



Frequently Asked Questions

(Rev. June 2023)

- **Is Proxi nationwide?**

Proxi is anticipated to be a nationwide series of co-operatives, run by like-minded supply teachers, for supply teachers. The aim is to launch as little or as many placements as possible for September 2023. We already have hundreds of interested parties.

- **How genuine is Proxi? I have never heard of them, and they don't come up in Google searches.**

Totally understandable and we can assure you that we are 100% genuine, Proxi Education Limited was only recently incorporated as a co-operative limited by guarantee – please feel free to check Companies House. However, please bear with us, until we are fully up and running. As mentioned, we are supply teachers looking to offer a better solution than traditional recruitment. We are all learning new skills.

- **I'm booked out on a long-term placement at the moment. Should I still register my interest?**

Yes, please register your interest, we are looking to gauge national interest and PLEASE DO NOT jeopardise any existing placements or short-term assignments. While we anticipate our growth will be quick, the last thing we want is out of work teachers. We will contact everyone in due course.

- **Will Proxi be for Teaching Assistants too?**

Right now (before launch in September) we are only concentrating on teachers, purely because of the workload involved. We will no doubt look at other areas of education support roles afterwards. Social media will notify everyone when we are ready.

- **Will I be self-employed? Will I have to submit my own tax returns?**

You will be employed by Proxi Education Limited and our payroll partner. You will be paid under a Pay As You Earn (PAYE) scheme where employee tax, national insurance, pension contributions and any attachment of earnings (such as student loans) will be deducted at source. You will not have to complete annual tax returns unless you also earn elsewhere or by other means. You will have full employee rights & benefits, such as holiday pay entitlement, sick pay, workplace employers' pension (NEST) and many other enhanced benefits besides.
- **Will I have to leave my current agency/agencies?**

No, please stay with your agency. The very nature of supply is the ability to work flexibly and as such, it is always best practice to register with several agencies and pick which assignment suits you and your personal circumstances best.
- **Does Proxi pay through an umbrella company?**

No. Proxi strictly forbids to use of umbrella companies. This was one of the biggest concerns that supply teachers mention on social media pages. Proxi has partnered with an organisation who will only offer you standard PAYE while working with Proxi.
- **Do I have to have holiday pay removed from my pay?**

You will be given a daily rate that includes holiday pay – this rate will be as close to your experience point/main pay scale grade as possible. Holiday pay is always accrued until you request it and by law, should be taken during periods when you are not physically working. You can however request for this to be paid every payroll. This method is not very tax efficient and will not allow you to use your National Insurance threshold during periods when you are not working.
- **I work in London. The pay rates do not reflect the London weighting. Will Proxi pay wages with the London weighting?**

Yes, one of the main reasons the Proxi was formed, was to eradicate extortionate agency margins and in turn, pass these back to you, the teacher and therefore paying to your experience point. These rates will also include London weightings.

- **What about those who work in FE and are not on the Teacher's Pay Scale?**
The same rules apply with Proxi, we will look to gauge your earnings on experience and selected assignments. Getting teachers what they are worth and deserve is exactly where we are coming from.
- **How are Proxi able to pay more?**
Proxi, being a cooperative allows us to minimise our overheads. We will never charge extortionate margins like the traditional agencies. Therefore, we always aim to pass back any savings made directly to you, the teacher
- **Do I have to contribute to a Pension?**
In short, No – you can opt out of the employer work place pension. However, Proxi cannot recommend or suggest this option to you by law. In any event, we strongly recommend that everyone makes adequate financial provisions for your retirement.
- **What employee benefits do I receive?**
As an employee of Proxi, you will instantly receive all rights and benefits that any regular employee receives under UK law and regulation. Rights like; statutory Pay and leave, Holiday Pay, Sick Pay and eligibility into our workplace pension scheme.

Proxi also offers enhanced employee benefits such as CPD Courses, coffee club membership, the ability to join a food club, such as 'Hello Fresh' or 'Simply Cook'. There's access to 'Contractor Mortgages', 'Anytime Wages' services and 'Active Discount's on hundreds of big bran outlets. Employee well-being services, 'Medicash Flex' and many more besides.