

[Home](#) > [Reducing teacher workload](#)



Department
for Education

Contents

[Actions](#)

[Background](#)

[Contact us](#)

We are working to remove unnecessary workload for teachers and leaders, so they can focus on teaching and their own development.

The Secretary of State for Education spoke about the importance of removing unnecessary workload at the:

- [National Association of Headteachers conference](#)
- [Association of Schools and College Leaders conference](#)
- [National Governance Association conference](#)

The Secretary of State has committed to:

- a move to a simpler system of accountability, where schools feel supported not restrained; and has published:
 - the [principles](#) for the system
 - the [terms of reference of the workload advisory group](#), which is looking at what unnecessary data and evidence schools are collecting, and what or who motivates that behaviour. The group will make recommendations this summer
- a period of stability with no new tests or assessment for primary schools and no changes to the national curriculum, GCSE or A levels for the remainder of this parliament, beyond those already announced

We have published a video explaining how the department is working with the profession, the teaching

unions, Ofsted and others to reduce unnecessary teacher workload.

[Working Together on Workload](#)

Actions

Workload reduction toolkit

In July 2018 we published a [Workload reduction toolkit](#). This provides support for schools with a range of materials to help review and streamline workload through solution-focused and collaborative discussions. This is accompanied by a short advice document with [tips from school leaders on ways to reduce workload](#).

Since the workload challenge of 2014

We have:

- set up 3 independent teacher workload review groups, which produced detailed reports offering advice for teachers on:
 - [marking policy](#)
 - [planning and teaching resources](#)
 - [data management](#)
- committed to collecting robust evidence on teacher workload at least every 2 years - we published the [results of the first survey on 24 February 2017](#) and a [follow-up survey](#) on 10 March 2018
- published an [action plan with a full update of work and future commitments to help reduce teacher workload](#), including an offer of targeted support for schools
- committed to giving schools a minimum lead-in time for significant changes to policy in accountability, curriculum and qualifications; and to do more to consider the impact on schools when introducing such changes - see [the DfE protocol](#)
- carried out work to reduce DfE's data burden on schools, in a way that also enables more efficient movement of data elsewhere in the system
- worked with teaching unions and Ofsted to produce [a pamphlet and poster for teachers](#), highlighting important points in the workload review reports
- introduced workload considerations into guidance we've produced for school, such as the:
 - ['Governance handbook'](#)
 - [good practice guidance for multi academy trusts](#)
 - [revised school staffing guidance](#)
 - [revised content for National Professional Qualifications for School Leaders](#)
- shared examples of successful practices schools have used to deal with teaching tasks that can cause unnecessary workload - see our [teaching blog](#)
- worked with the National College of Teaching and Leadership (NCTL) to [fund groups of schools](#) carrying out collaborative projects into reducing workload – we published the [12 project reports](#) and a [summary report](#) on 10 March 2018
- published a [review](#) of packages of support and continuing professional development (CPD) available to

schools in relation to reducing teacher workload

Background

The workload challenge

In October 2014, we launched the workload challenge. This was a month-long survey where we asked teachers for their views on how to reduce unnecessary workload.

The survey asked about:

- unnecessary or unproductive tasks
- strategies that work in schools to manage workload
- what government and schools can do to minimise workload

More than 44,000 people responded to the workload challenge.

Teachers said 3 of the biggest areas that can lead to unnecessary workload are:

- marking
- planning
- data management

On 6 February 2015, we published:

- an [analysis of the responses](#) we received from teachers
- our [response to the workload challenge](#)

In October 2014 Ofsted published guidance explaining what inspectors do and do not expect to see when they inspect a school. These clarification statements should help teachers and school leaders avoid some unnecessary tasks. The statements were revised and incorporated into [Ofsted's 'School inspection handbook 2015'](#) (paragraph 28).

Independent review groups

We established 3 independent review groups to look at the 3 biggest concerns that teachers raised in the workload challenge.

The groups were asked to create principles for practice and to make specific recommendations for action. Their independent reports were published on 26 March 2016.

For further details of the groups, including membership, see:

- [Marking policy review group](#)
- [Planning and resources review group](#)
- [Data management review group](#)

Contact us

Email us if you would like to get in touch about workload or if you want to share examples of effective practices that reduce workload in schools.

Teacher workload team

Email

workload.solutions@education.gov.uk

Is this page useful? [Yes](#) [No](#)

[Is there anything wrong with this page?](#)

Services and information

[Benefits](#)

[Births, deaths, marriages and care](#)

[Business and self-employed](#)

[Childcare and parenting](#)

[Citizenship and living in the UK](#)

[Crime, justice and the law](#)

[Disabled people](#)

[Driving and transport](#)

[Education and learning](#)

[Employing people](#)

[Environment and countryside](#)

[Housing and local services](#)

[Money and tax](#)

[Passports, travel and living abroad](#)

[Visas and immigration](#)

[Working, jobs and pensions](#)

Departments and policy

[How government works](#)

[Departments](#)

[Worldwide](#)

[Policies](#)

[Publications](#)

[Announcements](#)

[Help](#) [Cookies](#) [Contact](#) [Terms and conditions](#) [Rhestr o Wasanaethau Cymraeg](#)

Built by the [Government Digital Service](#)

OGI

All content is available under the [Open Government Licence v3.0](#), except where otherwise stated



© Crown copyright