



**Getting you the best.
On time.
Every time.**

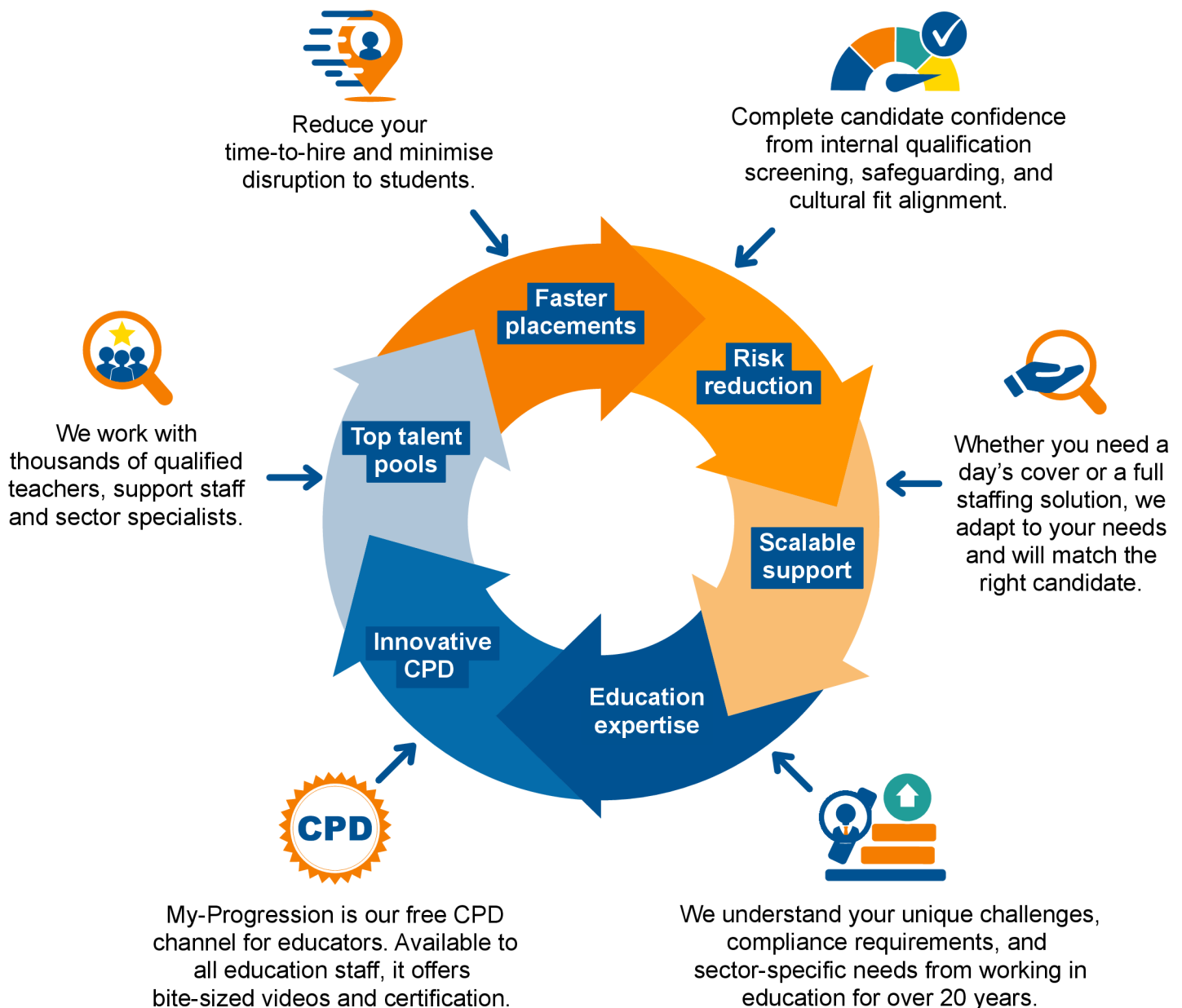
**Your stress-free education recruitment
and staffing partner.**

www.teacheractive.com

Building teams who deliver great outcomes

A partnership approach

We focus on building great relationships with our candidates and settings, letting you deliver excellent educational outcomes.



Ignite a passion for learning.
Inspire progression for change.



100%
REC audit

Five core steps

To ensure the safety and wellbeing of children and young people in your setting:



Deter

Robust KCSIE-aligned procedures and pre-placement checks to prevent unsuitable candidates from entering the workforce.



Detect

Thorough, safeguarding-focused interviews carried out in person, and vetting to identify risks early.



Assess

Continuous monitoring and feedback sought to spot emerging patterns of behaviour or concerns.



Respond

Every concern is reported and addressed immediately by our Designated Safeguarding Lead (DSL), with internal measures taken and the candidate's ongoing suitability assessed.



Reinforce

Ongoing expert oversight to ensure all placements meet statutory safeguarding standards and Safer Recruitment best practice.

Before staff are placed in your setting, we complete over 80 checks including:

- Barred list check
- EWC checks
- Qualification verification
- Right to work
- Health declaration
- Prohibition check
- Teaching agency check
- Enhanced DBS
- Professional references
- CV gaps reviewed
- Disqualification declaration
- Vetting pack sent to schools
- Online checks
- Annual KCSIE and safeguarding updates

Individual confirmations are provided for your Single Central Record.

*More information on our safeguarding protocols can be found on **page 10**.*



Our sectors

Complete sector coverage

Primary

Flexible primary staffing from strong local pools

An exceptional, local bank of qualified teachers, ECTs and NQTs, teaching assistants, HLTAs and support staff. No matter the role, if it's part of your setting, we can help fill it.



Secondary

Specialist staff who keep learning on track

Support KS3, KS4 and KS5 with our pool of qualified teachers, ECTs & NQTs, teaching assistants, cover supervisors, exam invigilators and support staff. They're ready to support your attainment goals and keep learning moving.

Further Education

Specialist lecturers for every subject

Our Further Education team understands the needs of colleges, sixth forms, adult learning and higher education settings. They can source lecturers, mentors, support staff, end-point assessors and vocational specialists, with qualifications and industry experience.





Nursery & EYFS

Supporting the first steps in education

Babies and young children need dedicated support with their development. Trust us to supply nursery assistants, practitioners and room leaders with the right qualifications and experience for your nursery or early years setting.

SEND/ALN

Highly trained staff who can handle any situation

We provide experienced and qualified staff for schools and alternative provisions, including PRUs, while supporting different needs such as SEMH, SLD, MLD, cognitive needs, ASD and ASC. Our candidates cover 1:1 SEND and ALN teaching positions, as well as small group and nurture group teaching.



Residential

Supporting wellbeing and independence

Our dedicated residential consultants provide support workers and night workers who are specially trained in caring for and supporting children and adults. We have Level 2 to Level 5 candidates registered and cleared to work. Our interview and vetting processes ensure we supply candidates who support and empower.

Tuition

48-hour turnaround SLA

We support local authorities and settings nationally to deliver tailored tuition for pupils facing barriers such as exclusion, SEND/ALN, medical needs or time out of school. Experienced tutors provide flexible one-to-one and group interventions delivered at home, in schools or in designated learning environments. Fully aligned with EHCPs, PEPs and reintegration goals, our tutors ensure consistent, learner-centred outcomes.





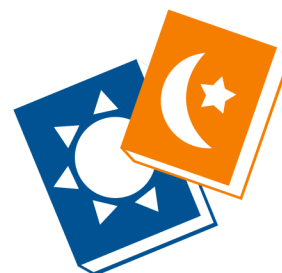
Temporary staffing

For over 20 years, we've honed our industry knowledge, developed an extensive candidate network, and streamlined our hiring process. We always deliver vetted, high-quality candidates who **make an impact from day one**. Our combination of national coverage and local expertise ensures our teams move at speed, delivering the people you need, when you need them.

Day-to-day and long-term cover

Staff who align with your ethos and values

Whether you need cover for a few hours or a few weeks, we look beyond skills and qualifications, assessing a candidate's ethos and values to make sure every placement is the right fit for your setting. Be it day-to-day or long-term cover, we will find you the best possible candidate to fit your requirements.



Take staffing off your to-do list

For short-term sickness or maternity cover, we provide educators from your local area to help you deliver consistent outcomes.

Want a candidate to join your team permanently? Our cost-effective temp-to-perm service will support the transition.

As part of the WGCD (Welsh Government Commercial Delivery) framework, we are audited on fair pay and conditions for all staff, teacher charge rate transparency, safeguarding assurance and new teacher professional development.

Who we work with





**Quick. Reliable.
Stress-free.**

Emergency cover

**Quality cover in
minutes, not hours.**

Fast, effective, stress-free cover

Last-minute cover and staff absences will no longer disrupt your day. Our teams **start work before your doors open** and will quickly get high-quality, ready-to-work candidates into your setting.



Available when you need us

Our dedicated emergency cover line is available 24/7. From 7:00 AM, our consultants start confirming available candidates to secure cover for you.

Hundreds of candidates on standby

Our cleared teachers and support staff live in the local area and are ready to get to your setting.



Accurate availability

Candidates update availability instantly through our app, improving reliability and significantly increasing our candidate pool.

Booking info made easy

Vetting details and booking confirmations are sent to multiple school contacts. Your admin team gets everything they need before cover starts.



Dedicated consultants

Our team has dedicated emergency cover planned into their day, ensuring your needs are always met.

Permanent recruitment

Building high-performing teams across England and Wales

We are specialists at building relationships. You're an educational specialist. Together, we build teams that achieve great things.

The wrong hire, or an unfilled role, can significantly impact educational outcomes. Our permanent recruitment service selects high-performing educators who suit your setting's needs, ethos and culture, and includes background checks, candidate coaching and our CPD platform.



*"Forward Education Trust has built a strong and positive partnership with TeacherActive. They have consistently provided a **reliable, professional, and responsive service**.*

*Their team takes the time to understand our **individual school needs** and always aims to match staff who not only have the **right skills and experience** but also the **right values and approach** for working in our specialist settings.*

*The **quality of the candidates** supplied has been excellent – **well-prepared, adaptable, and committed** to supporting pupils' learning and wellbeing.*

*We particularly value the **clear communication and proactive support** from the TeacherActive team, who are always **approachable, efficient, and solution-focused**."*

Forward Education Trust

forward
EDUCATION

Tuition services

Support where it's needed most

48-hour
turnaround

Local authority tuition

Our experienced tutors provide flexible one-to-one and group interventions delivered at home, in schools or in designated learning environments. Support is fully aligned with EHCPs, PEPs and reintegration goals to ensure consistent, learner-centred outcomes. This support is designed for pupils facing barriers such as exclusion, SEND/ALN, medical needs or time out of school.

We guarantee a 48-hour turnaround and support **mapped to your Section 19 and Section 16 duties**, to help you respond quickly and effectively.

Trusted by settings nationwide



What our clients say

"...You're marvellous!

You consistently are able to source staff and the staff supplied have been really professional in the main.

Very reactive, speedy and always available to talk about issues. Displays flexibility and creativity with good problem-solving when concerns arise.

Thanks so much for your help."

**EHC Plan Coordinator,
Warwickshire**

"Once commissioned, the placement of the tutoring is arranged quite quickly, and Jaimie understands the expectations with AM and PM sessions. We receive weekly lesson reports for the pupils, which are useful to gauge the pupils' engagement."

**Education Re-engagement
Keyworker, Stoke-on-Trent
City**

"When I transitioned to a new council, I actively sought Victoria out and arranged for TeacherActive to be onboarded - such is my level of confidence. She has consistently demonstrated exceptional professionalism, diligence, and understanding of our service needs... I would recommend her to any organisation seeking a reliable, knowledgeable, and highly professional collaborator."

**Cheshire West and Chester
and Liverpool City Council**

We constantly invest in our people, our internal processes and technology to ensure that we place the highest-quality candidates possible in your setting.

Safeguarding

We go above and beyond

Our recruitment process is centred around candidates' skills, qualifications, and cultural fit, with a strong emphasis on compliance and safeguarding standards to ensure your setting remains safe.

Every teaching role is different, which is why we have built separate checklists and evidence sets for qualified teachers, TAs, nursery staff, tutors, and SEND/ALN roles in England and Wales, with Welsh candidates requiring EWC registration and ALN literacy.

Technology

Candidate app

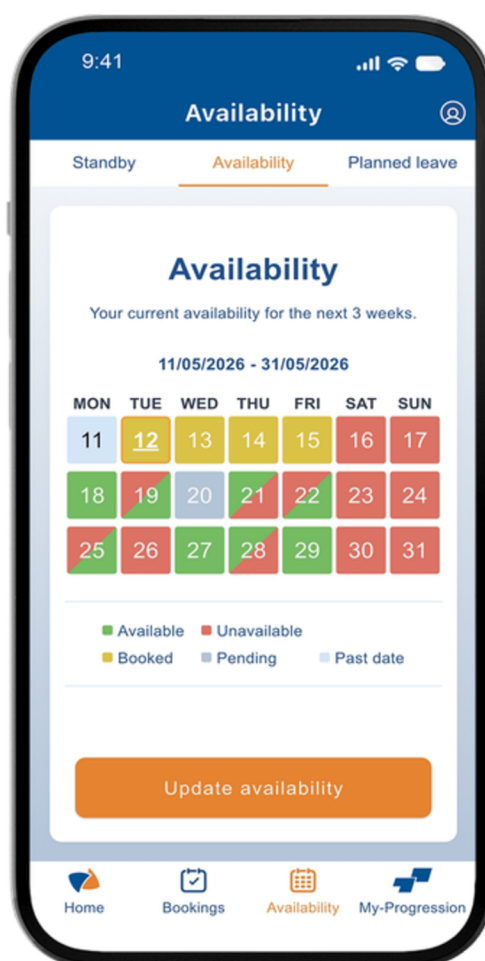
Last-minute cover and staff absences will no longer disrupt the school day. Candidates update their standby shifts and availability instantly, meaning we can place quality candidates quickly into your setting.

Quality candidate database

We have minimum candidate-scoring criteria for registration, alongside rigorous safeguarding checks to ensure you get high-quality candidates every time.

Client portal

Confirm your timesheets in our user-friendly portal. Helpful reminders ensure you never miss an update and are accurately billed every time.





Our professional conduct and safeguarding protocol



1

Training to recognise & report

Our staff are Safer Recruitment trained, proactively listen to feedback, and are alert to potential safeguarding concerns and allegations. These are logged on our bespoke system, the Professional Conduct Manager.

All cases are overseen by our DSL, who will evaluate cases, identify patterns of behaviour, review emerging risks and take immediate action where required.

2

Thorough investigation

In the event of an allegation, our DSL will obtain detailed information from the person or organisation reporting the concern or allegation, including:

- Who was involved.
- When and where the incident occurred.
- A full description of the concern or allegation.

They will also liaise with the DSL at the setting to:

- Ask whether the candidate has been made aware.
- Ascertain third-party involvement, including the police, LADO/DOS, and Children's or Adult Services.
- Conduct candidate welfare checks.
- Complete a risk assessment and, where appropriate, consider temporary suspension of the candidate during the investigation to safeguard children and vulnerable individuals.

Concerns are managed in line with risk level, with medium risk cases reported to the Chief Operating Officer (COO), and all high-risk cases escalated to the Board.

3

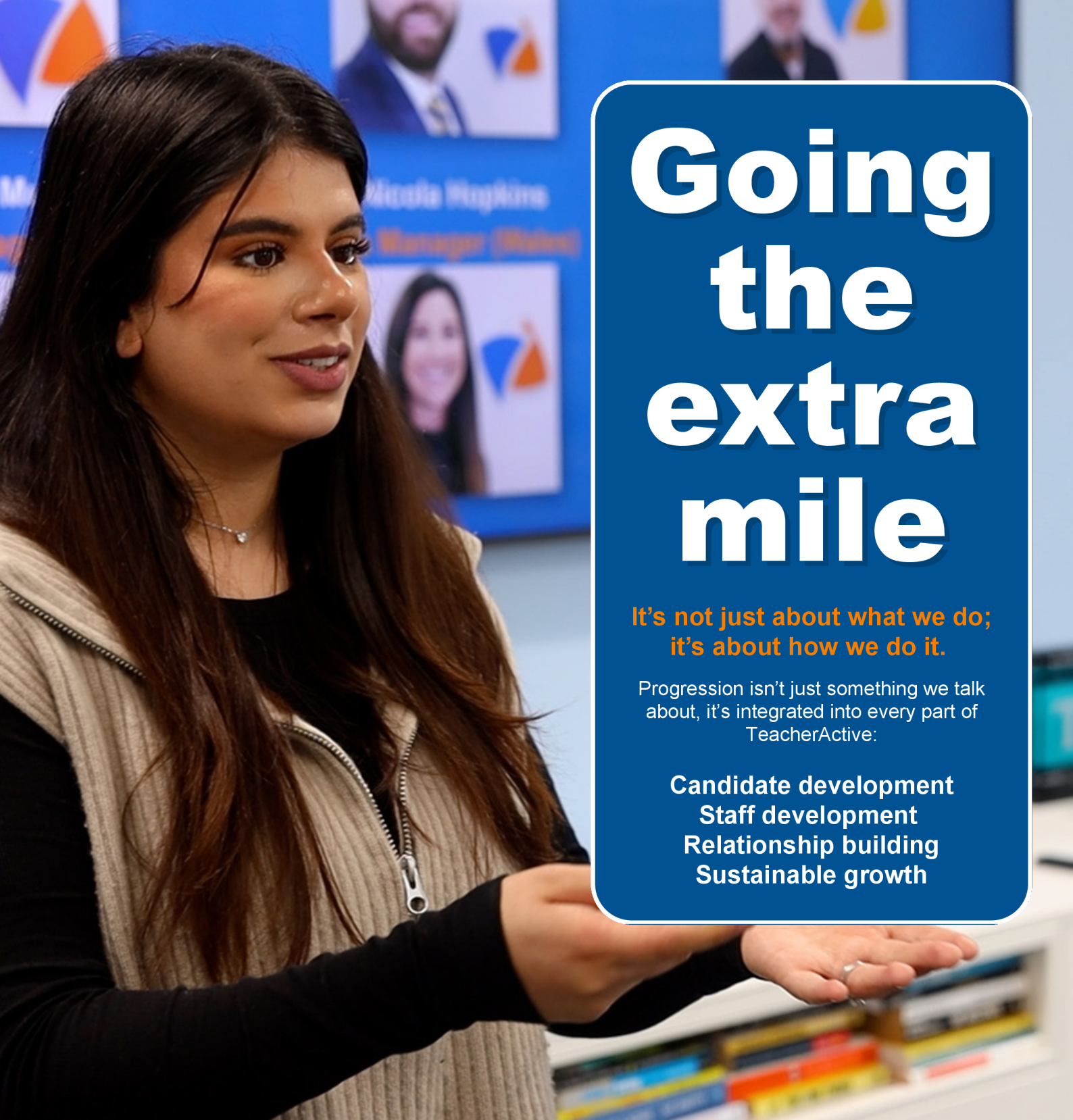
Action and escalation

Following any outcome from the investigation, our DSL will:

- Collaborate closely with the LADO/DOS and address any subsequent actions.
- Apply any internal sanctions, such as disciplinary actions or dismissals.
- Identify areas for development, including targeted CPD, scenario-based training, and ongoing support to strengthen practice.
- Continue to liaise with third parties where required.
- Carry out any relevant follow-up actions relating to the candidate or incident, including referrals to third parties where appropriate.
- Reassess candidates for suitability, ensuring they meet all safeguarding and compliance requirements before future placements.
- Ensure cases are continuously reviewed to identify patterns of behaviour and emerging risks, with updates reported regularly to the Board.

If you have any questions, please reach out to:

Designated Safeguarding Lead - Amrita Mahal
amrita.mahal@teacheractive.com / 0121 200 4980



Going the extra mile

**It's not just about what we do;
it's about how we do it.**

Progression isn't just something we talk about, it's integrated into every part of TeacherActive:

**Candidate development
Staff development
Relationship building
Sustainable growth**



We're passionate about developing educators and supporting their careers.

That's why we created My-Progression.

Each week, we release a new education CPD video for free on YouTube.

Topics include:

- Safeguarding
- Behaviour management
- Professional relationships
- Working on supply
- AI tools in teaching
- PPA
- SEN/SEMH/ALN



Watch here! 

MAINTAINING GOOD BEHAVIOUR

CLASSROOM ADVICE

CPD

TUTOR ROLES RESPONSIBILITIES

TUITION

HOW TO BE AN EXAM INVIGILATOR

WORKING ON SUPPLY

UNDERSTANDING MATHS ANXIETY IN SECONDARY SCHOOLS

CLASSROOM ADVICE

WHAT MAKES A GREAT SENDCo/ALNCo

SCHOOL SUPPORT

Don't just take our word for it

What keeps our partners returning is our candidate quality and how we build relationships.

Our team takes pride in knowing your setting inside and out, your values, ethos and preferred working style. This means we excel at candidate matching while delivering a reliable, high-quality service when you need it.

"Professional staff, always helpful, easy to make contact with, amazing candidates on books, staff always go above and beyond to help us."

Payhembury Primary School, Devon

"Quick responses. Never fails to get a teacher or TA when needed. Good quality teachers."

The Harbour Schools Partnership



Read client reviews

Confidence you can measure

Our NPS (Net Promoter Score) is a core metric for us: we want a full measure of our clients' experiences, including what's working and what we can do better.

We're proud to consistently improve our services thanks to NPS feedback. Recently, we further enhanced communication channels by launching a candidate app and streamlining the registration process. This has provided more prepared candidates and smoother placements.



"Good communication, we like that we can use the same people as before, so that the school and the pupils get to know them."

Whealers Lane Technology College, West Midlands

"TeacherActive are so approachable and friendly, and supply great cover. They are always striving to do better, asking for feedback about the staff they send and their processes."

Daisychain Childcare

ESG



Watch here!

Our pledges

- Carbon neutral by 2030 and net zero by 2050.
- To deliver best-in-class CPD for free to our candidates.
- Upholding high audit standards and committing to business transparency.
- Enabling our people to be brilliant every day.



Our actions

- Employee-led committees for charity, DEI/J and the environment.
- Selecting office spaces with low emissions.
- Sustainable transport promotion through initiatives and partnerships.
- External audit conducted by the REC.
- Developing an internal compliance team, solely responsible for the safeguarding and compliance of our candidates.
- Sector specialists share best practice, and our 12-week induction programme ensures our teams are fully equipped with the sector knowledge required to support your setting.
- Building an outdoor learning area in one selected school or setting every year.





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