



National Education Union
Hamilton House
Mabledon Place
London WC1H 9BD
T 0345 811 8111
neu.org.uk

Joint General Secretaries
Dr Mary Bousted BA (Hons) MA PhD
Kevin Courtney

Ms Amanda Spielman
HMCI Ofsted
Clive House
70 Petty France
London
SW1H 9EX

25 November 2019

Dear Ms Spielman

Re: NEU advice for teachers without TLRs

The National Education union has developed guidance for teachers and school leaders about their contractual responsibilities in the light of the Ofsted inspection framework.

This advice has been written in response to the significant upsurge in members contacting us about the excessive workload, stress and pressure being placed upon them as they prepare for, and/or undergo, an Ofsted inspection under the new framework.

The word our members are using to describe the process of inspection under the new framework is 'brutal'.

In particular, we are aware of rising concerns about the effect of the focus on curriculum in the new framework.

The framework assumes a management structure of heads of department with responsibility for a subject area, with appropriate extra non-contact time, and appropriately rewarded with a TLR payment. This may be common in secondary schools but is not common in the majority of primary schools. Without significant extra funding and changes to staffing, this is unlikely to change.

We are being told, by members without TLR responsibility payments, and with no additional non-contact time, that impossible demands are being made upon them. In particular, they are being required to take responsibility for the quality of the curriculum across the school without having any time made available to them to gather evidence and monitor the curriculum across the school's provision.

This is a significant problem in small primary schools where a teacher may have taken on two, or three, 'subject lead' responsibilities. They tell us that their workload is now out of control, and they are highly stressed and anxious. They are not reassured by Ofsted's assurance that inspectors understand the context of small primary schools.

The NEU's guidance is written to address the concerns our members have raised with us. It makes it clear, using advice from the School Teachers Pay and Conditions Document (STPCD), that teachers without TLRs, and without additional non-contact time, may not be responsible for standards in a subject, standards of teaching in a subject, feedback in a subject, sequencing of knowledge in a subject, consistency of teaching in a subject and monitoring and evaluation of teaching and learning in a subject, across the school. Nor should teachers without TLRs and without additional non-contact time, be required to complete any paperwork which records any of these points.

Further, we advise our members without TLRs that they should not attend meetings with inspectors without the presence of a senior member of staff who will participate in answering inspectors' questions, and will make it clear to Ofsted, where necessary, that the school lacks the resources needed to ensure that staff have the time, support and payment needed to undertake the responsibilities expected by Ofsted.

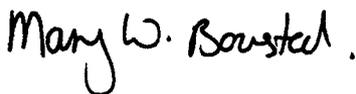
We are, in conjunction with the advice to teachers, publishing complementary advice to school leaders.

Please access the link to view www.neu.org.uk/ofsted

In light of the volume of complaints we are receiving from members, and the high level of concern about the effect of the new framework, particularly in the primary sector, and as Ofsted continues to inspect schools with no reference to the pressures of funding and recruitment that schools face, we are copying this letter to the DfE and to the education press.

We are happy to meet with you to discuss these concerns further.

With best wishes



Mary Boustead
Joint General Secretary



Kevin Courtney
Joint General Secretary