



Our Mission

- To **raise the standard** of interim education in our client schools and maximise career opportunities and experiences for our associates.
- To provide a **level of service** that exceeds all expectations by schools and teachers alike.
- To offer our associates **continuous professional development** and opportunities for social interactions with their colleagues.

How will deliver on its **Mission**

- A company Board with industry credibility reflecting the depth of its skills and experience from across **education, social care and enterprise**.
- An approach to **quality** of service that is led and rigorously **overseen by the Board**. This assures teachers that their reputations can only be enhanced. Similarly schools are assured that only competent and effective teachers will be supplied.
- An **understanding of the needs of schools and teachers** based on evidence and experience – this informs the ‘offers’ we make to both schools and teachers.

Commitments:

One point of contact

- **Each associate has the dedicated attention of a specific consultant. If your consultant is unavailable, their manager will deal with your enquiry.**

Information

- **We will provide information on schools including map, briefing and students.**

Development

- **Associates will be supported to be cutting-edge in knowledge and practice through appraisal, personal development reviews and CPD.**

Guarantees:

Suitability

Accuracy is improved through a combination of school visits, application interviews, thorough job specifications and close monitoring.

Honesty

Honesty is essential to the success of any relationship. We aim at all times to be honest in our assessment of our associates and in our ability to supply and service your needs and requirements.

The offer to our teaching 'associates':

- **Comprehensive support package** with downloadable materials and resources including DCFS's self-study materials on our website for learning and preparation of materials.
- **Highly competent**, approachable and experienced **team** that can deliver friendly and professional guidance on all teaching and related matters.
- **Rates of pay** towards the high end of the relevant teaching pay scale to reflect our emphasis on quality, as well as access to the Teachers Pension Scheme. CRB fees repaid after five days of placements.
- A structured approach to complimentary **CPD** including Personal Development Plans, materials, mentoring, seminars, training events and advice: e.g. Child Protection, behaviour management and lesson planning.
- Top **quality administrative systems** for efficient acceptance of assignments and timesheet processing.
- Work to **Charter Mark** standards so that associates can be assured that their reputations will only be enhanced.
- **Forums** for our associate teachers to socialise, discuss issues and test ideas—for example how we develop the social enterprise element of our business. Innovation will be rewarded.
- **Links to universities** for on-going study and up-to-date practice input e.g. assistance to enrol on Masters Award in Teaching and Learning (MTL).
- **Socially aware**, for example, carbon neutral and non-polluting whilst still encouraging the sharing of best practice to ensure improvement of educational standards.

Refer a friend? We know word of mouth and reputation are key—so we offer a **£30 reward** for referring a friend who we subsequently place.

The offer to our client schools:

- High profile high reputation **Board** with a **commitment** to outstanding quality of education.
- **Reliable** interim and supply staff **assured** through effective interviewing and school-matching.
- New and **innovative** systems to ensure on-going quality monitoring of performance (including debrief) and appraisal for associates, linking back into their development plans and **CPD**.
- A variety of **services** (e.g. advance booking online) not currently offered by any other agencies.
- **Comprehensive** and efficient administration including full vetting: e.g. Enhanced CRB.
- Our aim is that our associates will be **indistinguishable** from directly contacted cover staff, but with the greater protection and support available from ETS.
- Written contractual **code of conduct**.
- An agency working towards industry-leading **quality standards** from inauguration e.g. DCFS's Quality Mark and Investors in People.
- An all-inclusive **website** allowing unprecedented functionality for client schools.
- A **local** presence rather than a national call centre.