Removing Unnecessary Teacher Workload

Michael Green
Seconded from University of Greenwich as Advisor: Teacher Workload Unit
michael.green@education.gov.uk

DfE Actions to reduce teacher workload to date

1. Workload Challenge survey – 2014
2. Three independent review groups (marking, planning and data management) - reports published March 2016
3. Embedding workload considerations into guidance and advice produced for schools
4. Funding eleven Research and Development projects
5. DfE ‘Teaching Blog’ shares practical examples (19 to date) written by teachers
6. Teacher Workload Survey 2016 published in February 2017
7. Action Plan providing an update and setting out next steps of the department – February 2017
8. Poster and Pamphlet summarising the workload reports -
9. TES Workload Hub - launched December 2017
10. Online Workload Reduction Toolkit- To be launched Spring 2018
11. Secretary of State speech – ASCL – 10th March
12. Working with Ofsted regional ITE events

...and regional events!
Publications following Secretary of State Speech

- A short video of the Secretary of State and Chief of Ofsted outlining their shared commitment to addressing teacher workload throughout the education system;
- A summary report of the findings of NCTL funded collaborative projects into reducing workload carried out by 12 groups of schools, and the 12 project reports;
- A qualitative study following on from the 2016 teacher workload survey; and
- A review of packages of support and CPD available to schools in relation to reducing teacher workload.

Further steps arising from the February 2017 DfE Action Plan

1. By Spring 2018, a web-based workload reduction toolkit for leaders and teachers which will provide a standalone plan for reviewing and streamlining policies in schools. It will be supplemented with advice, tools and effective practice.

2. This toolkit will also include support for teachers in the early stages of their careers and for ITE providers to embed consideration of workload for trainees and mentors.

3. Evaluating and signposting innovative models across the sector that are resulting in the reduction of workload through effective use of technology.

4. Regional events continue until March 2018. Focus on practical approaches to removing unnecessary workload at school level. Other events being considered after launch of toolkit.

5. Commitments to continue to improve the evidence base on workload

.... plus inserting the reducing workload principles and recommendations into DfE Guidance and documents
ITE Workload Toolkit Area

- As part of the Department’s commitment to support the removal of unnecessary workload, the online Workload Toolkit in Spring 2018 which will act as a central hub of support for the sector (schools, ITE providers, headteachers, early career teachers, governors etc)
- The ITE area will include:
  - A set of principles with accompanying guidance to share how ITE providers are embedding the recommendations from the three independent workload reports and helping to reduce unnecessary workload burdens within ITE;
  - Case studies and examples of practice from the sector on workload and also well-being;
  - Sharing of materials, tools and resources from the sector
  - Links to the other areas within the Workload Toolkit and signposting to other external material

Is there further content that the ITE sector would find useful?

ITE Workload Toolkit Area - Themes

Raise awareness / take action / embed / collaborate / share practice

- Mental health and well-being
- Addressing workload through ITE content
- Addressing the particular workload challenges faced by trainees on professional placement
- Addressing potential workload challenges for schools and mentors
- Embedding the spirit of the recommendations in the culture of ITE
- Supporting the wider partnership with the recommendations of the three reports

Others?
Sector Contributions

- St Mary's Twickenham
- Warwick University
- University of Greenwich
- Leeds Trinity University
- School 21
- University of Bedfordshire
- NASBTT
- Ofsted
- Stockton-on-Tees Teacher Training Partnership

ITE Workload Toolkit Area

- Are there materials / templates / resources that you would be willing to share to support the ongoing development of the ITE Workload Toolkit Area?
  - Planning and resources
  - Marking / feedback
  - Data usage & management?