

# Raising Standards and Tackling Workload

## Implementing the National Agreement

August 2005

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

From 1 September 2005, the requirement for all teachers, including the leadership group, to receive a minimum guaranteed 10% of their timetabled teaching time for planning, preparation and assessment (PPA) activities becomes a statutory obligation on employers. This requirement to implement PPA time, alongside the other contractual changes arising from the January 2003 National Agreement, has been eagerly anticipated by teachers as a significant improvement to their conditions of employment and is a key measure in terms of raising standards and tackling workload.

As stated in WAMG<sup>1</sup> Note 13, good progress has been made by the vast majority of schools in preparing and agreeing PPA plans with their LEAs in good time for the contractual change deadline of 1 September 2005. Over a quarter of primary schools have already implemented PPA early and virtually all others have a plan to do so from the start of next term.

However, WAMG is also aware that a small number of schools have yet to agree appropriate plans with their LEAs. WAMG would, therefore, like to take this opportunity to remind all schools and employers that the timely implementation of the PPA contractual changes is not optional. In particular, WAMG reminds all relevant parties that there is no legal opportunity for any headteacher or governing body to reach a local "agreement" or arrangement which would either delay or avoid the implementation of the PPA requirements. Neither is it lawful to implement PPA by sending pupils home. In short, failure to implement the PPA requirements by 1 September 2005 will be a breach of legal obligations under the School Teachers' Pay and Conditions Document.

Any school experiencing difficulty with the implementation of the contractual change should, if they have not already done so, contact their LEA remodelling adviser immediately to seek support. Every school so far that has raised difficulties with the LEA and/or the National Remodelling Team (08700 000 195) has been assisted to get onto the right track. This level of support will continue to be available. Additionally, schools should seek approval and ratification of their implementation plans from their LEAs.

From 1 September 2005, WAMG will be monitoring school-level implementation of the contractual change on PPA time. If any cases of non-compliance occur, the majority of them will be resolved through the support and intervention of local, regional and/or national remodelling advisers, as appropriate. If such support or intervention does not result in the prompt implementation of a PPA plan, WAMG will itself become involved in the intervention process with the particular school and will consider the use of the full range of legal and other options to ensure this important reform is implemented everywhere.

WAMG and NRT have worked consistently to provide coherent guidance and support to schools on the contractual change on PPA time and this will continue to be available following the statutory date for implementation and through any necessary intervention process.

If any school, affected employees or employers have outstanding questions relating to the timely implementation of their PPA plan and the legal duties that are required of all employers, they should contact their LEA remodelling adviser as soon as possible.



**NASUWT**

**NEOST**

**PAT**  
Professional Association of Teachers

**SHA**

**T&G**

**UNISON**  
the public service union

<sup>1</sup> The Workforce Agreement Monitoring Group is composed of representatives from ATL, DfES, GMB, NASUWT, NEOST, PAT, SHA, T&G, UNISON and the Welsh Assembly Government, who are all signatories to the Agreement.