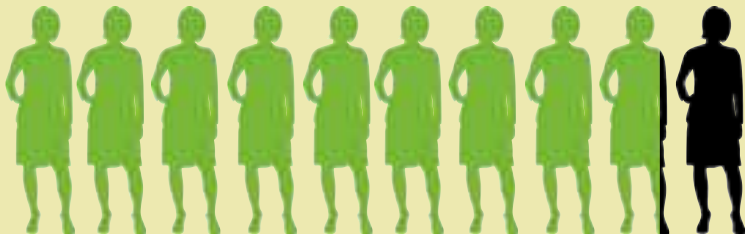






*"My workload has spiralled out of control. No matter how hard I work, I simply cannot keep up."*

**89%** of teachers  
cite **excessive workload** as  
their **number one concern**  
about their job





*"The long hours encroach on my evenings, weekends and holidays. I have no time for my family."*

# 60 hours per week

Teachers across all sectors now work an average of 60 hours per week

This represents an **18%**  
**rise in working hours** since 2010





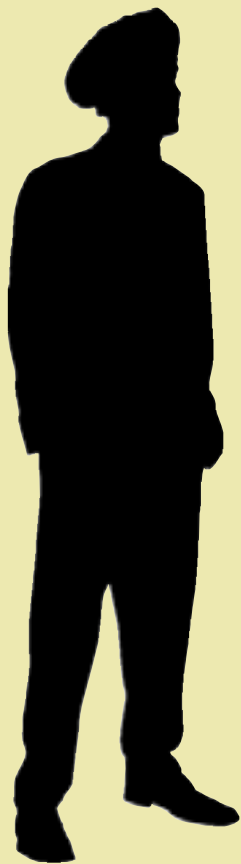
*"In my school, we spend more time focusing on meeting the needs of inspection rather than on the needs of the pupils we teach."*

**TOP**

**5**

**DRIVERS  
OF  
WORKLOAD**

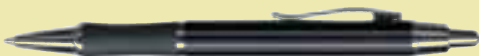
- Inspection
- Administration/record keeping
- Observation
- Assessment/entering pupil data/  
lesson planning
- Curriculum change



*"The amount of marking I am told to do in my school is unnecessary and undermines my professional judgement."*



**53%** of teachers  
say the excessive depth of  
**marking** and the detail and  
frequency required is a **major  
bureaucratic burden**





*"The pressure of work is relentless and I don't know how much more I can take."*

**77%** of teachers receive **work-related emails** outside school hours



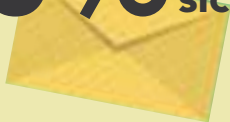
**89%** receive them at **weekends**



**77%** receive them during **holidays**



**50%** receive them during **sickness absence**





*"I don't feel trusted or respected as a professional."*

**82%** of teachers  
say lesson planning is too often  
unnecessary and unproductive

4 out of 10 teachers prepare and  
submit plans on a weekly basis

1 in 20 teachers prepare and submit  
plans on a daily basis

Most teachers have to prepare plans  
for every lesson from scratch



*"The long hours and constant work pressure are taking their toll on my health. I feel burnt out."*

**83%** of teachers have experienced **more workplace stress** in the last 12 months

Teachers say that their job is impacting negatively on their **health and wellbeing**







**68%** of teachers in the last year have considered **quitting teaching** altogether

**73%**

of older women teachers

**70%**

of black and minority ethnic teachers

**64%**

of young teachers

Children and young people are entitled to be taught by those who have working conditions which enable them to focus on teaching and on leading and managing teaching and learning.

Teachers cite workload as their main concern about their job.

Evidence shows that excessive workload is a key contributory factor to the teacher supply crisis.

Research also shows that excessive workload is damaging the health and wellbeing of teachers.

Employers have a duty of care for their workforce and all employers should have strategies in place to monitor workload and to remove excessive burdens.

The NASUWT is continuing to press the Government to address the workload burdens which are blighting the profession through pursuit of the Union's national trade dispute.

## What you can do

To support teachers in tackling excessive workload, the NASUWT has issued a series of lawful action instructions which, if implemented, will help to reduce workload burdens. The action includes instructions on:

- marking and assessment, which teachers cite as the main driver of workload;
- lesson planning;
- report writing;
- administrative and clerical tasks;
- workload impact assessments of existing and new policies and initiatives;
- meetings;
- cover for absence.

For these and the other action instructions  
go to

**[www.nasuw.org.uk/IndustrialActionEngland](http://www.nasuw.org.uk/IndustrialActionEngland)**

Advice and support on implementing  
these instructions can be obtained on

**Tel: 03330 145550**

**E-mail: [advice@mail.nasuw.org.uk](mailto:advice@mail.nasuw.org.uk)**



**NASUWT**  
The Teachers' Union