

WORKFORCE REMODELLING IN SCHOOLS

Information for Parents

What is Workforce Remodelling?

Workforce remodelling is about making changes to the way people work in education to ensure that they are working as efficiently and effectively as possible in the pursuit of higher standards of learning. Remodelling is also designed to enhance the status and work/life balance of all who work in our schools.

Why the need to Remodel?

Schools have been and continue to be under pressure to raise standards. These pressures have been great and have had considerable impact upon the people working in education. Following extensive independent research undertaken on behalf of the government in 2000 it was found that:

- workload was the major reason cited by teachers for leaving the profession;
- over 30 percent of a teacher's working week was spent on non-teaching activities;
- teachers generally had a poor work/life balance
- 1 in 5 Newly Qualified Teachers leave the profession before they reach their fourth year of teaching;
- there are now as many people in the general workforce trained as teachers but not working in the profession as there are teachers.

The government acknowledged that all of these factors would not only be having a detrimental effect upon those remaining in the profession but, as a consequence, pupil learning would inevitably be suffering. It realised that if it did not introduce changes to teachers' conditions of service to make it more attractive to work in and likely to retain staff for longer that matters would only worsen, especially as 45% of the teaching workforce are due to retire within the next 15 years.

What are schools required to do?

A National analysis of teacher workload identified 24 tasks not directly related to teaching and learning, which were frequently carried out by teachers. Since September 2003 Teachers have not been expected to undertake these tasks.

From September 2004 there has been a limit on the amount of absence cover that a teacher can be asked to do.

From September 2005 teachers will not be expected to invigilate examinations and all teachers will be entitled to time during the school timetabled day in which they can plan and prepare lessons and assess students progress. This PPA time will be equivalent to 10% of their teaching timetable.

What does this mean for my child?

Every school is unique so governing bodies have been given flexibility to decide how best to implement the agreement. Central to all changes will be a focus on ensuring that changes enrich the learning experience and raise standards.

At all times qualified teachers will remain responsible for your child's education. However:

- Well-trained and experienced support staff will take an active part in working with teachers to promote learning.
- The talents and skills of support staff and experts with specialist skills may be harnessed. In a primary school this could mean music, sport, art, modern foreign languages.
- Additional administrative support will give teachers more time to concentrate on high quality teaching.
- There may be less reliance on occasional supply teachers, as trained cover supervisors who understand school policies and know the pupils could provide short-term cover, particularly in secondary schools.
- More staff may be able to undertake a pastoral role with the pupils.

How will this raise standards?

Teachers will be freed from tasks that do not require their professional input, allowing them to focus their attention on their teaching and learning.

All teachers will have guaranteed time to plan and prepare lessons and assess children's progress during the school day, when they are fresh, focussed and have all resources available to them.

The improved professionalism of teachers will help address recruitment and retention difficulties resulting in greater workforce stability.

Remodelling has created increased opportunities for support staff, allowing them to enhance their skills and add greater value in the classroom.

How can you find out more?

Talk to your child's school and ask them about how the changes will affect your child.

Go to the National Remodelling Team web site : www.remodelling.org where you will find much more information.

Contact the Leicestershire Remodelling Team on 0116 2656307