

Education in Wales: Workload charter

This workload charter is a commitment to improving the well-being of all school staff by reducing workload, enabling the profession to focus on learners. It is a commitment from partners across the education profession in Wales to the following.

Ensure a reasonable workload to achieve a healthy work-life balance.

Trust, value and respect professional experience, knowledge and judgment.

Promote a career within education in Wales that is attractive, fulfilling and rewarding.

By working together to achieve our commitment, we will:

- consider the impact of change and plan effectively for it
- ensure transparency and consistency of expectations
- eliminate unnecessary bureaucracy
- define clear roles and responsibilities
- ensure that practice is purposeful, proportionate and effective
- promote collaboration and encourage professional engagement.



Partners from across the sector will work collaboratively to:

- reduce unnecessary workload and bureaucracy through co-construction of a longer term workload plan
- consider the impact on workload when developing and implementing any policy, and effective planning of change
- communicate effectively with each other to ensure consistent messaging and a collaborative approach to build trusted relationships across stakeholder groups in Wales
- promote and encourage patterns of working to reflect work-life balance
- make effective use of professional learning opportunities to promote the sharing of best practice in reducing staff workload
- promote and support well-being for the school workforce.

This workload charter supports the education reform journey and the key actions set out in *Education in Wales: Our national mission, Action plan 2017–21*.

This workload charter is supported by:

