

# Raising Standards and Tackling Workload

## Implementing the National Agreement

June 2003

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

This note is a progress report on the changes to the teachers' contract and the development of the Regulations to be made under Section 133 of the Education Act 2002.

Consultation on these issues concluded on 7 May 2003 and was followed by discussions in the Workforce Agreement Monitoring Group (WAMG)<sup>1</sup> on the responses to the consultation. The outcome is detailed below.

### Regulations under Section 133 of the Education Act 2002

The discussions on the Regulations for England governing the role and deployment of support staff, and the associated guidance, have been concluded. Subject to Parliament, the new Regulations will come into force on 1 August 2003. The Welsh Assembly Government expects to consult on Regulations for Wales, and accompanying guidance, before the Summer.

### Changes to the teachers' contract

On 18 June 2003 the annual technical consultation on the full draft of the School Teachers' Pay and Conditions Document (STPCD) began and will last for four weeks. The new contractual clauses arising from the Agreement are included in the draft. The accompanying guidance was issued for consultation at the same time.

Subject to Parliament, the first phase of the contractual changes will become law on 1 September 2003. From that date:

- no teacher can be required routinely to undertake clerical and administrative tasks;**
- provision must be made for teachers and headteachers to enjoy a reasonable work/life balance;**
- teachers with management and leadership responsibilities will be entitled to a reasonable allocation of time within school sessions to support the discharge of their responsibilities.**

Schools are already preparing for the introduction of these changes and the guidance issued with the draft STPCD should prove particularly helpful in this process.



**NAHT**

**NASUWT**

**NEOST**

**PAT**

**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.

Arriving at this position on the contractual change and the Regulations has been a long, sometimes difficult, process but the signatories can now endorse and support the outcome of the consultation process, confident that they will lead to real improvements for pupils, support staff, teachers and headteachers. This is a tangible demonstration of the benefits of Trade Unions, Employers and Government working in partnership.

### **July conference**

On 8 July a conference will be held in London which is being organised by the DfES in consultation with the WAMG. This will provide an opportunity to publicise the progress made on the Agreement, highlight the role of the WAMG, introduce the work of the Implementation Review Unit and the National Remodelling Team and present some examples of implementation strategies schools are using.

### **Training opportunities for support staff**

The Government has launched an eight-point prospectus to boost training and qualifications available to support staff working in schools. This represents another important step forward following discussions with the WAMG on workforce reform.

A major contribution to the programme will be made by the Learning and Skills Council which has already been working with a number of sectors to support the development of staff.

Key elements of the programme include the standards and training for higher level teaching assistants being developed by the Teacher Training Agency, training for school bursars delivered by the National College for School Leadership and the development of induction training for all support staff.

### **Next steps**

The WAMG has an extensive programme of work underway to continue to take forward the provisions of the Agreement. Priority issues include:

- funding for the roll-out of the Agreement;**
- consideration of the draft Welsh Assembly Government Regulations and guidance on the role of support staff;**
- review of the English and Welsh Reducing Bureaucracy Circulars 2/98 and 22/98;**
- the outcome of the technical consultation on the draft changes to the teacher's contract.**

