

Supply Teacher Officer

Role Description

Role Purpose

The Supply Teacher Officer leads Dorset NEU's work with supply and agency teachers, ensuring their working conditions, rights and professional needs are represented within the district. The role strengthens engagement, visibility and organising among supply members and helps promote fair treatment, proper pay and safe working conditions across Dorset settings that use supply staff.

Key Responsibilities

1. Representation of Supply Teacher Issues within Dorset NEU

- Act as Dorset NEU's lead representative for supply and agency teacher members.
- Ensure supply teacher issues inform Dorset NEU discussions, campaigns and priorities.
- Highlight sector-specific challenges such as:
 - agency pay and pay disparities
 - lack of access to proper sick pay and holiday pay
 - workload expectations and safeguarding induction in new settings
 - inconsistent working conditions
 - access to CPD, pensions and professional support
- Raise supply teacher concerns relating to MATs, supply agencies and local authority practices.

2. Communication & Engagement

- Establish and maintain regular communication with supply members across Dorset.
- Share NEU guidance on agency work, pay rights, the Agency Worker Regulations (AWR), and professional expectations in new placements.
- Encourage supply members to participate in Dorset NEU activity, meetings, ballots, CPD and campaigns.
- Promote a sense of belonging and union visibility for members who do not have a single, stable workplace.

3. Recruitment & Organising

- Support the recruitment of supply and agency teachers into Dorset NEU.
- Work with the District Secretary and organising teams to engage supply staff across agencies and settings.
- Help build organising networks and peer support groups specifically for supply members.
- Promote the NEU's agenda on fair pay, reduced exploitation and improved employment standards for supply educators.

4. Support for Supply Teachers Working Across Dorset

- Provide supply educators with information and resources that help them navigate new placements safely and effectively.
- Encourage supply teachers to access NEU training and professional development opportunities.
- Signpost supply staff to NEU support structures and ensure they know how to raise issues affecting their working conditions.

5. Monitoring & Reporting

- Monitor local practices affecting supply educators, including changes in agency behaviour, MAT procurement policies, pay trends and safeguarding procedures.
- Provide updates at Dorset NEU meetings on supply teacher issues and emerging concerns.
- Liaise with the Regional Office to ensure alignment with national NEU supply campaigns.

6. Collaboration

- Work closely with the Dorset NEU District Secretary, Membership Secretary, Equality Officer and other district officers.
- Engage with supply agencies, local authority teams and MAT HR departments where appropriate to challenge poor practice and promote fair treatment.
- Connect Dorset supply teachers with regional and national NEU supply networks.

Skills & Attributes

- Understanding of supply or agency teaching (or willingness to learn).
- Strong communication skills, particularly with members who work across multiple sites.
- Ability to represent supply teachers' concerns clearly and confidently.
- Organisational skills to track issues affecting a dispersed workforce.
- Commitment to NEU values of fairness, equality and solidarity.

Time Commitment

- Attendance at Dorset NEU meetings.
- Regular engagement with supply and agency teachers across the district.
- Participation in NEU supply briefings, training and national/regional network meetings.