

FOR EIS REPS

TIME TO TACKLE WORKLOAD

Scotland's largest and most effective education trade union

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VALUE EDUCATION VALUE TEACHERS

The 'Value Education Value Teachers' campaign has delivered a landmark settlement on pay that covers the period April 2018 until March 2021; a success built on a campaign of member activism.

Workload issues were raised, also, as part of that campaign.

In an EIS survey, over 12,000 responses from members set out the scale of the workload challenge:

76% of respondents reported that they felt stressed "frequently" or "all of the time" within their jobs

88% said they felt that their stress levels had either stayed the same or had increased in the past year

64% reported working more than 5 hours extra a week, with 35% of those stating that they worked more than 8 hours on top of their part-time contracted hours

82% of respondents said they were dissatisfied with their workload levels

54% disagreed, and 23% strongly disagreed when asked if they had sufficient time to undertake professional development opportunities

Beyond pay, the biggest issues that members indicated that they would like raised with local and national government were **concerns around workload** and ensuring that there are **appropriate resources, capacity and funding to deliver Additional Support for Learning**.

These were incorporated into the VEV campaign themes and, in his "offer" letter on 8 March 2019 the Deputy First Minister wrote to the EIS to state:

"I am however aware that concerns continue to be raised by teachers around other significant issues such as workload and additional support needs.... I am convinced that these issues can only be



John Swinney
Deputy First Minister of Scotland

addressed if all parts of an empowered system work together systemically to address the culture and capacity of Scottish education."

"We have a shared desire to reduce the workload of teachers.... I believe that there is a significant opportunity to reduce unnecessary teacher workload by increasing teacher agency and school empowerment.... I would propose that we undertake joint activity to assist in reducing unnecessary workload through the full roll-out of the empowerment agenda."

Confirmation on this approach was incorporated into the SNCT agreement.

In addition, the 2019 AGM agreed several motions on workload which will form key elements of the next phase of the Value Education Value Teachers Campaign - Time to Tackle Workload.

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>>> Included in the AGM Resolutions are commitments to:

- Raise awareness and engagement amongst members to act collectively in tackling workload, highlighting the expectations within the 35-hour working week and stressing that collaboration and balance within the WTA is imperative
- Lobby for and promote an increased role for teacher agency in the empowered system being envisaged for Scottish Education, tackling excessive workload through teachers taking control
- Campaign to secure a reduction in class size maxima to 20 pupils in all mainstream classes
- Campaign to secure a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week

The Executive Committee met after AGM and agreed an initial strategy, pending deeper consideration by Council in September. The Value Education Value Teachers Workload Campaign will have two concurrent workstreams – one workstream will seek reductions in teacher workload through the SNCT and the other workstream will seek reductions in teacher workload through the development and implementation of the school empowerment agenda and the effective use of school based negotiations such as Working Time Agreements.

Through the SNCT workstream we will establish a narrative based on research evidence, international comparisons, and desired outcomes for pupils;



thereafter seeking progressive engagement through the SNCT structures and through broader political engagement.

The empowerment workstream of the campaign is potentially more immediate. The key ambition being about teachers being in control of workload. To further this approach, we will build on the current WTA training we provide, to offer bespoke training / workshops around the “empowered school model” with a view to enabling member activism at both school and LA levels.

The Value Education Value Teachers – Time to Tackle Workload Campaign will continue to be based on an organising model of member activism with schools and local associations being a key part of the campaign.

Recommended Actions:

- Hold a branch meeting to brief members about the forthcoming campaign and to encourage them to be more critical in considering what work needs to be done and what work does not need to be done. A Power Point is available online to assist with the briefing. www.eis.org.uk
- Share the contents of this briefing with other school committee members and with members more generally.

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WORKLOAD**

- Confirm any specific issues / challenges arising from your WTA discussions and/or your school improvement plan.
- Display the enclosed campaign poster(s) throughout the school.