



NASUWT
The Teachers' Union

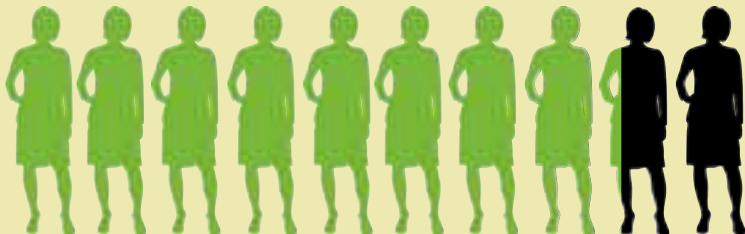
15/06019 (Northern Ireland)





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

83% 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





"The amount of paperwork I am required to do is unnecessary and distracts me from focusing on teaching and learning."

TOP

5

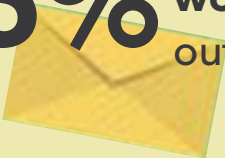
**DRIVERS
OF
WORKLOAD**

- Inspection
- Administration
- School self-evaluation
- Assessment and marking policies
- Target setting



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

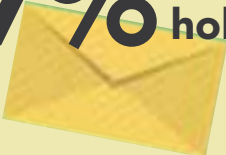
55% of teachers receive **work-related emails** outside school hours



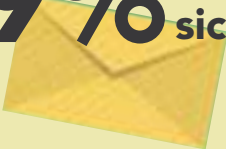
85% receive them at **weekends**



57% receive them during **holidays**



39% receive them during **sickness absence**



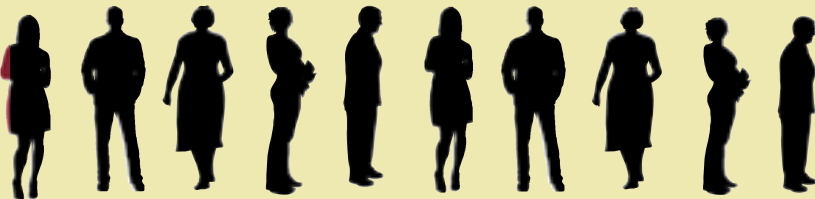


"The long hours and constant work pressure are taking their toll on my health. I feel burnt out."

81% 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**





51% of teachers in
the last year have considered
quitting teaching altogether

46% of women teachers

41% 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.

There are many factors which are contributing to teachers excessive workload including poor management practices and policies, job loss of teachers and support staff and constant change.

Evidence 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 Education Minister to address the workload burdens which are blighting the profession through pursuit of the Union's 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;
- 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.nasuwat.org.uk/ActionNorthernIreland

Advice and support on implementing
these instructions can be obtained from the

NASUWT Northern Ireland centre

Tel: 028 9078 4480

E-mail: rc-nireland@mail.nasuwat.org.uk