

READING BOROUGH COUNCIL

COUNCIL MEETING

24 JANUARY 2017

ITEM NO 10 - READING FAIR WORKLOAD CHARTER

Councillor J Williams to move:

This Council notes:

1. Reading Council's published aims in the Reading First programme is to have all schools in Reading rated either Good or Outstanding and in the top 25% in the UK within the next three years.
2. The continuing pressures on finding, recruiting and retaining quality teachers, particularly in the South-East region where the cost of living is high.
3. That amongst others, one of the key pressures on teachers is workload. The DfE's own workload statistics show an increase in working hours for all categories of teachers compared to 2010. Primary class room teachers have increased by more than 9 hours a week to 59.3, while secondary classroom teachers have experienced nearly a 6 hour increase to 55.6. In primary classrooms, this is exacerbated by the changing and onerous requirements for statutory assessment, at the end of both Key Stages One and Two, which have also been putting unreasonable pressure on our very youngest of students. The work of the More Than A Score coalition highlights the need for significant change.

This Council believes that:

1. Reading should be at the forefront of best teaching practice in the UK.
2. In order to achieve our stated education aims, it is essential to employ and retain quality teachers who have Qualified Teacher Status.
3. Commitment to a manageable workload should be a key factor in attracting, recruiting and retaining the best teachers in the region, and from across the UK, to Reading.

This Council:

1. Undertakes to introduce a 'fair workload charter' for Reading, available for local schools to sign up to, by the end of the academic year 2016/17 in conjunction with teacher unions.
2. Instructs Officers to draft the Charter for Reading, noting the following key points¹:
 - No more than two hours on top of directed time each day for teachers (three hours for those with leadership responsibilities)
 - Clear policies about what student work should (and shouldn't) be marked, as informed by the Ofsted marking myths.
 - Clear policies on what data should (and shouldn't) be collected

- Protection of Planning, preparation and assessment time from cover and other tasks.
 - Annual review of workload policies and their effectiveness.
 - Staff having recourse to an external adjudication process where they believe their school has not delivered on the principles it has signed up to.
3. Resolves to report back to the next ACE Committee with a draft Charter for Reading Schools, to devise a monitoring group, and to encourage Reading's schools to sign up.

¹These reflect elements of the Charter drawn up in Nottingham by representatives from Unison, the National Union of Teachers, the National Association of Head Teachers, the National Association of Schoolmasters Union of Women Teachers, and the Association of Teachers and Lecturers.

http://www.nottinghamschools.org/wp-content/uploads/2016/09/53683_EIB-FAIR-WORKLOAD-CHARTER-2PP_6.pdf

For reference

Ofsted marking myths

<https://www.gov.uk/government/publications/school-inspection-handbook-from-september-2015/ofsted-inspections-mythbusting>

More Than A Score

<https://morethanascore.co.uk/>