



- Staffing
- Intervention
- Supply

# The Right Workforce for the Best Start

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Flexible, safe and ready  
to support the successful  
reopening of your school







“  
We provide safe access  
to agency staff who will  
meet your workforce  
needs during  
uncertain times  
”

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## Addressing Your Concerns

**School leaders are presented with a new set of challenges and complexities as they strive to provide a safe environment for pupils and staff during unprecedented times.**

Results from a recent headteacher survey estimate 700,000 pupils have had no access to education during the school closures and the education of all pupils has been impacted.

At Teaching Personnel we recognise the important role we can play in supporting school leaders. Our goal is to ensure the workforce challenges likely to arise during the new term are overcome quickly, with the right staff, at the right time with the right skills.



### We are committed to:



Providing safe access to agency staff who will meet your workforce needs during uncertain times



Building local bubbles of teachers and learning support staff exclusively available to your school, offering flexibility to meet staffing needs as and when they arise



Helping your pupils to 'catch-up' with access to qualified tutors available for one-to-one and small group interventions



Supplying staff with the skills and experience to support children who are struggling to adapt as they return to the school environment



Having qualified teachers available online to deliver live support to pupils unable to attend school - supporting a hybrid in-school and remote learning provision

**“We recognise the important role we can play in supporting school leaders”**



# The Importance of a Flexible Workforce

Through conversations with our client schools, the last few months have uncovered a plethora of reasons why staffing challenges may arise and why a flexible workforce will be critical. Here are just some of the ways we see us supporting school workforce needs as they adjust to the challenges of reopening to pupils:



**Permanent members of staff who are self-shielding**



**Vulnerable**



**Extremely vulnerable**



**Pregnant staff**



**Permanent staff from overseas who have returned home due to coronavirus**



**Staff who are unwell and/or self-isolating**



**Staff returning from overseas holidays/visits who have to self-isolate before returning to school**



**Temporary staff to provide flexible interventions helping pupils to 'catch-up' and support those transitioning to a new school**



**Behaviour support staff and learning mentors to help vulnerable children settle back into schools**



**Teaching Assistants to help children suffering from anxiety as they return to the school environment after the prolonged absence**



**Additional staff to cover extra classes required by social distancing measures**



**Teachers to provide live online teaching to pupils unable to attend school**



## Agency Staff – Health & Safety

We have clearly communicated the need for our candidates to follow government guidelines on managing their personal risk of infection if they are experiencing symptoms or if they are living with someone with symptoms. **Pre-screening is currently in place before any candidate is placed into a booking.**

If any candidate is found to have contracted the virus, is displaying symptoms or has been in contact with someone infected with COVID 19 or displaying symptoms, however mild, they are advised to stay at home and not leave their house for at least 7 days from when the symptoms started (if they live alone), or 14 days (if they live with someone who has symptoms).

Our candidates have all been issued government guidance on working in education settings. We have also provided access to online training and resources designed to support the return to work process. We will continue to monitor the situation and guidance given and will update candidates as and when any advice changes.

### Working With Our Schools

We will work closely with our clients to ensure that all staff booked to work in their schools are aware of government guidance and best practice on working in educational settings during the pandemic.

Clients will be asked to share their plans and procedures with regards to re-entry, social distancing and health & safety with candidates in advance of bookings and on arrival on site.

### Providing Agency Staff Safely



Weekly symptom tracker for agency staff via our new app



Pre-screening processes before each booking is confirmed



Weekly updates detailing self-certified symptom free candidates bubbles available to your school



Regular communication and guidance to candidates



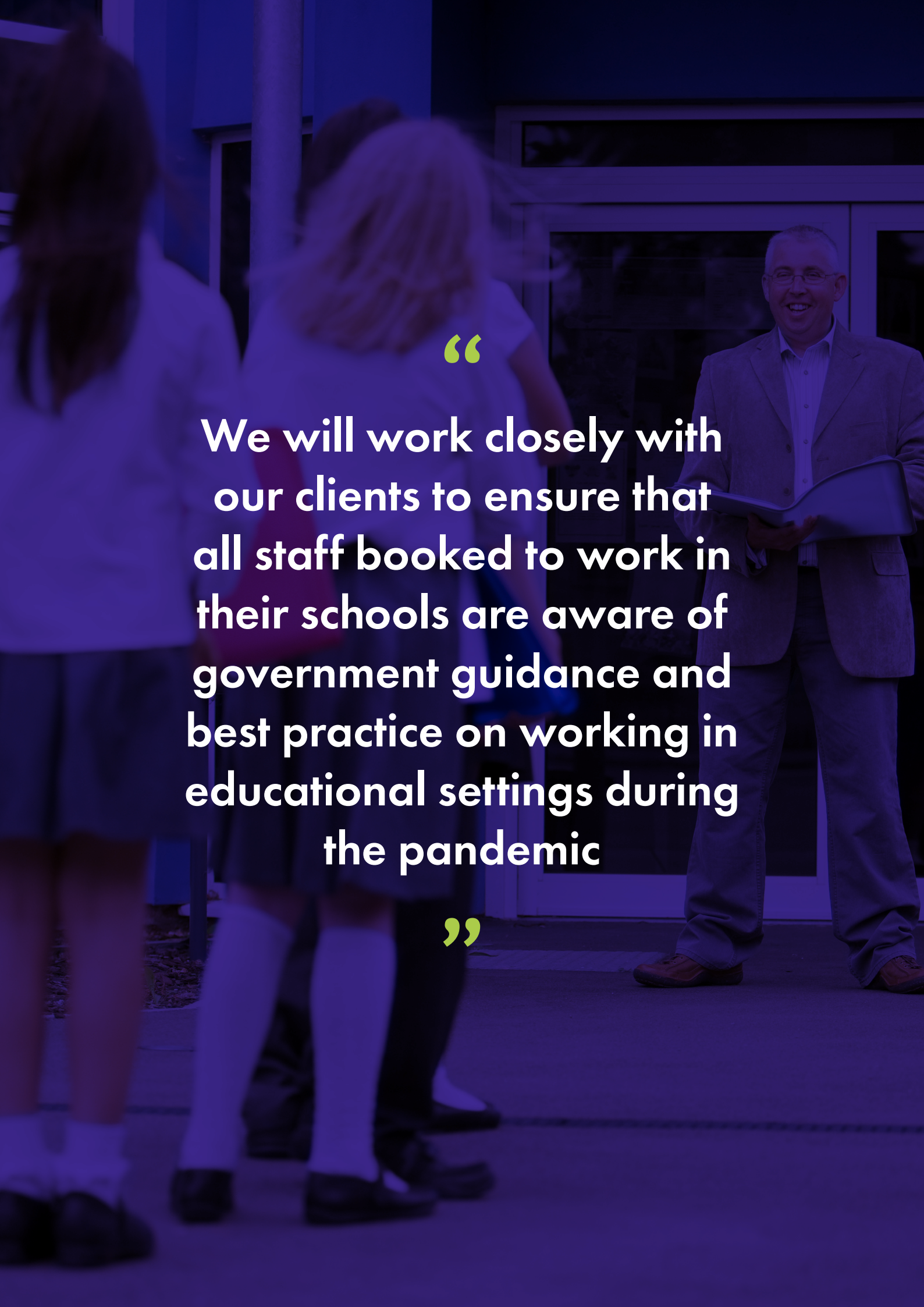
Prioritisation of candidates local to each school



School H&S/Covid-19 policies provided to every candidate prior to attending schools

[Download our Agency Staff Re-Entry Plan](#)



A man in a light-colored suit and glasses stands smiling in front of a school entrance. He is holding a large folder or book. In the foreground, the backs of several children in school uniforms are visible as they walk away. The entire image has a blue tint.

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## Pupil Achievement & Wellbeing

The degree to which pupils have fallen behind will vary, but the school closures are likely to have had a significant impact on the attainment of most. The mental health of pupils is also of significant concern and school leaders are preparing to offer as much support as possible to those who may struggle to settle back into the classroom.

For many years Teaching Personnel has pioneered the use of a flexible workforce to provide bespoke interventions for the right pupils at the right time. Our ability to organise high impact catch-up tuition and engage behaviour mentors to support individual students is second to none in our sector and we have spent many months preparing our candidates for these roles.

**“Our ability to organise high impact catch-up tuition and engage behaviour mentors to support individual students is second to none in our sector and we have spent many months preparing our candidates for these roles.”**

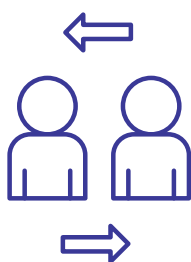




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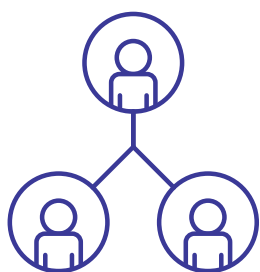
## Teachers

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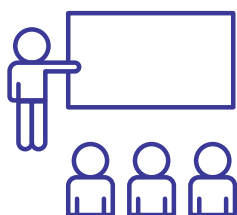
**One-to-One Tuition**

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**Small Group Tuition**

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**Whole Class Teaching**

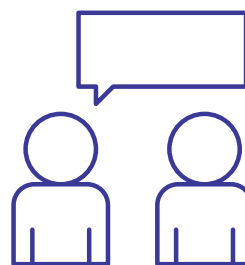
## Learning Support Staff

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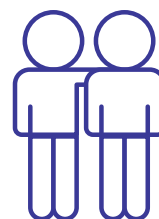
**Behaviour Support**

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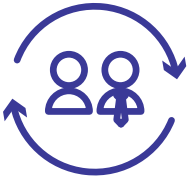


**EAL Support**

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**Learning Mentors**



## Pupil Catch-Up Programme

Our pupil catch-up programmes will be created with you to ensure the maximum number of pupils benefit from additional one-to-one or small group tuition - as quickly as possible.

Each programme will include a pre-programme assessment, 15 hours of one-to-one tuition per child, teacher feedback after each session and a post programme report.

### A typical programme (maths)

**15 students**

1 hour of one-to-one tuition every day for  
15 days

**3 qualified teachers provided**

Cost: £550 per student



# 15 hrs

of one-to-one  
tuition per child





“

Our goal is to ensure staffing challenges likely to arise as schools reopen to more pupils are overcome **quickly**, with the **right staff**, at the **right time** with the **right skills**

”





# Preparation, Preparation, Preparation

## Our work during lockdown...

Looked after our candidates and their families

Remained open throughout the school closures

Delivered over 40,000 hours of live online lessons to primary and secondary age children

Promoted free access to online classroom technology (Bramble) and online learning resources (Ed Place)

Created a suite of new services to help schools recruit remotely including video profiles and online interviews

Developed a nationwide NQT Pool to support trainee teachers and give schools access to new talent

Continued recruiting new teachers and learning support staff

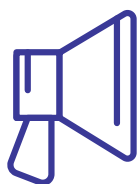
Provided additional CPD courses covering pupil mental health and wellbeing

Offered schools the opportunity to guarantee preferential charge rates for the autumn term

**“Throughout the school closures, Teaching Personnel has remained open. Our Managers and Recruitment Consultants have spent their time helping schools provide live online teaching from home and preparing for staff and pupils to return to the classroom.**

**This preparation puts us in a strong position as the right workforce partner for schools, helping you to have as successful academic year as possible”**





## Next Steps...

The following links provide you with more information on the services we have available to support your school. We are eager to have a conversation with you to discuss your flexible workforce and pupil catch-up needs in more detail.

Arrange an online meeting

Call us about your current staffing needs

Create your bespoke 'catch up' programme

[Download our agency staff re-entry plan](#)

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## Additional Value

For schools signing up to preferred supplier or first call agreements, we are delighted to provide access to some money saving offers from other businesses within the Supporting Education Group.

### These include:



**FREE** access to **TWO** excellent online CPD modules from Best Practice Network. Any member of staff at your school can benefit. The available modules are Pedagogy and Practice and Understanding SEND.



**10% off** the popular online budgeting tools available from SBS (School Business Services) - helping school leaders plan financially for the unexpected.



**15% off** the Judicium HR Advisory Service Supporting schools in complying with the legal requirements in dealing with any workplace employment law and HR related issues.



**Free access** for up to 100 students from KS1 to GCSE English, maths and science learning resources during your school closure period. Auto marking and progress tracking included.



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[teachingpersonnel.com](http://teachingpersonnel.com)