



## Reducing workload: behaviour management workshop

A clear school behaviour policy, consistently and fairly applied, underpins effective education, allows teachers to teach and supports workload reduction. But dealing with behaviour issues, whether low level disruption or major incidents, can add to the workload of teachers, school leaders and support staff.

### Workshop aims

To review the way the school manages pupil behaviour to reduce workload: considering the current policy; the use of technology; and how staff are supported to manage behaviour effectively.

### Why

Pupil behaviour is often reported as a contributing factor in teachers' decision to leave the profession, alongside workload. Managing low level disruption and implementing a behaviour policy can increase workload and pressure on staff throughout the school.

### How

Use the workshop:

- To familiarise yourself with examples of different approaches to behaviour management.
- To discuss in a supportive and open environment how the school's behaviour policy is applied and whether processes could be streamlined to reduce workload.
- In a way that is most useful for you, e.g. you might want to have discussions as a whole school, team, department or leadership team, liaising with governing boards.

### Outcomes

- To agree what should change, who will take forward actions, how we communicate these and how we measure impact.

### Key resources

- How to reduce workload in your school: advice (including in relation to managing behaviour): <https://www.gov.uk/government/publications/ways-to-reduce-workload-in-your-school-tips-from-school-leaders>
- Making Data Work report from the Workload Advisory Group - <https://www.gov.uk/government/publications/teacher-workload-advisory-group-report-and-government-response>
- Behaviour and Discipline in Schools guidance: <https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>
- Creating a Culture: how school leaders can optimise behaviour report: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/602487/Tom\\_Bennett\\_Independent\\_Review\\_of\\_Behaviour\\_in\\_Schools.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/602487/Tom_Bennett_Independent_Review_of_Behaviour_in_Schools.pdf)
- It just grinds you down: Policy Exchange report: <https://policyexchange.org.uk/publication/it-just-grinds-you-down/>

School leaders, teachers and other sector experts have worked in conjunction with the Department for Education (DfE) to design the workload reduction toolkit to help schools assess and address workload issues. For further information about action to support schools in reducing workload go to:

<https://www.gov.uk/government/publications/reducing-teachers-workload/reducing-teachers-workload>