



Teacher Workload and Retention Conference

Thursday 5 March 2020

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Simon Barrable

Principal, Portsmouth College

Cllr Suzy Horton

Cabinet Member for Education

The logo for Teach Portsmouth features the word "Teach" in a large, multi-colored font where each letter is filled with a different color (red, green, blue, yellow, orange, purple). Below "Teach" is the word "PORTSMOUTH" in a smaller, grey, sans-serif font.

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Sean Harford

National Director of Education, Ofsted

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Portsmouth Panel

Martin Fuller, Admiral Lord Nelson

Polly Honeychurch, Cottage Grove

Roberta Kirby, Fernhurst

Deb Mason, Miltoncross

Emily Pountney, Portsmouth College

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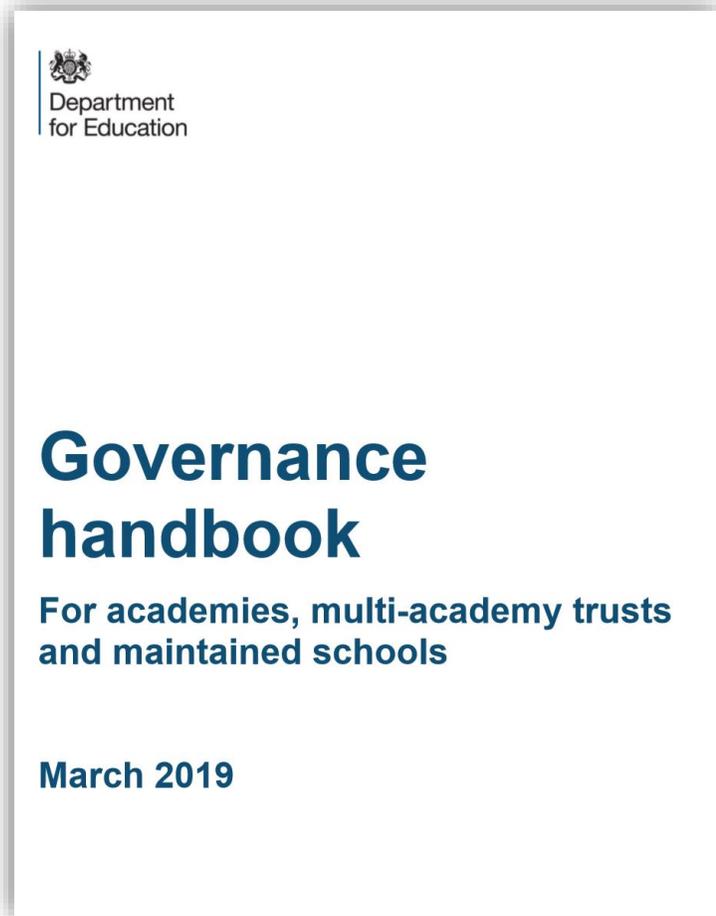
Managing Workload: The Role of the Governing Board

Judith Rutherford

National Leader of Governance and Chair of Governors, Hiltingbury Junior School

Teacher Workload and Retention Conference, 5 March 2020

3.1 Workload Considerations



“ have regard to the principles and recommendations in the Making Data Work report and the Workload reduction toolkit”

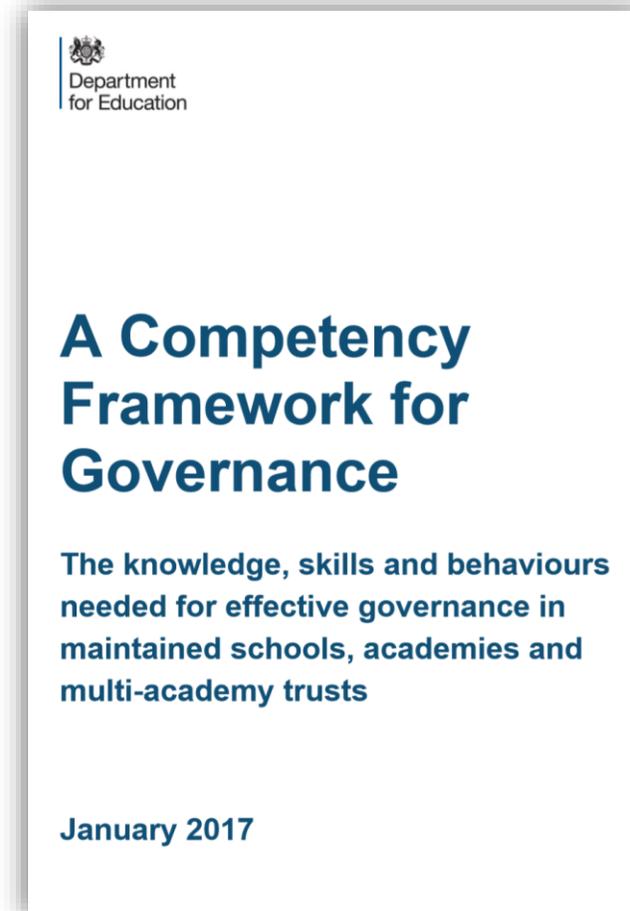
“review and streamline policies and processes to cut unnecessary workload”

“activities driven by what has most impact on pupils, whilst being time efficient for teachers”

“be aware of Ofsted’s guidance on the requirements of inspections, which dispels myths that can result in unnecessary workload.”

“Everyone on the Board”

The competency framework for governance sets out the **importance of ensuring that leaders and teachers are able to have a satisfactory work-life balance**, including a manageable workload.



Case Study- Hiltingbury Junior School



Guiding Principles



Data Demands



'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.'



Headteacher Report



Strategic Planning



What we have achieved?





Department
for Education

<https://www.gov.uk/guidance/school-workload-reduction-toolkit#support-for-governing-boards-and-trustees>

Support for governing boards and trustees

For resources to help governing boards and trustees reduce workload in their school, download the zip file which contains:

- a workshop presentation – with facilitator notes
- a summary sheet to accompany the workshop
- a workshop discussion template
- a practical example of a primary school governing board looking at reducing school workload

You can run the workshop during board meetings, as a whole school activity or in teams, using the discussion template to help, and adapt the example for use in your school.



[Support for governing boards and trustees: school workload reduction toolkit](#)

ZIP, 455KB

This file may not be suitable for users of assistive technology. [Request an accessible format.](#)

Discussion: what do your governors / trustees know about workload in your school(s)?

What effect is workload having on teaching, staff morale and recruitment and retention in your school(s)? How do you know?



What areas are particularly burdensome for teachers and leaders in your school(s)? How do you know?



What action have your school(s) taken to review and streamline policies and practice?



Have these actions had an impact? How do you know?

How do schools wish to work, individually and collectively, to address teacher workload and improve retention in Portsmouth?

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Priority Next Steps

Mike Stoneman

