

Axcis Education Newsletter



Issue 1 - Summer Term 2011

www.axcis.co.uk

At Axcis Education we aim to be recognised as the foremost supplier of quality SEN teaching and support staff in the UK, and we offer our clients a 100% satisfaction guarantee.

Welcome to the first of our new quarterly newsletters. These are intended to keep our clients updated on developments at Axcis, and also to offer our take on some of the many new challenges in the SEN sector.

Our most exciting news of 2011 is that after working together for a while, Axcis has signed a sponsorship agreement with the National Autistic Society which is set to benefit candidates, clients, and most importantly, those on the autism spectrum. This is part of our ongoing commitment to putting something back into education.



We are incredibly proud to announce that our sponsorship is allowing the NAS to continue providing training road shows around the country. These will be taking place from September 2011 in London, Liverpool, Exeter, Newcastle and Birmingham, and we are committed to the continuing support of a resource of such huge value to the SEN community. The days will include

key speakers and the most recent policy and research updates, as well as workshops with practical skills and advice for anyone involved in working within the SEN arena. This includes teachers, support staff, SENCOs and parents or carers.

Full details of courses will follow and Axcis will be able to offer a limited number of free and reduced price places to client schools.

For further details mail us on: info@axcis.co.uk, call 0800 107 9900, or contact your Consultant directly. To keep up-to-date visit www.axcis.co.uk

The whole of the training road shows will be filmed and live-streamed, and will also be available on-line after the events. On alternate months you will also see the NAS-via-Axcis offering webinars by their expert trainers on all aspects of working with young people on the autistic spectrum. If there are particular topics that are of interest and you would like to see included, please reply to: jean@axcis.co.uk

The webinars will remain available on our website for candidates and clients, and trainers will be providing a follow-up session for each webinar one week after the initial events. This will also be fully interactive.

In addition, the NAS is able to provide bespoke training to Axcis clients at a highly competitive

rate. This can include whole school training for a day. Please contact us with any questions.

Clients will soon be receiving information from the NAS about the road shows and webinars. We know CPD budgets can be tight so allow us to provide specialist cover as well as offering a reduced rate for the course.



Other Training

If you were not aware, as part of our commitment to training for our candidates, we also have two in-house Team Teach trainers and provide training courses in all school holidays. If you are interested in having fully Team Teach trained teachers and support staff supplied to your school by Axcis, please mail: info@axcis.co.uk

Finally in this section, we are working in conjunction with many other professional and government bodies to enable us to provide the very best day-to-day and long-term or permanent SEN staff to your school or institution.

The EU legislation on AWR becomes law in the UK on Oct 1st and is designed to give temporary and agency workers the same pay and benefits as permanent employees after 12 weeks in a role.

There is still a huge amount of debate around this and we are awaiting further guidance specifically on education.

“Our main aim is to protect our clients and support our candidates, and we believe we can do both. We don't feel it is acceptable to give schools a “hard and fast” answer to all questions until we have the updated DfE guidance for teachers. As soon as we have seen and analysed it, please be assured we will let you know and will continue to update you at regular intervals.”

In the meantime there will be NO CHANGE for candidates currently in a position until the end of December 2011

A large number of agency teachers choose to receive “rolled up” holiday pay in their daily rate and we expect this to continue.

Many teachers are paid via umbrella companies in order, for example to receive tax exemptions on expenses.

The umbrella companies we work with are also taking legal advice about their own compliance. We are awaiting their final feedback and this is also key.

Guidance as to who is the “hirer” is vague, but we expect in MOST cases it is likely to be the governing body of the school, so candidates changing schools will be moving to a new hirer and the 12 weeks will restart.

Non-Teaching staff: TA's and support staff clients need to ensure they receive “equal” treatment after 12 weeks in a role but this will need minimal adjustment.

Support staff cost: we already (unlike many agencies) pay TAs and support staff overall in line with permanent colleagues so expect little change in this area.

We will be keeping a detailed paper trail so clients are fully informed of when 12 week limits are reached.

We have been and are continuing to work on “comparators” with our clients and will ensure we have the paperwork to show compliance.

If teachers are to be paid scale rates, we will discuss the role fully with the client and be transparent about costs allowing clients the choice.

Concerns

We are awaiting further clarification on a number of areas but are committed to keeping you informed.

Your consultant may well have been speaking to you to obtain comparator information. Axcis staff members have attended workshops run by both REC and BIS and are working closely with other professionals to ensure that we have everything in place for October 1st.

If you have questions about AWR in relation to your own school and working with Axcis, please feel free to contact jean@axcis.co.uk

SEN and Disability Green Paper

I recently attended the NASEN Conference on the SEND Green Paper where speakers included Sarah Teather, Minister of State for Children and Families, and Janet Thompson, the HMI National Adviser for SEND. There is no doubt that proposed changes will place an even greater responsibility on school leadership teams. The consultation period ends on June 30th 2011, so legislation could be in place by May 2012.

Support and aspiration:

A new approach to special educational needs and disability proposes:

- a new approach to identifying SEN through a single Early Years setting-based category and school-based category of SEN;
- a new single assessment process and Education, Health and Care Plan by 2014;
- local authorities and other services will set out a local offer of all services available;

- the option of a personal budget by 2014 for all families with children with a statement of SEN or a new Education, Health and Care Plan;
- give parents a real choice of school, either a mainstream or special school;
- introduce greater independence to the assessment of children's needs;

Pathfinders will be in place from September 2011 and we await further guidelines and the publication of the White Paper. We also welcome legislation to make a study of SEN a compulsory part of UK teacher training.

At the same time, the increased applications for academy status, now also available to special schools, and the proposals to set up more Free Schools are further developments that will affect how we educate our young people. There are 97 schools opening as academies between

September 2011 and 2012 according to the DfE, and the first Free Schools will open in September 2011, with applications for 2012 now closed. Despite the Pupil Premium and increased funding and support for parents of pupils with special needs, questions are once more raised about “two tier” education systems and inclusion needs..

However, I'm pleased to see that the DfE is funding more projects by charities for pupils with SEN in 2011-13, and also improving support for young people aged 16 and over in the workplace.

Axcis as an employer is supporting the government apprenticeship scheme and is also working with Prospects to help provide work experience opportunities for youngsters with ASD.

We hope to extend our work with other professional bodies and government departments to ensure that we stay fully up to date with changes made and proposed in the SEN sector.

MStar

Despite the "failure" of Government initiatives like the Pan-London PSL, another agency has been put together called MStar.

This allows large corporates, eg Ranstad, Comensura, to operate Managed or Neutral Vendor services.

My own experience of 15 years teaching and almost 15 in education recruitment have proved to me that these do not work well in the education sector for a huge number of reason. Schools and LEAs are NOT being told they must work with MStar. It is purely optional.

Schools are only going to get the best quality, most suitable candidates by being allowed to access more than one agency. Candidates invariably register with one or two and healthy competition ensures everyone gets the best deal available and rates are not set by one player.

Regional Offices

Axcis has regional offices in Liverpool, Sheffield, Rugby and Bristol, and further plans for UK expansion.

The offices are run by experienced SEN recruiters and are carrying the Axcis mission statement far and wide. We will be running our first Team Teach courses for our candidates in Liverpool and Sheffield over the 2011 summer break. These are fully certified TT courses over a 2 day period, and we only ask candidates to cover the minimal costs of refreshments and printing. If you have candidates from Axcis who are currently working at your school or joining you in September and would like them to attend one of these courses please contact us your local office:

London - Head Office

Tel: 020 7580 2956 Email: info@axcis.co.uk

Bristol

Tel: 0117 934 6588 Email: southwest@axcis.co.uk

Midlands

Tel: 01788 562003 Email: midlands@axcis.co.uk

Liverpool

Tel: 0151 211 1005 Email: northwest@axcis.co.uk

Sheffield

Tel: 0114 213 3860 Email: sheffield@axcis.co.uk

For clients and candidates in London and the South East, TT courses will be running as usual over the school holidays. Please get in touch if you would like to secure places.

In conclusion, we'd like to introduce you to a few of the key players at Axcis Education:



Jean Wilson - Managing Director

Our Senior Management Team is led by MD Jean Wilson who taught in London and internationally for 15 years before becoming a recruiter. She held senior teacher posts in challenging schools and also taught at IB level in Europe.

Jean has now been in the sector for 14 years and has built successful desks in both mainstream and SEN. She has a huge interest in and commitment to education and is an advocate of promoting the positive impact that top quality "supply" staff should have on schools, pupils and candidates themselves.



Catherine Friel - Executive Manager

I have been a member of staff at Axcis Education since July 2004. I completed a degree in Psychology & Criminology through the University of South Africa, with a view to carrying it further to Masters level at a later stage.

While studying for my degree I developed a keen interest in Emotional and Behavioural Disorder, Autism, and other types of special educational needs, and came to realise that this could be put to good use in the education recruitment industry.

I care about education and have high expectations of my candidates, and the utmost respect for the job they do, the wide variety of skills needed, and the professionalism and commitment they show.



Emily Marbaix - Executive Manager

I joined Axcis in 2006 and am a UK trained Science teacher with QTS and London teaching experience. I taught GCSE Science and post-16 Biology in a Hounslow secondary school before entering the world of recruitment, initially on a permanent desk for finance. Joining Axcis enabled me to use my background in education and I ran Surrey, SW and West London desks before taking on a management role.

I use my knowledge of education and the challenges faced by teachers and support staff, along with my commitment, honesty and professionalism to work closely with the client and candidates looked after by my team.



Mel Worboys-Hamlin - Admin Manager

I joined Axcis in May 2010 and am the Manager of a very efficient Admin team.

My main priority is vetting and making sure we are compliant with Quality Mark standards. It is our job to ensure that all our candidates are legally cleared to work with children, which includes reference checks, CRB clearance, identity checks and qualification verification.

In addition to this I also provide support in marketing and infrastructure, which involves the opening and setting up of our new regional offices around the country. It's a challenge, but one I tackle head-on!