



St Nicholas Catholic High School – Our Workload Vision



"If we do not ensure, that our teachers are happy, healthy, well-qualified, highly motivated, hard-working well-trained experts, they cannot be their best for their students."

The Workload Vision:

John Tomsett & John Uttley

- We take a firm view that the teacher is the professional and the expert within the classroom, therefore we provide training in accordance with this stance
- We support staff to use their time efficiently and effectively so that it has a real impact on student learning and outcomes
- We ensure that workload is taken seriously

Time Matters	CPD Matters	School Priorities Matter	Culture Matters
<p>Working Hours: There is no expectation that staff respond to emails outside of their working hours. We want staff to achieve a healthy work-home balance, we trust our staff to make decisions about when they work outside of hours and when they choose to leave site at the end of the school day.</p> <p>Rational approach to data: We have three data drops per year. All the data is analysed for staff leaving key actions as the only thing to consider and spend time exploring. Written reports reduced to one smart target</p> <p>A sensible approach to marking: Our feedback policy enables staff to select from a suite of methods to provide students with timely, effective feedback which is meaningful and impactful.</p> <p>Centralised detentions: SLT led detentions all centralised during lunch time releasing teaching staff to focus on teaching and learning. ASD also centralised; staff on a rota</p> <p>Curriculum design: Departments plan and create collaboratively on curriculum design and resources. This is to utilise expertise, minimise replication and reduce workload.</p>	<p>Increased department time: All departments have 15 minutes weekly, in addition to 2 hours per term devolved to subject leaders to set the agenda, with a view that the focus should be on sharing subject expertise and enhancing knowledge</p> <p>Sensible use of directed time: Our CPD offer supports the 1265 model and utilises 'twilights' effectively which are traded for a ghost inset day.</p> <p>Personalised CPD: Every member of staff has access to internal and external CPD. Any CPD need that aligns with appraisal targets is considered via discussions with line manager. Extensive CPD is offered for ATs, ECTs, TAs and aspiring/existing middle and senior leaders.</p> <p>Teacher development: Teacher improvement at St Nicholas Catholic High School is school improvement. Our appraisal system prioritises teacher development through lesson observations followed by opportunities to share best practise. A triad model of lesson observation is used in the summer term to facilitate and encourage collaborative sharing of practise.</p>	<p>New initiatives: Where new initiatives are introduced, they are based on evidence that is likely to improve student outcomes and is clearly linked to our School Improvement Plan. Working Groups from across the staff team are utilised to support and review new initiatives and pedagogy and practice.</p> <p>Effective use of briefings: Daily briefings focus on disseminating key messages and staff training to ensure everyone is fully informed.</p> <p>Consultative Forums: The Leadership Team support and facilitate staff wellbeing forums in which staff are able to raise wellbeing and welfare concerns and issues. A representative from a professional association meets with staff termly.</p> <p>Working with Professional Associations: The Headteacher meets termly with representatives from professional associations.</p>	<p>Culture: The culture of our school is critical to ensure we have an enjoyable, rewarding working environment. We believe in the surplus model of school improvement; with the belief that staff are keen to do a good job and it's the leadership teams' job to support this and remove any barriers.</p> <p>High Expectations: Staff, parents and students alike are aware that there are non-negotiables in our professional standards. These are designed to ensure that our school is a safe, calm learning environment.</p> <p>Being flexible: We strive to meet the needs of family life by ensuring staff have the opportunity to request leave of absence to attend family events where possible.</p> <p>Evidence informed teaching: As a school, we make effective use of evidence informed pedagogy in order to improve learning opportunities and outcomes for our students. Staff are provided with opportunities through our CPD programme to explore pedagogy.</p> <p>Social time: School provide access to tea and coffee throughout the day. Social events are organised and promoted regularly.</p>