

GCA FRAMEWORK

A compliant and commercially strong approach to school recruitment



What is the GCA Framework?

The **Government Commercial Agency (GCA)**, formerly the Crown Commercial Services (CCS), is the Department for Education's approved framework for recruiting supply and permanent school staff.

It provides a trusted, compliant route for schools, academies, and trusts to work with fully vetted recruitment partners.

Why it Matters Now

With increasing focus on procurement under the Academy Trust Handbook, schools and Trusts are expected to demonstrate:

- Compliance with DfE guidance
- Transparent consistent processes
- Clear value for money

The GCA framework has been designed to support all three.

Key Benefits for your School or Trust



Compliance Assured

Work within a government-backed framework aligned to DfE expectations



Approved Suppliers only

All agencies are pre-vetted for safeguarding, compliance and quality



Transparent Pricing

Clear structures that support accountability and consistency



Strong Commercial Value

Designed to ensure schools assess competitive, market-aligned rates



Faster Recruitment

Avoid lengthy procurement exercises while maintaining standards



Flexibility Built In

From same-day cover to long-term planning

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What this Means in Practice

Schools can continue to work flexibly with agencies, but should ensure:

- Agencies are GCA approved
- Arrangements demonstrate both compliance and value
- Trust-wide approaches are consistent

Step Teachers: A Trusted GCA Partner

Step Teachers are proud to be an approved supplier on the GCA framework. Our approach combines compliance with a responsive, relationship-led service:

- Fully aligned with GCA and DfE expectations
- Rigorous safeguarding and vetting standards
- Transparent and ethical pricing
- Consultants who understand school environments

Supporting your Trust

We help schools and Trusts:

- Understand the framework
- Demonstrate compliance internally
- Review current agency usage
- Align procurement approaches

Next Steps

Book a short call

Talk through your current approach and how to align with the framework.

Request a simple overview

Share clear guidance internally with your Trust or leadership team.