

The Bridgwater College Trust



Reducing Teacher Workload





PETER ELLIOTT CEO

WE KNOW THAT WHAT YOU DO CHANGES LIVES

Here at the Bridgwater College Trust we know that every one of our colleagues understands and believes in our mission that **Every Child Achieves**. Easy words to write, more difficult in practice to bring about. We know that our success in achieving this aim is only possible as a result of developing and nurturing the very best teaching team possible. Myself and the team of headteachers that lead our schools also know that teaching is an incredibly difficult and demanding profession. It takes hard work, skill and a particular set of talents to be able to enthuse and inspire our children day after day. Let's not forget that we work in some of the most challenging settings in the south west. Bridgwater College Academy and Hamp Academy serve communities in the top 5% nationally for deprivation. West Somerset College serves the second largest catchment area in the country which is incredibly rural. Brymore Academy typically works with some of the lowest ability cohorts in the country and yet year after year our Trust delivers outcomes for young people that they wouldn't achieve in other settings.

We can only do this by ensuring that we look after the teachers who are tasked with the responsibility of preparing our students for adulthood. We know that you all take this responsibility seriously and everyday we see you going above and beyond to ensure that our students thrive.

On behalf of the Trust board and the team of Headteachers I would like to thank you for all of your hard work, efforts and dedication to our schools and their children.

It is crucially important therefore, given the importance of what you do, that we as a Trust look carefully at how we can help you to be even more successful. Teacher workload is a serious issue. We know that the hours we put into the job in our profession are high and we have been looking at how we can attempt to reduce your workload without undermining the quality of what you do.

This document therefore sets out what we already do as a Trust to reduce the burdens placed upon you and it also sets out what we think our next steps will be to reduce this even further. If you have any suggestions about how we can help reduce the burdens placed upon you, please do get in touch.

Many thanks for all that you do.

Peter



Zoe Stucki—West Somerset



Claire Luce—Otterhampton



Mark Thomas—Brymore



Rachael Fraser—BCA



Sarah Hitchings—Hamp



We have compiled a summary of what we do already to help reduce your workload

1. A sensible feedback policy in each Academy. No more countless hours pointlessly marking hundreds of books just because.
2. We support flexible and part-time working, especially for staff with young children. There is no culture of presenteeism in our Academies.
3. We fully support results based working—you do what you need to do, when you need to do it.
4. We provide additional PPA time for all colleagues with a TLR.
5. We trust you to do the job within our shared values and strategy and therefore we give you autonomy and don't micro-manage what you do.
6. We have a sensible approach to performance management. It's not done to you, but with you and we make the assumption that staff will rise up through the pay scale each year unless there is a serious issue.
7. We run low-stakes lesson observations which are based on professional curiosity. There are no lesson grades.
8. We try to act with pace - when there is an issue, we tackle it fast and get it sorted quickly.



Tackling Teacher Workload in all our Academies

9. There is no expectation that staff will read/respond to email outside of their working hours. Whilst some colleagues prefer to work at these times, there is no expectation that we are checking our emails out of work hours.
10. Saturday classes are discouraged—we've moved to a five day teaching week at Brymore Academy.
11. We encourage you to share resources across your teams and co-create.
12. We always pay you for those 'emergency' days when they are needed if things go wrong at home. We also pay leave for funerals and medical appointments.
13. We always give two weeks' paternity leave instead of one, again, this is fully paid.
14. We don't have any Trust wide lesson plan formats or silly rules about submitting your lessons plans each week.
15. All of our academies have fantastic admin support. All of your letters are checked, processed, addressed and posted centrally by the admin teams.
16. Fantastic data admin support—you don't have to crunch the numbers or do the maths, this all gets done for you.





17. Almost all of our academies have opted for a two week break in October. It's the longest term and you need a decent break. It also means you can take a cheaper holiday!
18. All of our academies have a Staff Association Fund which provides for flowers, and gifts to mark those special occasions with you as well as end of term staff events.
19. Most of our academies run a system of centralized detentions which takes the pressure away from you.
20. There are no lunchtime duties for teachers unless they opt to do one or have leadership responsibilities. If colleague choose to do a lunch duty, we always provide a free lunch.
21. All of SLT still teach to spread the load and stay firmly 'in the game.'
22. In most of our Academies work scrutiny is led by departments, based on professional curiosity rather than a 'checking up' exercise.
23. There is a bespoke and targeted approach to CPD. It's not knee-jerk initiatives being rolled out week after week but a planned and joined up approach to your professional growth. The CPD offer is planned well in advance and is based on need.





24. Almost all of our academies have ditched written reports to parents at the end of the year.

25. There is excellent on-site ICT support.

In the future we plan to...

- Centralise all assessment processes across primary phases so that all test papers, data entry and data interpretation is completed for you. This means you can focus on planning your teaching based on the needs of the students.
- We aim to do the same at secondary level across in English, Maths, Science, Geography and History next year where schools follow the same specification



Every Child Achieves



“Every Child Achieves”

The overarching strategic intent of the Bridgwater College Trust is to ensure that *every* child in *every* Academy it operates achieves by attending an Academy that:

- Positively impacts on their life chances as a result of making *out-standing* progress academically.
- Provides rich and diverse opportunities which stretch individuals, raise their aspirations and broaden their horizons.
- Prepares young people well for the next stage in their learning and personal development.
- Has an unconditional positive regard for children and young adults making them feel valued and included.
- Nurtures their personal development in a safe environment where students develop an advanced understanding of their responsibilities to themselves and others.

