

# Raising Standards and Tackling Workload

## Implementing the National Agreement

March 2004

department for  
**education and skills**  
creating opportunity, releasing potential, achieving excellence

The notes issued by the Workforce Agreement Monitoring Group (WAMG)<sup>1</sup> represent the agreed position of all the signatories to the National Agreement.

### PLANNING FOR THE NEXT PHASES OF CONTRACTUAL CHANGE - PPA

The WAMG welcomes the fact that schools are beginning to consider and prepare for the second and third phases of contractual changes well in advance of the statutory dates given within the School Teachers' Pay and Conditions Document.

The need for early planning is particularly important with regard to the introduction of the guaranteed planning, preparation and assessment (PPA) time for all teachers by September 2005. Details of this change can be found in Section 4 of the STPCD.

Schools have developed a range of models for the provision of the contractual entitlement of PPA. The WAMG and NRT are developing a resource pack that will contain detailed examples of these models. This will be available in Summer 2004 and will help schools to develop strategies that suit their own circumstances.

One model a number of schools are examining is the provision of an afternoon of enrichment activities. These sessions may be led by outside specialists, with the support of teaching assistants, operating in accordance with the Section 133 regulations and guidance which state that learning outcomes must remain the responsibility of a qualified teacher within the school.

The WAMG fully supports the provision of a broad and balanced curriculum. However, schools should note that the contractual requirement is that PPA time must be allocated during the timetabled teaching week (i.e. "during those parts of the school timetable in which pupils are taught the core and foundation subjects or religious education"). This means that enrichment afternoons can only be used to provide PPA time for teachers if they are part of the timetabled teaching week. If they are simply added on to the existing curriculum provision and created by extending school sessions on other days of the week, they cannot be used for PPA.

### Governors' Pack 2

In conjunction with the WAMG, the National Governors' Council (NGC), the National Association of Governors and Managers (NAGM), the National Coordinators of Governor Support (NCOGS) and the National Remodelling Team (NRT) have produced a second governors' information pack about workforce remodelling. Following the success of the first pack produced in Summer 2003, this is designed to assist governors in ensuring their schools take advantage of the opportunities presented by remodelling and meet the challenges of the second phase of contractual changes that come into force on 1 September 2004.



**NAHT**

**NASUWT**

**NEOST**

**PAT**  
Professional Association of Teachers

**SHA**

**T&G**

**UNISON**  
the public service union

<sup>1</sup> The Workforce Agreement Monitoring Group is composed of representatives from ATL, DfES, GMB, NAHT, NASUWT, NEOST, PAT, SHA, T&G, UNISON and the Welsh Assembly Government who are all signatories to the Agreement.

The pack is now available and can be downloaded (along with the previous pack) from [www.remodelling.org/governors\\_resources.php](http://www.remodelling.org/governors_resources.php).

### **Pathfinder Resource Pack**

The Transforming the School Workforce (TSW) Pathfinder Project, which ran during the academic year from September 2002, aimed to learn more about how schools can remodel their workforce and free teachers to teach. This pack, produced as a result of the project, contains a variety of resources, including a DVD and case studies, which showcase ideas and experiences from four of the 32 Pathfinder schools in very different circumstances.

Although the schools involved developed their plans in advance of the contractual and other changes agreed in January 2003, many of their ideas and experiences could prove useful to other schools in implementing the National Agreement and contractual change.

The pack is now available and can be downloaded as a PDF from [www.remodelling.org/download](http://www.remodelling.org/download) or obtained by phoning the National Remodelling Team on 020 7979 2850.

### **Upper Pay Spine and the National Agreement**

A draft joint agreement between the Government, employers and five teaching unions (NASUWT, ATL, PAT, SHA and NAHT) on the upper pay scale was published on 9 January. These proposals are being considered by the STRB which will report on its recommendations shortly.

The agreement provides a clear framework for rewarding our good and excellent teachers including how performance management should be used to complement that process. It builds successfully on the close working which led to the signing of the National Agreement '*Raising Standards and Tackling Workload*' signed in January 2003.

The parties to this new agreement maintain their commitment to the guiding principles of the National Agreement. They are in no doubt about the strong link between the two and will continue to meet to help schools use the pay and performance management systems, and school workforce remodelling, to support their core work of improving pupil standards of achievement.

The pay agreement can be viewed at [www.teachernet.gov.uk/management/payandperformance/pay/2004/](http://www.teachernet.gov.uk/management/payandperformance/pay/2004/).

### **Work under way**

The WAMG has a full programme of work planned for well into 2004.

Current activities include:

- working with the NRT to develop a Cover Resource Pack of case studies, examples and guidance in preparation for the implementation of the September 2004 changes. This will be available during the Spring;
- contributing to a review of INSET days in schools;
- working to ensure coherence between remodelling and the implementation of the recently published Green Paper "Every Child Matters" in England;
- working to ensure coherence in England between the change management programme for remodelling and the Primary Leadership Programme;
- ongoing review of Circulars 2/98 and 22/98

