Reducing Teacher Workload

As you will be aware, the three independent review groups, established to address the biggest concerns that teachers raised in the Government's Workload Challenge in 2014, published their reports on marking, planning and data management in March 2016.

The reports include clear messages that can empower classroom teachers and school leaders to challenge unproductive practice. They also set out clear principles that can be used to reduce workload related to marking, planning and data management. These should be considered by governors, leaders and teachers to challenge themselves and their current practice.

The reports also include a range of recommendations for everybody in the education system, including governing boards. The Secretary of State has accepted in full the recommendations for the DfE and has urged others to do the same. The recommendations for governing boards are set out below and we would encourage you to take these on board and share with the workload team what progress is being made:

Recommendations for governing boards

Marking:
•   Use the three principles set out in this report to review the school's marking practice as part of an overall and proportionate assessment policy in partnership with their teachers and **governors**.
•   Evaluate the time implications of any whole school marking and assessment policy for all teachers to ensure that the school policy does not make unreasonable demands on any particular members of staff.
•   In partnership with their teachers and governing boards, monitor their marking practice as part of their regular monitoring cycle and evaluate its effectiveness on pupil progress.
•   Challenge emerging fads that indirectly impose excessive marking practices on schools.

Planning and Resources:
•   Subject and phase leaders should lead discussions on quality assurance with SLT/**governors** to help them understand where a subject- or phase-specific approach may be most appropriate – and why the volume of paper plans may be an inadequate proxy.

Data Management:
•   Do not request data in any other format than that which the school regularly and routinely presents.
•   Keep data requirements under review and challenge selves and leaders to collect the least amount of data possible.

If you have any comments or feedback about the reports, please contact: workload.solutions@education.gsi.gov.uk. Thank you.