



EDUCATION RECRUITMENT SPECIALISTS

# What Is It Like To Be A Supply Teacher In Derby?

Flexibility, variety, pay, challenges, opportunities  
and everything you need to know before you start

PRACTICAL GUIDE · 2025

INTRODUCTION

# What Is Supply Teaching?

Supply teaching involves working within schools on a short-term, day-to-day or long-term basis to cover teacher absences, vacancies or increased staffing demand. Whether you're seeking maximum flexibility, a route into permanent teaching or simply exploring schools in the Derby area, supply teaching offers a genuinely varied and rewarding career path.

2

Main types of supply work — day-to-day & long-term

100+

Schools across Derby & Derbyshire needing supply cover

5★

Reasons teachers choose supply over permanent roles

THE BENEFITS

# Why Teachers Choose Supply

Many teachers across Derby choose supply teaching because it offers a combination of flexibility and professional freedom that permanent positions often cannot match. Here are the key reasons:



### You Choose When You Work

Set your own availability — work 5 days or 2 days, your schedule is yours to manage



### Better Work-Life Balance

Less evening and weekend workload on day-to-day supply — your evenings are your own



### Experience Different Schools

Work across a variety of settings — primaries, secondaries, SEND — and find where you thrive



### Build Confidence

Exposure to different schools, age groups and teaching styles builds exceptional classroom resilience



### Pathway to Permanency

Many supply placements convert to long-term or permanent opportunities with the right school



### Explore Before Committing

Try different year groups, subjects and school cultures before committing to a permanent role

***Supply teaching in Derby isn't a fallback — for many teachers it's a deliberate, rewarding choice that fits their lifestyle perfectly.***

DAY-TO-DAY REALITY

# A Typical Morning as a Supply Teacher

Day-to-day supply often starts early. Here's a realistic look at how a typical supply day unfolds from the moment your phone rings to the end of the school day.

 **The Booking Call or App Notification**

**6:00-7:30am** Standby Education contacts you with available work for the day — either by phone or via our booking system. You can accept or decline based on your availability. Early bookings are common, so being ready by 6:30am is advisable.

 **Travel to School**

**7:30-8:30am** Schools will confirm their start time, address and who to report to on arrival. Having a consistent morning routine ready reduces any day-one stress significantly.

 **Arrival & Safeguarding Sign-In**

**8:30-8:55am** You'll sign in at reception, confirm your ID, receive any safeguarding briefing and be introduced to key members of staff. Schools are experienced in welcoming supply teachers.

 **Morning Teaching Sessions**

**8:55am-12:00pm** Work from provided lesson plans or adapt your own resources. Support staff are usually available to help you navigate the classroom, behaviour systems and school routines.

 **Lunch Break**

**12:00-1:00pm** A chance to speak with staff, review afternoon plans and settle in further. Many supply teachers find lunch a valuable time for building rapport with the school team.

 **Afternoon Sessions**

**1:00-3:15pm** Continue teaching as planned. On day-to-day supply, marking beyond quick class feedback is rarely expected — though being thorough always leaves a positive impression with schools.

 **End of Day — Leave a Good Impression**

**3:15-3:30pm** A brief handover note to the class teacher, tidy the room and sign out. Schools that request you back are the best route to building long-term work.

PAY EXPECTATIONS

## What Can You Expect to Earn?

 **Day-to-Day Supply**

Typical daily rate in Derby

**£150-£190**

Per day for qualified teachers in Derby, depending on experience and phase. Paid weekly via PAYE or umbrella company. Rates vary between primary and secondary settings.

\* Rates confirmed at registration. Standby Education will always be transparent about your daily rate.

 **Long-Term & AWR Pay**

Higher rates after 12 weeks

**MPS/UPS+**

Long-term placements typically attract higher rates than day-to-day supply. After 12 continuous weeks in the same role, AWR entitles you to pay comparable to a directly employed teacher — often significantly higher.

\* AWR (Agency Workers Regulations) is a legal right. Standby Education monitors this for every long-term candidate.

SUPPLY WORK TYPES

# Day-to-Day vs Long-Term Supply

Different types of supply work suit different teachers and different life stages. Understanding the distinction helps you make the right choice from the outset.

Factor	Day-to-Day Supply	Long-Term Supply
Flexibility	<b>Maximum flexibility</b> — pick your days	More structured — regular school days
Planning & Marking	Usually minimal — plans provided	<b>Expected to plan &amp; mark</b> like permanent staff
Behaviour Management	More challenging — new class each day	<b>Build relationships over time</b>
Workload Outside School	<b>Very low on daily supply</b>	Similar to permanent teaching role
ECT Induction Progress	<b>Typically not counted</b>	<b>Can count toward induction</b>
Relationship Building	Short-term — limited staff bonds	<b>Longer-term professional bonds</b>
AWR Pay Rights	Applies if returning regularly	<b>Applies after 12 weeks</b>
Pathway to Permanent	Possible but less direct	<b>Strongest route to permanent</b>

BEING PREPARED

# The Challenges of Supply Teaching

## ⚡ Common Challenges

- Walking into unfamiliar classrooms without prior context
- Learning different behaviour systems quickly each day
- Early morning calls requiring fast decisions
- Reduced work availability during quieter school periods
- Adapting to very different school cultures back-to-back
- Less opportunity to build long-term pupil relationships
- Income variability during school holidays


## ✓ How to Overcome Them


- Arrive early and introduce yourself confidently to key staff
- Ask about the behaviour system within your first 10 minutes
- Keep your phone on and charged from 6:00am on available days
- Build a small bank of flexible lesson resources as backups
- Be adaptable and positive — schools notice and request this
- Budget across the full year, including holiday periods
- Build relationships with staff — this leads to return bookings


## STANDING OUT


# What Schools Value in Supply Teachers


Schools rely on supply teachers at short notice and need to trust them immediately. The qualities that get you re-requested go well beyond teaching ability alone — attitude and professionalism consistently rank highest.


 Strong Classroom Presence


 Calm Under Pressure

 Punctuality & Reliability

 Adaptability

 Positive Attitude

 Professional Communication

 Good Behaviour Management

 Team Player

## ✨ The Supply Teacher's Golden Rule

- ✓ Leave the classroom tidy and leave a brief written note for the returning teacher
- ✓ Follow the school's behaviour policy even if it differs from your preference
- ✓ Thank the staff around you — a warm, grateful approach gets you re-requested
- ✓ Never speak negatively about a school during or after a placement
- ✓ Report any safeguarding concerns immediately to the designated lead

## FINDING YOUR FIT

# Is Supply Teaching Right for You?

Supply teaching suits different teachers for different reasons. Here's how to work out if it matches where you are in your career right now.

## 🧐 ECTs Building Experience

Supply is a great way to build classroom confidence across different settings, though long-term placements are usually needed to progress statutory induction. Speak to us about combining both.

## 🔄 Teachers Returning After a Break

Supply is widely recognised as the best reintroduction to the classroom — shorter days, no evening marking and the ability to ease back in at your own pace across different schools.

## ★ Experienced Teachers Reducing Workload

Many experienced teachers choose supply to reduce the admin, planning and performance management burden while keeping their skills sharp in the classroom.

## 🔍 Teachers Exploring Permanent Options

Supply is an excellent way to sample different schools, leadership styles and communities across Derby before committing to a permanent role — a kind of extended working interview.

OUR SUPPORT

# How Standby Education Can Help You

At Standby Education, we focus on building genuine long-term relationships with our candidates and schools. We understand that no two teachers are the same, which is why we take time to understand your preferences, strengths, availability and career goals before we recommend a single opportunity.



### Day-to-Day Supply Bookings

Fast, responsive daily supply across primary and secondary schools throughout Derby and Derbyshire



### Long-Term Placements

Stable, longer-term opportunities in schools suited to your strengths — often converting to permanent roles



### ECT-Specific Support

Guidance on combining supply work with induction requirements and finding placements where induction can be formally supported



### Temp-to-Perm Pathways

We actively work to help supply candidates secure permanent contracts within schools they've built relationships with



### SEND Opportunities

Specialist supply placements across SEND settings for teachers with additional needs experience



### AWR Monitoring

We track your 12-week milestones and ensure you receive your full Agency Workers Regulations entitlements



### Honest Ongoing Advice

Regular check-ins throughout your placement and straightforward feedback to help you succeed in every school



### Local Knowledge

We know Derby's schools well — their cultures, expectations and which environments are best suited to different candidates

GETTING STARTED

# Registering with Standby Education

- 01 Contact us by phone, email or through our website
- 02 An initial conversation to understand your experience and goals
- 03 Complete registration, compliance and reference checks
- 04 DBS check arranged if not already on the Update Service
- 05 We match your profile to appropriate schools and opportunities
- 06 Bookings begin — we stay in contact throughout

### Documents You'll Need

Enhanced DBS (Update Service preferred), QTS certificate, degree, photo ID, National Insurance, two references and right to work documentation. We'll guide you through everything at registration.

### Setting Your Availability

Tell us which days you're available, which year groups or phases you prefer, your maximum travel distance and any schools you'd prefer to avoid. We'll work around your needs.



# Ready to Start Supply Teaching in Derby?

Standby Education would love to support your teaching journey. Get in touch today — we're friendly, local and genuinely here to help.



#### CALL US

01332 501 228



#### EMAIL US

[primary@standbyeducation.co.uk](mailto:primary@standbyeducation.co.uk)



#### VISIT OUR WEBSITE

[www.standbyeducation.co.uk](http://www.standbyeducation.co.uk)

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