

Ninth Partnership meeting – 15th July 2016

A review of the Partnership work to date

The Education Department The five key areas in which progress has been made and where England could possibly learn from the work undertaken in Jersey:

Curriculum – The shape of the Jersey curriculum is different to England. For example, the delivery of MFL is now compulsory in primary schools as is PSHE across all key stages. There is also a local focus to the curriculum in that it is designed around the children and the island they live. This curriculum is also being taught by all schools.

Coherent assessment framework – A new assessment framework has been rolled-out for key stages 1 & 2 and work is ongoing for key stages 3 & 4.

Autonomy – Some progress has been made here with further work expected in the next academic year. It is important that agreed freedoms will be part of a framework. To date the “red lines” of what autonomy will not be given has been established with the Partnership.

Accountability framework – Department Officers are currently looking at the UK model and the criteria used for the development of a new accountability framework. This will incorporate the work of inspectors from on and off the island. It is the intention of this framework to take the best bits from Ofsted but not to utilise the Ofsted machinery. What is being developed is a peer review programme using moderated criteria which will provide professional development for head teachers.

Data systems – A significant amount of work has been invested in improving data systems in the department and shortly in Jersey schools. The islands has now caught up with England and the level of reporting in some cases, through the use of Tableau, has surpassed England.

Furthermore, the **Jersey Premium** project highlights where Jersey has learnt from England and is now developing the initiative further to incorporate the local context.

The NASUWT outlined the areas in which the Partnership has made a positive contribution to the education of children in Jersey:

Teacher workforce survey – With the support of the Partnership Jersey is in a unique position that it has surveyed the wellbeing of its entire teaching workforce.

Jersey Premium – The Partnership has been able to provide opinions, analysis and examples of best practice from England to assist in the development of the Jersey Premium.

Workforce Modernisation – Significant contributions with regard to pay and terms and conditions have been made which has had a positive influence with the other unions.

Next steps to develop the work of the Partnership

In order to improve the work of the Partnership it is anticipated the following areas will need to be addressed:

- There must be more proactivity from the Partnership. It is evident there is trust between union officials and department staff and this should be harnessed to enable a more ambitious approach to dealing with forthcoming business.
- The Partnership needs to be braver with its communications. This will involve communicating more often and in a timely fashion, either when an issue becomes publically visible or when the Partnership makes a key decision. Future Partnership Notes should be released following the briefing of head teachers on key issues.
- The Partnership needs to review and tighten-up its work-plan for the future.
- The Partnership needs to be more attractive and visible to teachers and other key stakeholders. This will include a presence on gov.je:

Further support from the NASUWT to develop the Partnership

It was agreed that the Education Department should request support from the NASUWT in order to develop future initiatives. This will increase capacity and provide an opportunity to share resources. An example of this could be the next teachers' survey.

It was also agreed that early in the forthcoming autumn term the NASUWT will fund seminars on wellbeing, which will include the use of the wellbeing self-diagnostic tool which will be customized for Jersey. The NASUWT has also developed a mental health / first aid course which they would be glad to bring to Jersey.

Other training which the NASUWT would be happy to provide under the Partnership includes a Time Management course, which has proved to be successful with members.

1. Quick-wins – practical steps that can be taken

Key to the success of the Partnership is its ability to successfully communicate with the classroom teacher. It is important the Partnership plays a role in ensuring teachers wellbeing is a priority. This could include:

- Direction provided to staff about the sending and replying of emails (e.g. late at night).
- Practical advice on how teachers can protect themselves (e.g. Social Media interaction with Parents, between staff).

It was agreed that:

- Partnership notes will be released more frequently and a Partnership webpage will be developed on gov.je.

- For the 2nd anniversary of the Partnership information will be released to highlight the value the Partnership has provided to the education system in Jersey.
- There will be better use of union capacity to develop the work of the Partnership.
- The use of current tools used by the NASUWT (e.g. well-being tools) will be made available to all teachers through the Partnership.
- The Partnership work-plan will be revised.
- Members of the Partnership will work closely together to ensure a proactive approach to identifying up-and-coming issues, which will result in “no more surprises!”