

Our Workload Strategy

PURPOSEFUL, PRODUCTIVE,
MANAGEABLE

ADDITIONAL TIME

Teachers need time and support.

Providing specialist teachers in PE, French, Music and Computing means that classroom teachers have additional time provided to focus on their work or embrace CPD opportunities.



LEADERSHIP TIME

Leaders need time to be effective.

We provide all year leaders with a weekly half day of non-contact time so they can lead. This means year leaders have the autonomy and time to lead effectively. Every subject leader is provided with a termly half day of subject leadership time so that they have allocated time to monitor, guide and lead in their subject area.



REDUCED MARKING

Marking should be manageable.

We have a clear marking approach that provides feedback to pupils, in a simple, easy to follow way. Teachers highlight pupil outcomes and tick mark pupil success. Teachers have autonomy to decide whether they leave a comment because we trust our teachers to know their pupils and know what is required and when.



COLLABORATIVE PLANNING

Shared planning supports teachers and saves time.

Teachers share planning which means they have a shared understanding of curriculum aims and outcomes. This saves time and increases effectiveness.



SLT SUPPORT

A senior leadership team who teach, plan and support.

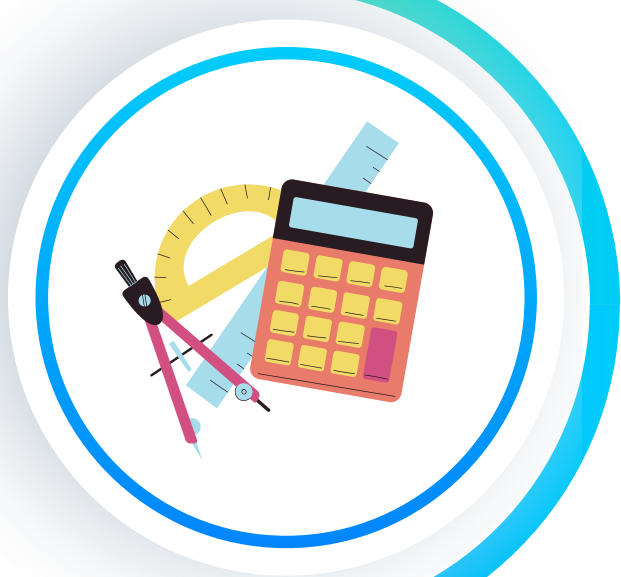
The senior leadership team supports teachers across all year groups with teaching, modelling, coaching, planning and marking. This assists teachers in their professional development and distributes their work load.



SMALLER SETS

Smaller maths sets to cater for pupil needs.

We organise additional maths sets to focus on pupil needs and cater effectively for them. This means that teachers have a reduced number of pupils in maths lessons which helps to increase their knowledge of pupil need and reduce their workload.



REDUCED EMAILS

Protected evenings and weekends.

Emails are sent during the school days and not during evenings and weekends. Protected evenings and weekends help teachers to have a work-life balance.



DIGITAL RESOURCES

Time-saving use of technology for teaching and assessment.

Our commitment to digital learning means that teachers can access technology to quickly and effectively assess pupils' learning. This allows teachers to be analytical and cater for pupil needs and next steps in a time-saving, manageable way.



WE LISTEN

We continually listen to feedback and make improvements.

We continually talk to our colleagues and listen to their feedback. We use 'Bounce Together' surveys to collect staff views on their wellbeing and workload. We respond to feedback and continue to deliver the initiatives that are working well and make further improvements where possible.

