

READING BOROUGH COUNCIL

REPORT BY COUNCILLOR PEARCE - LEAD COUNCILLOR FOR EDUCATION

TO:	ADULT SOCIAL CARE, CHILDREN'S SERVICES AND EDUCATION COMMITTEE		
DATE:	14 FEBRUARY 2019	AGENDA ITEM:	12
TITLE:	FAIR WORKLOAD COMMITMENT FOR SCHOOLS		
SERVICE:	EDUCATION	WARDS:	BOROUGHWIDE
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I would like to thank officers for their work on this which after some delay has agreement between Unions, Teachers and Head teachers. This was important to ensure that everyone connected with schools was pulling in the same direction.

This charter is broadly based on a fair workload charter for teachers that Nottingham introduced a few years ago but has been adapted to ensure it reflects the nature of Reading's schools. I would like to thank Cllr Josh Williams who brought a motion to Full Council enquiring about the possibility of a fair workload charter for teachers in Reading to get the ball rolling.

This document will help both teachers and head teachers in understanding how to help in cutting down teacher workload to more manageable levels. It is workload over everything else that teachers most often cite as their reason for leaving the profession, so is something we need to take very seriously. Recruitment and probably more importantly, retention is a huge issue for the teaching profession and any way we can help this is very welcome. Brighter futures for children have recently appointed a new director of HR, and this charter will help form part of a package of measures that we can offer teachers to come, and then stay teaching in Reading. The charter offers practical examples and advice, as well as what to do if workload is becoming too much.

Our teachers are under more strain than probably ever before. With dwindling resources, class sizes rising and demands on them increasing daily, we need to do all we can to let them know they are respected and valued.

RECOMMENDED ACTION

1. That the attached report from Brighter Futures for Children be considered.