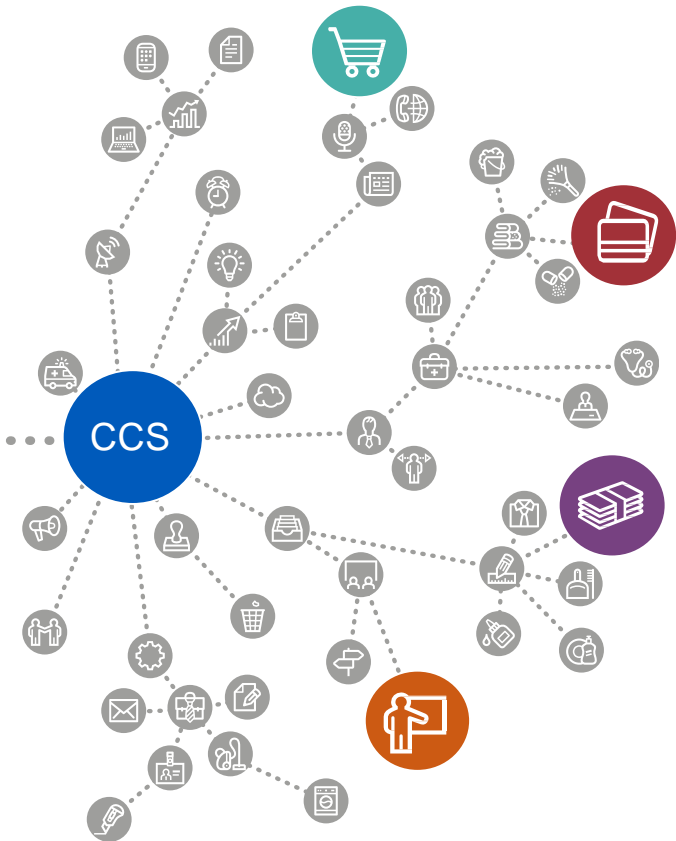
8 November 2018



Understanding the Supply Teachers deal

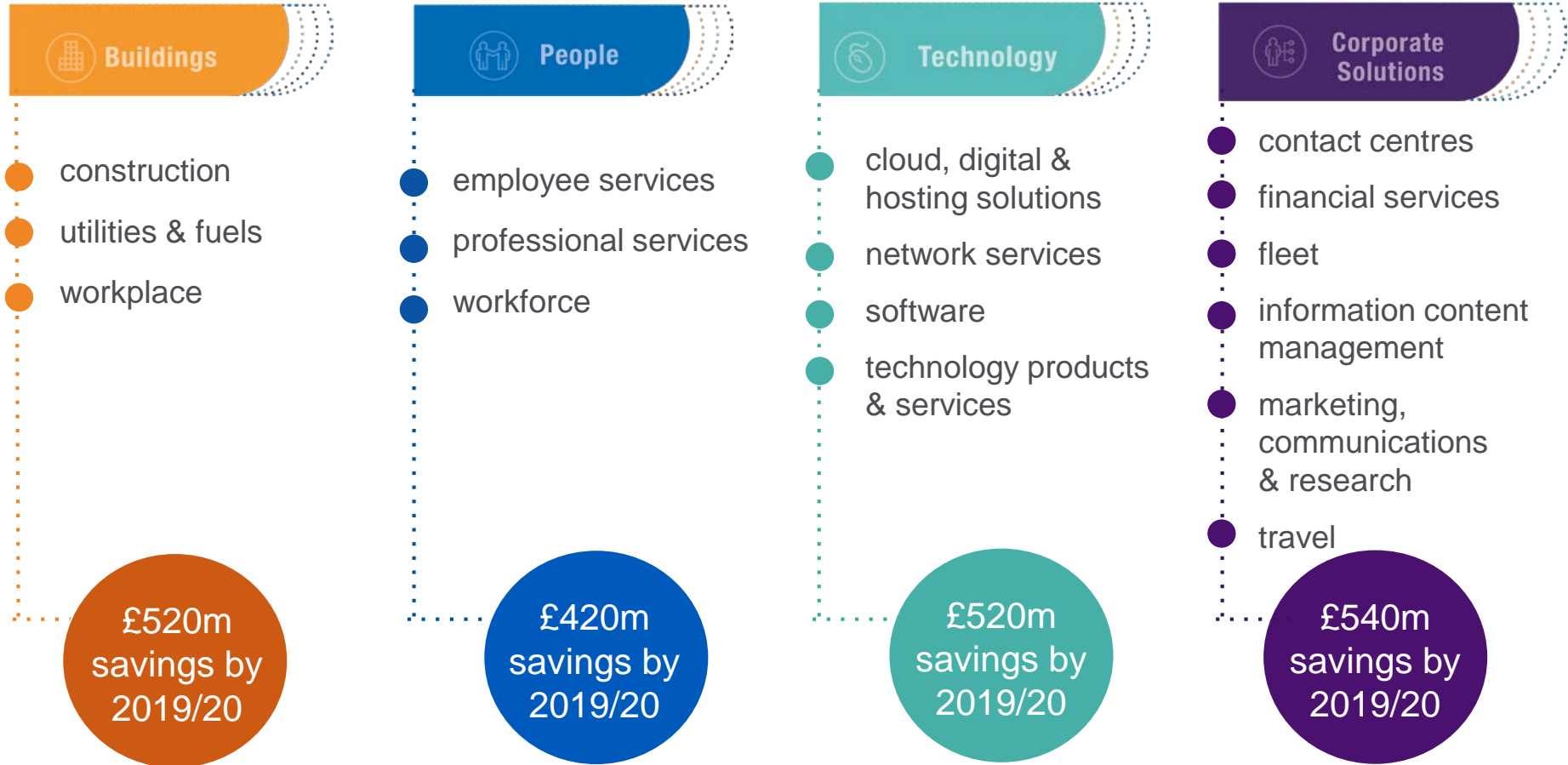
Agenda

- Overview of Crown Commercial Service
- Background on the requirement for the Supply Teacher deal
- Procurement Process
- Outcomes from the Procurement
- How to use the deal
- Questions



Crown Commercial Service

The areas we work in



The People Pillar is:

<ul style="list-style-type: none">• The supply and management of PEOPLE	Workforce Category
<ul style="list-style-type: none">• The supply of advice and outcome based services by professionally qualified or operational PEOPLE	Professional Services Category
<ul style="list-style-type: none">• The supply of services in support of employed PEOPLE	Employee Services Category

Background to the Supply Teacher deal

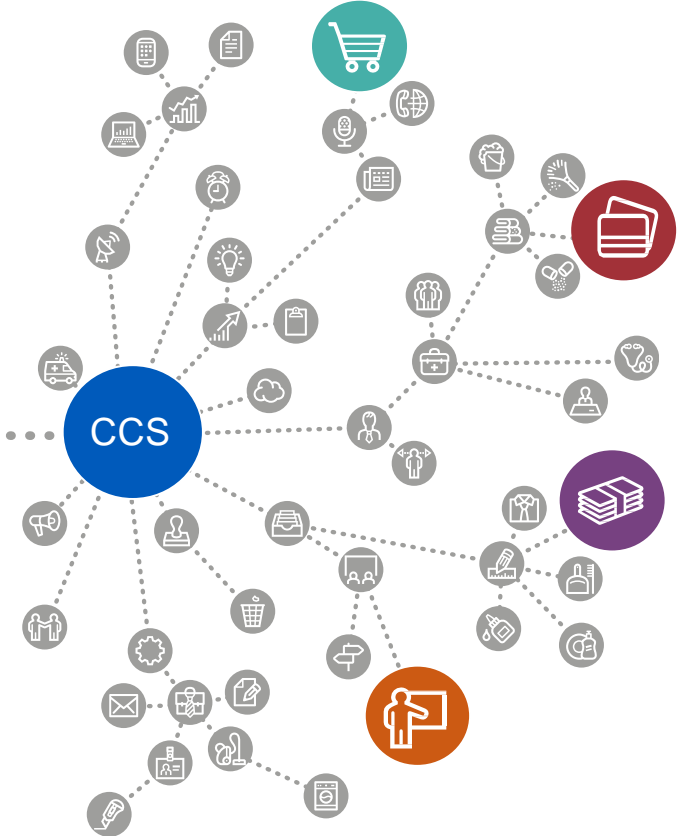
- DfE reviewed increasing expenditure on Supply Teachers (£1.24bn in 2015)
- No existing commercial agreement specifically aimed at Supply Teachers
- Increasing reliance on recruitment agencies
- No Management Information at a granular level
- Compliance with best practice EU procurement legislation
- Agreement supported at a strategic level by a range of influential stakeholders

Supply Teachers agreement

Objectives

Overall aims of the Supply Teachers procurement:

- Provide a consistent approach to safeguarding and compliance across the sector
- Introduce model terms and conditions
- Greater transparency of costs to support control of supply teacher spend
- Establish a standard Code of Conduct



Pre Procurement Activity

- DfE / CCS undertook market research to understand the landscape
- Strategy produced to secure internal governance approval
- Presentations to Industry Bodies and suppliers
- Questionnaire circulated to schools, suppliers and other stakeholders to review and agree the structure and define the specification
- Webinars to provide update on procurement progress/timelines and communicate any decisions taken, including:
 - Lot Structure
 - Roles to be covered
 - Pricing Methodology
 - Free Term to Perm clause
 - Use of Agency Selection Tool
 - Assurance Strategy

Procurement Activity and Outcome

- **OJEU issued on 24 April 2018, closed on 31 May 2018**
 - Selection & Award evaluation completed June - July

- **Framework commenced on 30 August 2018**
 - Awarded for a period of two years initially
 - Two options to extend by a further 12 months

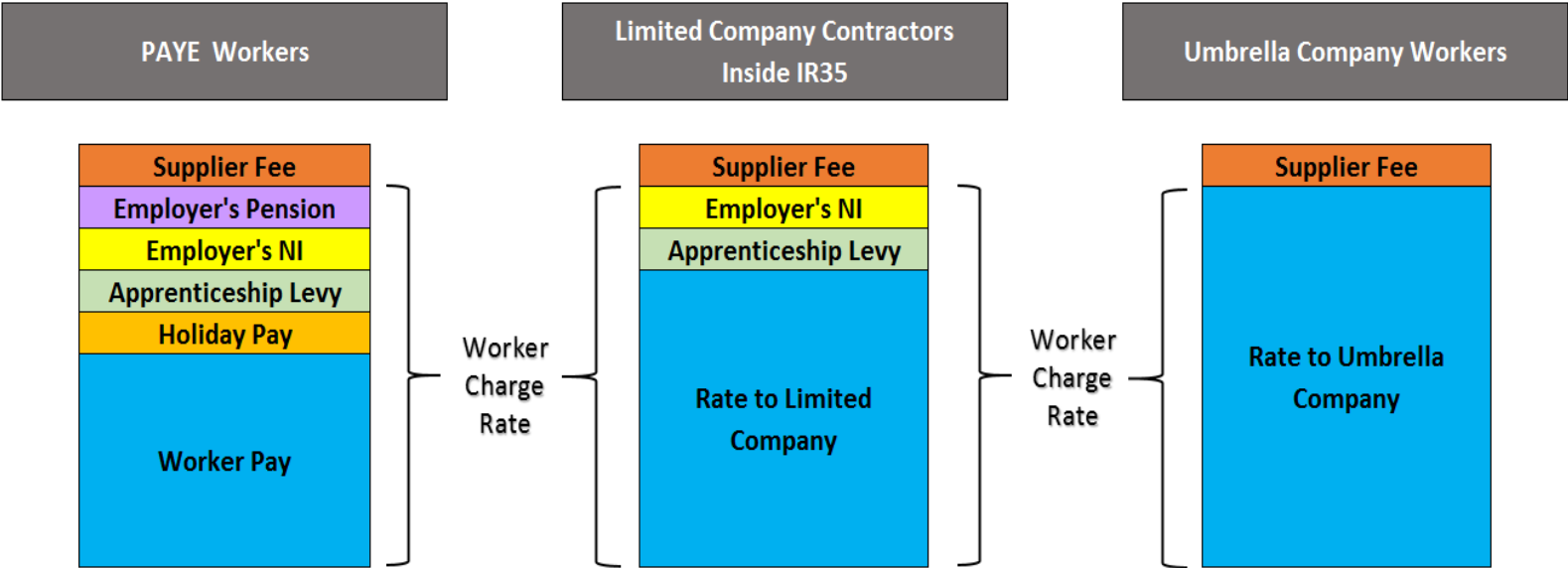
- **Lot 1: Preferred Supplier List**
 - Awarded to 136 suppliers
 - 125 suppliers SMEs – over 90%
 - Currently there are 83* suppliers that are accredited to supply

- **Lot 2: Master Vendor**
 - Awarded to 5 suppliers

- **Lot 3: Neutral Vendor**
 - Awarded to 1 supplier

Framework Pricing

- **Supply Teacher Pay**
 - Supply Teacher pay is out of scope on the agreement and to be agreed locally by schools
 - Suppliers submitted a mark-up which is applied to the Worker Charge Rate
 - Suppliers ranked by mark-up within Agency Selection Tool



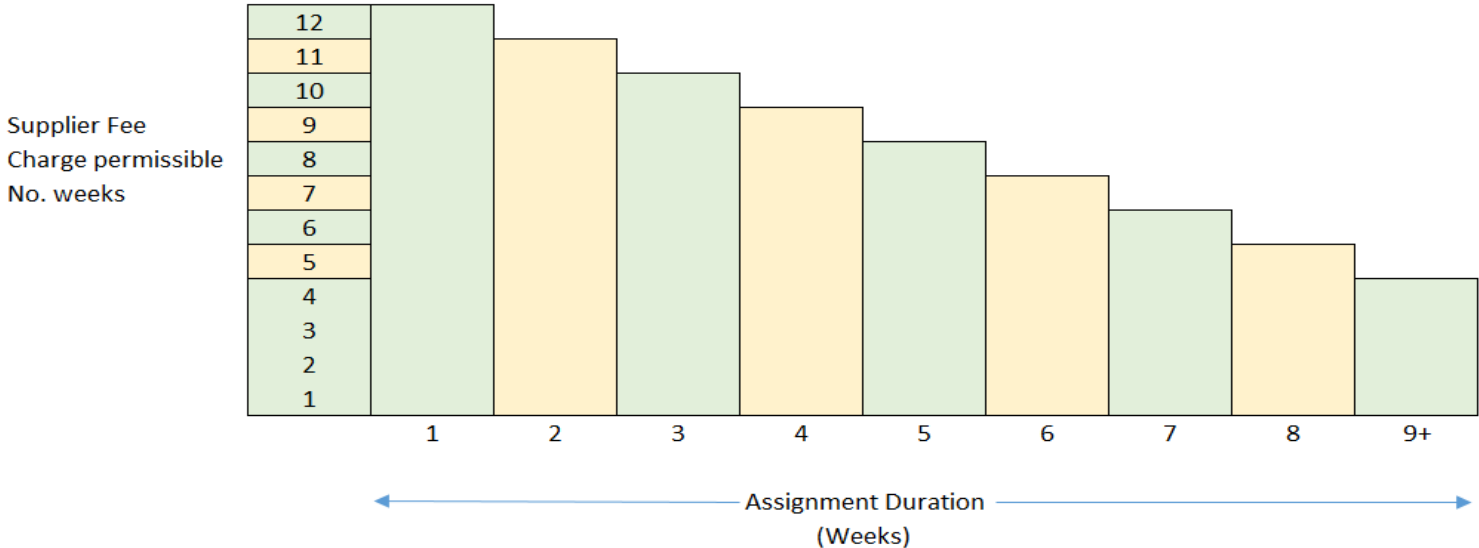
Framework Role Pricing Structure

Role	Job Type	Supplier Fee		
		TENURE LENGTH		
		Up to 1 week	More than 1 week and up to 12 weeks	Over 12 weeks
Core Roles	Qualified Teacher: Non-SEN roles			
	Qualified Teacher: SEN roles			
Non-Core Roles	Unqualified Teacher: Non-SEN roles			
	Unqualified Teacher: SEN roles			
	Educational Support Staff: Non-SEN roles (incl. Cover Supervisor and Teaching Assistant)			
	Educational Support Staff: SEN roles (incl. Cover Supervisor and Teaching Assistant)			
	Other Roles: Headteacher and Senior Leadership			
	Other Roles: Admin & Clerical Staff, IT Staff, Finance Staff, Cleaners etc.			
	Other Roles: Nominated Workers			
Core Pricing Requirement	Fixed Term Role (on School Payroll)			

Temp to Perm Transfer Fees

- **No Transfer Fees for assignments over 12 weeks**
 - 4 week notice period to be given

- **Less than 12 week assignments or no notice period given**
 - Transfer Fee based on Supplier Fee only on a sliding scale basis



Assurance Strategy

- **Suppliers required to comply with the Service Specification**
 - Includes Safeguarding and Employment Checks
 - Requirements aligned to Keeping Children Safe in Education guidance

- **Industry Standard Accreditation**
 - Suppliers required to obtain industry standard accreditation before supplying services under the agreement
 - Demonstrate robust recruitment processes
 - Suppliers tested and audited by Accreditation Bodies

- **Approved Accreditation Bodies**
 - APSCo: Compliance+
 - REC: Audited Education Certificate
 - Standards in Recruitment: Teacher Agency Standards

- CCS/DfE have the ability to assess applications from new organisation wishing to act as Accreditation Bodies

How to use the deal

- Use the Agency Selection Tool to establish which accredited suppliers have a branch near your school
- Agency Selection Tool
- Contact supplier(s) to establish availability of worker
- Contract with the supplier using Order Form
- Short Order Form



<https://ccs-agreements.cabinetoffice.gov.uk/contracts/rm3826>

Benefits of a Framework Agreement

- Provides customers with assurance of quality suppliers
- Standard pre-agreed terms and conditions
- Enables customers to maintain control of Supply Teacher pay
- Accurate Management Information
- Efficient access to local suppliers
- Compliance with best practice EU procurement legislation
- Competitive, sustainable Supplier fees
- Agreement supported at a strategic level by a range of influential stakeholders

Questions



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Crown Commercial Service



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<https://ccs-agreements.cabinetoffice.gov.uk/contracts/rm3826>