Teacher workload is a much considered and long debated topic. The challenges of the job are ever increasing and complex and the number of different hats a teacher wears in a day are numerous and sometimes unexpected.

Every job has its challenges and no job is without its workload.

Over the past year, our School Improvement Plan included a specific target on teacher workload.

- To protect the well-being of staff through decision-making, and actions; to ensure all efforts are made to keep staff well, to do their best in their work, and to have the energy and resilience to manage rapidly changing circumstances in order to provide care, guidance and education to our pupils.
    - We achieved this by:
        - Involvement in risk assessing and planning for return
        - Revision and reminders throughout lockdowns to support the challenge of memory
        - Half term voucher gifts for all staff
        - Office angel at Christmas
        - Christmas lunch for staff
        - Pantomime and a bit of fun by the staff at Christmas
        - Release while watching an on line pantomime
        - Opportunity for support and an ear offered regularly
        - Trying to maintain regular programme to reduce change and support the fluidity of rules and regulation, absence and modification through covid
        - Set up weekly' let it out' session for staff led by Headteacher
        - Pastoral support offered by the vicar
        - Link governor visits to support teacher wellbeing.
        - Purchase and distributed a stress ball after lesson obs. of remote learning
        - Reflection and talk time on INSET 5th March
        - Forwarding Camden Learning peer to peer support network information.
        - Schedule of INSET and events sent out to avoid surprise.

In what has been the most challenging of years the staff remain positive. There have been some staff who have suffered directly through personal loss and in the very vast majority of cases staff have remained well and present and able to support our learners. Staff have reported feeling supported through the year.

Here are some of the things that we do in our school in order to help staff to manage their workload well…

- Teachers do not run any after school clubs so that they have plenty of time for assessment and planning from 3.30pm onwards

- Teachers do not supervise children at lunchtimes so that they have time for a proper break and to prepare for the next set of lessons properly
- Planning, preparation and assessment (PPA) time is available to teachers in a 'block' of time where possible i.e. not half an hour a day.
- We plan for staff meeting to finish by 5pm.
- Meetings are have a specific objective and are fit for purpose and punctuality is encouraged.
- The detailed termly calendar with all events mapped on to it, is available for staff many weeks in advance to help them plan their time efficiently
- Teachers are expected to attend only three social/community events over the course of the school year.
- Detailed curriculum planning is available for teachers in every subject.
- The formats we use to report to parents on pupil progress have been refined so that they are fit for purpose and not onerous for staff to complete.