

Remodelling the workforce in Swindon

Planning and Resources Conference

Remodelling in Swindon

October 1st 2004

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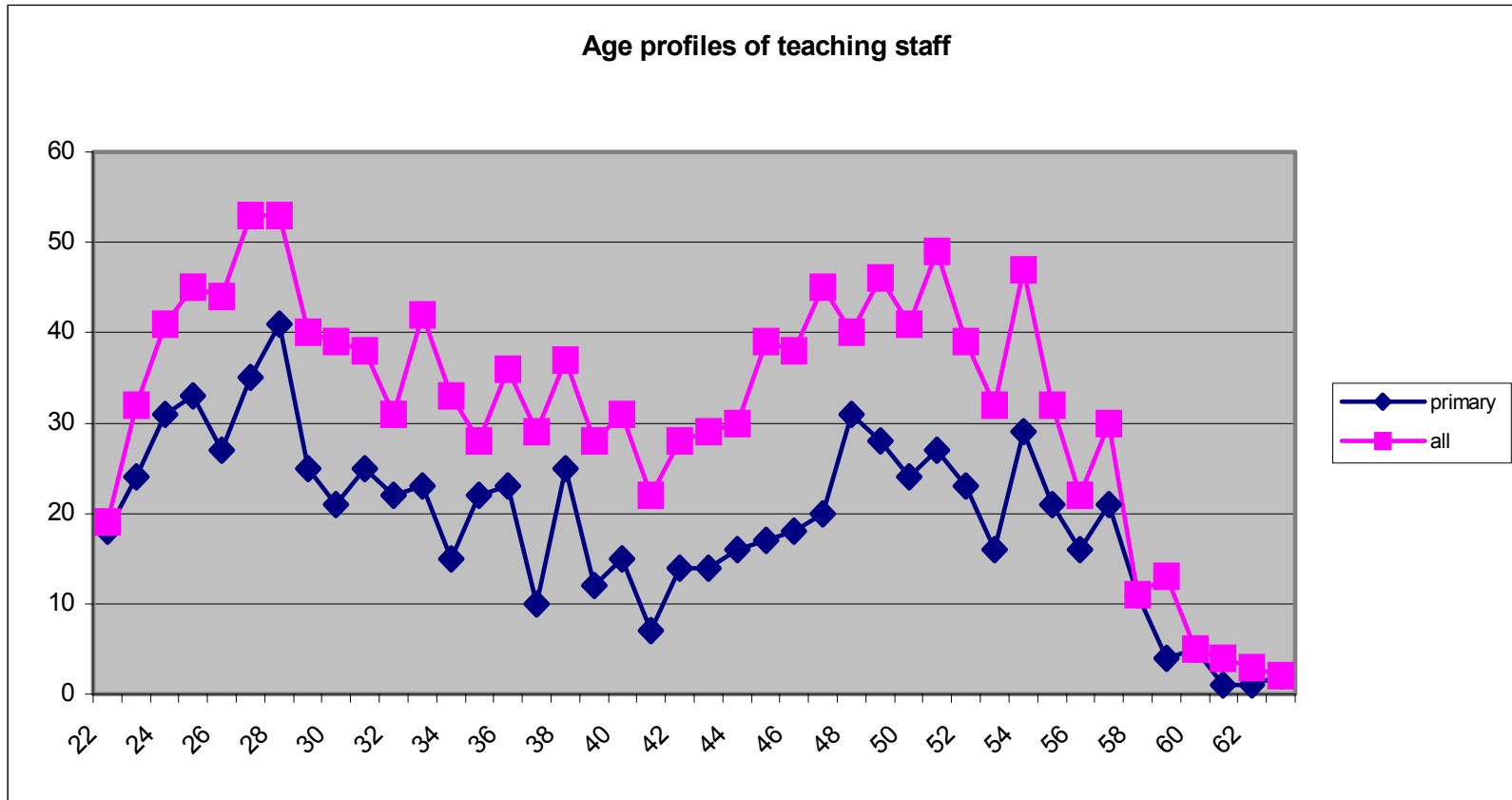
School Workforce Reform Adviser



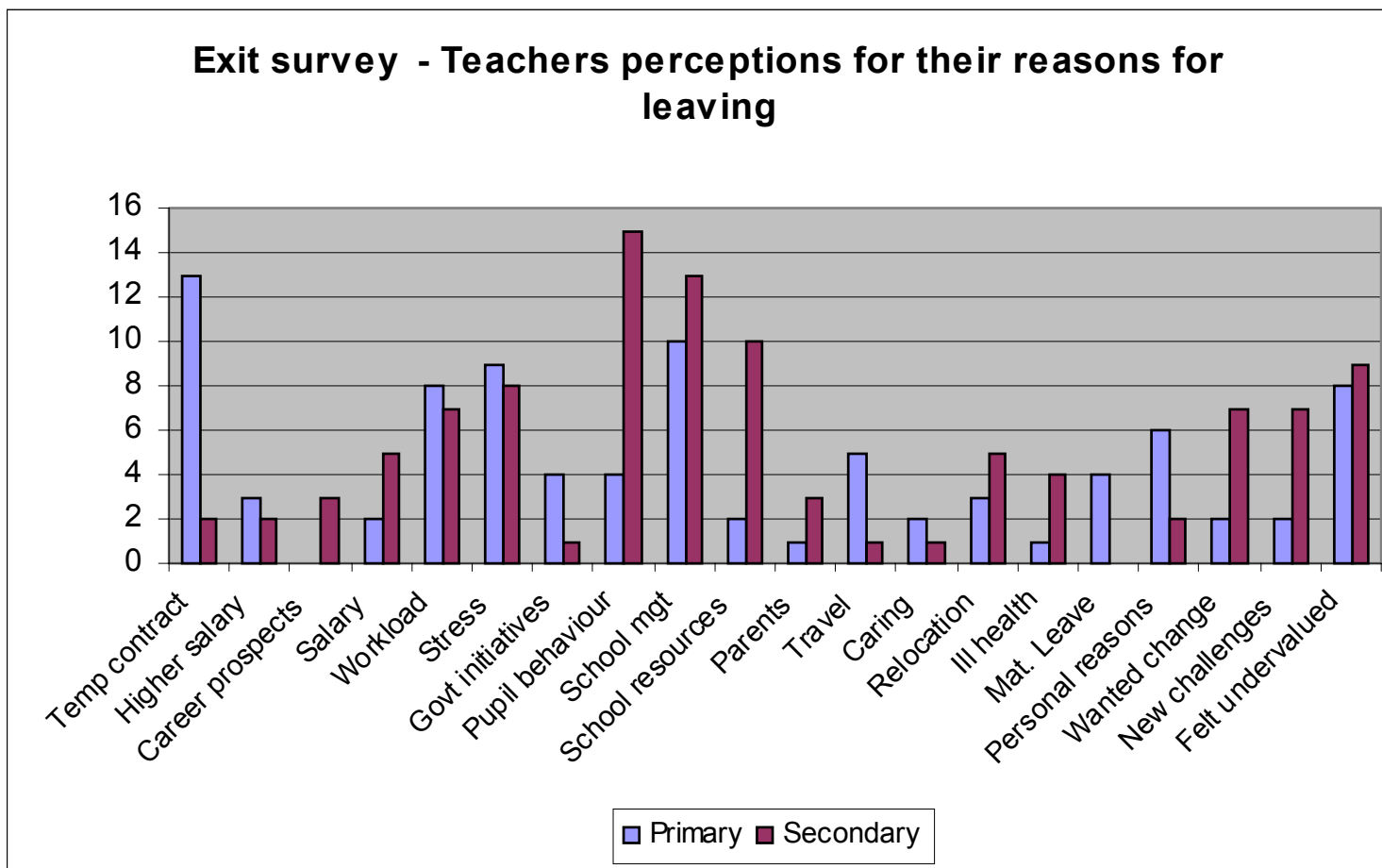
Why remodelling is important in Swindon

- 9% of teachers due to retire in next five years. *(24% of headteachers)*
- 58% leave post within two years of starting
(Exit Survey 2003)
- Supply budgets (schools): £1,529,942
- Advertising budgets (schools): £222,047
- Days absent: 10,550 (FT), 1,910 (PT)
(Form 618G)

Why remodelling is important in Swindon



Why remodelling is important in Swindon



Remodelling in Swindon – The current position:

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- **School Workforce Remodelling Steering Group – representatives of Head Teachers, Unions, Governors and officers who meet to discuss Workforce Remodelling strategy;**
- **WorkForce Reform Adviser post – I took up the post in September. Ian Mosley and Jane McDonald also contributing from their roles;**
- **Remodelling Training – 20 schools have started the remodelling training, organised into three separate tranches including primary, secondary and special schools. This will be updated and improved for future tranches;**
- **Remodelling Newsletter has regularly updated and disseminated information;**
- **Webpages on Swindon Education website (www.swindoneducation.org.uk)**
- **We need to appoint Remodelling Consultants as a matter of urgency.**



Remodelling in Swindon - The following two terms

- **Recruitment and training of remodelling advisers – we need you;**
- **Higher Level Teaching Assistants (HLTAs) Presentation – 14th October. Assessment and training to follow;**
- **One day workshops on Planning, Preparation and Assessment (PPA) and the financial implications on November 22nd – 26th November;**
- **Further tranche events and meetings to discuss remodelling which will give schools some money to support the process;**
- **Sharing good practice – we need your examples of remodelling in your school and will pay for your time. All examples will be made available on 'simply click' and a CD will be produced, when enough examples have been made available.**

Remodelling in Swindon – The next two years:

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How will this be done?

- **By recruiting at least ten Remodelling Consultants (enough for one per cluster) to support remodelling schools (in a similar way to the Consultant Leaders on the Primary Leadership Programme);**
- **By deploying appropriate Remodelling Consultants to support individual schools or clusters;**
- **Each school to receive an entitlement of support through Remodelling Consultant visits following attendance at the launch event and workshops. This will trigger funding to support the ongoing remodelling agenda as a one-off payment;**
- **An agreement will ensure that support given to schools is used for remodelling;**
- **Schools who contribute a case study to share good practice will be paid for their time.**



Remodelling in Swindon – The next two years:

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The impact

- **To raise standards by enabling teachers to focus on teaching and learning;**
- **Improved professionalism of support staff through enhanced roles and more and better CPD;**
- **The school workforce becomes more effective because of an improving work/life balance;**
- **That 'School Change Team' can empower staff, raise morale and develop a culture of change within the whole school community.**
- **"We should work smarter together, not harder alone' David Jackson
NCSL 2002**

