

TEACHER FAQs

March 2020



Should a supply teacher or support staff member still work if they are fit and able while schools are open?

Yes. Unless you, or a member of your household either has symptoms of the virus, or is in an “at risk” group, you should continue to work as directed by your school/recruitment consultant. Although many schools will be closed, some will still be operating to support children of key workers or those with EHCP’s – so do check to be sure if you are required or not.

Will supply staff still get paid when the school I’m working at has closed due to Coronavirus/Covid19?

If you have worked as a supply teacher or support staff, you will get paid as normal once your work has been confirmed with the school via a timesheet. Sadly, there is no contractual requirement for a school or hirer to pay supply teachers for advanced bookings. Nonetheless, some schools are agreeing to pay long-term supply staff during closures. Check with your consultant or school.

What about AWR rules?

There are no provisions in the AWR legislation or within the Government’s guidance either on AWR that states that an agency worker that qualifies for equal treatment should be paid when the hirer shuts down. The only reference to a shutdown is in Regulation 7 (8) when calculating the qualifying clock which pauses if there is a temporary cessation of the workplace by the hirer.

Will I receive sick pay should I become ill with Coronavirus/Covid-19?

As with any illness, your employer will pay statutory sick pay to agency workers by completing form SC2, if you qualify and based on current government guidelines. However, there may be additional support offered by the government in this rapidly evolving situation, so if unsure, it’s best to refer to the latest guidance being offered and to consult with your chosen umbrella company.

What do I do if I am told I have been working at a school with a confirmed case of Coronavirus?

The virus is now fairly widespread across the UK and as such you should follow the guidance being offered by the government. This is currently to maintain social distancing, and to self-isolate if you or a family member shows symptoms. Whether others at your school or provision has shown symptoms is currently not a factor unless you become symptomatic yourself.

Is it possible to get supply work after schools close?

Yes – Some schools will remain open and it is possible that teachers may be required for distance learning needs as well. Speak to your recruitment agency.

Keep an eye on our [Coronavirus page](#) for regular updates.