

Zen Educate — Algorithmic Staff Matching Cuts Fill Times and Agency Costs for London Schools

AI in Education · Good practice · United Kingdom

Quality score: 27/100

Evidence strength: Cautionary / limited

Summary

London-founded Zen Educate uses algorithmic matching to connect schools with substitute and permanent teachers, bypassing recruitment agencies. It reports a 94% average fill rate, roles filled in 8.5 minutes on average, and over \$20M saved in agency markups.

Key dimensions

Dimension	Score
Evidence of learning impact	0/3
Equity & inclusion	1/3
Transparency, ethics & data protection	1/3
Teacher capability & pedagogy	0/3
Scalability & sustainability	2/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-08

[Zen Educate](#) — accessed 2026-09-08

[Zen Educate — Schools](#) — accessed 2026-09-08

[TechCrunch — Zen Educate funding coverage](#) — accessed 2026-09-08

[EU-Startups — Zen Educate raises €6.3M](#) — accessed 2026-09-08

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