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Conference  
2022.

# White Paper takeaways: Developing an action plan for your board

[#GfSConference2022](#)

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# The White Paper

- **Published March 2022**

1. An excellent teacher for every child
2. High standards of curriculum, behaviour and attendance
3. Targeted support for every child who needs it
4. A stronger and fairer school system

- **Schools bill has stalled**

<https://www.gov.uk/government/publications/opportunity-for-all-strong-schools-with-great-teachers-for-your-child>



# The White Paper

- Recruitment and Retention
- The new curriculum body
- School behaviour and attendance
- ‘Falling behind’ and ‘Levelling Up’
- Academisation

The White Paper: Action Plan

	Recruitment & Retention	The new curriculum body	School behaviour and attendance	Falling Behind / Levelling up	All schools will be part of a strong multi academy trust
Knowledge Check	<p>How many teachers do you have at each pay scale level?</p> <p>How have we planned for the proposed staff salary increases this year?</p>	<p>What impact has the recent curriculum review had on staff workload?</p> <p>What impact will the proposed review have on staff workload?</p>	<p>How good is attendance at your school? What factors cause issues?</p> <p>What shapes your view of the behaviour at your school?</p>	<p>What % of children are achieving ARE at Y6?</p> <p>or</p> <p>What is the average Eng Lang and Maths grade at your school?</p>	<p>Where are you on your academy journey?</p>
Questions to ask	<p><i>Where is the funding for this year's pay increases coming from?</i></p> <p><i>How many of our teachers are UPS?</i></p> <p><i>What is our retention strategy?</i></p>	<p><i>To what extent do staff already use pre-prepared resources?</i></p> <p><i>How is staff morale following the curriculum review? How will they feel about more change?</i></p>	<p><i>Have we recently asked parents / pupils their views on behaviour? What do we know?</i></p> <p><i>Do certain groups have more problems with attendance than others? What can we do about that?</i></p>	<p><i>What steps do we need to take to get to where we need to be?</i></p> <p><i>How many additional children per year do we need to get across the threshold?</i></p> <p><i>What's the budget implications?</i></p>	<p><i>As a maintained school, what MATs in our area? What would we want from a MAT to make us joining them beneficial?</i></p> <p><i>As an academy school, what are the trusts plans for the future?</i></p>
Key Messages	<p>Create a retention strategy – what actions can we take as a school to ensure that good</p>	<p>Using information provided carefully consider the right time to make any further</p>	<p>Run a survey of parents / pupils to identify any issues around behaviour.</p>	<p>Review place. v from Cc</p>	



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# The Action Plan

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Actions to take	<p><i>Create a retention strategy – what actions can we take as a school to ensure that good teachers are not leaving us / the profession?</i></p>	<p><i>Using information provided carefully consider the right time to make any further adjustments to the curriculum</i></p> <p><i>How will governors ensure curriculum meets pupil needs over the next 3/5 years</i></p>	<p><i>Run a survey of parents / pupils to identify any issues around behaviour.</i></p> <p><i>Ensure actions are taken following outcomes of survey</i></p>	<p><i>Review support and actions in place. What have we learnt from Covid boosters? Can we use similar strategies?</i></p> <p><i>Review which groups of children are not currently achieving</i></p>	<p><i>Ensure this features on the agenda at our next meeting.</i></p> <p><i>Agree our next steps.</i></p>
Other notes	<p><i>Do we replace like with like?</i></p> <p><i>What skills / specialisms are hardest to find?</i></p>	<p><i>Do we need to adjust how we set up our "Link governor" roles in light of this?</i></p>	<p><i>Where / when does behaviour get looked at by governors?</i></p> <p><i>What do we know?</i></p>	<p><i>Look at by groups then target with support. Be realistic, supportive of staff, whilst ambitious for the pupils</i></p>	<p><i>The role of the LGB – how it</i></p>



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# Recruitment and Retention

500,000 teacher training & development opportunities by 2024

National Professional Qualification in Leading Literacy

NPQ in Early Years Leadership & £180million for EYFS training

£30,000 starting salary for teachers

*7 out of 10 teachers looking to leave the profession in the next 5 years*



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# Recruitment and Retention

	Recruitment & Retention
Knowledge Check	<p>How many teachers do you have at each pay scale level?</p> <p>How have we planned for the proposed staff salary increases this year?</p>
Questions to ask	<p><i>Do we have teacher's who may be interested in the NPQs?</i></p> <p><i>Do we have teachers who we expect to retire soon?</i></p>
Actions to take	<p><i>Add a question around retention in staff survey - is there anything we should be doing?</i></p> <p><i>Make sure all governors are aware of the CPD offered to staff.</i></p>
Other notes	<p><i>I know we have one teacher who is expected to retire soon. Assume no others. What about support staff?</i></p>



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# The New Curriculum Body

A new curriculum body working with teachers to create free, optional, adaptable digital curriculum resources

*How does this impact on recent (Ofsted led) curriculum review?*



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# The New Curriculum Body

	The new curriculum body
Knowledge Check	<p>What impact has the recent curriculum review had on staff workload?</p> <p>What impact will the proposed review have on staff workload?</p>
Questions to ask	<p>How much of our budget is spent on pre-prepared resources? Could this be cost effective as well as workload efficient?</p>
Actions to take	<p>None at the moment, aware that curriculum review has taken place and is now under monitoring for any further changes that are needed.</p>
Other notes	<p>Check in when conducting monitoring visits on staff workload</p>



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# Behaviour and Attendance

A richer, longer average school week making the most effective use of time in school, ensuring children enjoy a rounded education

Better behaviour and higher attendance through more effective use of data

An annual behaviour survey and national data system



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# Behaviour and Attendance

Behaviour and Attendance	
Knowledge Check	<p>How good is attendance at your school? What factors cause issues?</p> <p>What shapes your view of the behaviour at your school?</p>
Questions to ask	<p><i>When did we last review our behaviour policy?</i></p> <p><i>What were the reasons for absence last term? Is there a common theme?</i></p>
Actions to take	<p><i>Conduct a behaviour focused monitoring visit this term</i></p>
Other notes	<p><i>Is there any information about behaviour / attendance that is missing from the HT report?</i></p>



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## Falling Behind

A Parent Pledge that schools will provide evidence-based support if a child falls behind in English or maths

Up to 6 million tutoring courses by 2024 with one-to-one and small group tuition as a permanent feature of our school system

An evidence based approach to the education system, supported by research from the Education Endowment Foundation

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## Levelling Up

By 2030:

- 90% of children leave primary school at the expected standard in reading, writing and maths
- Increase national GCSE average grade in both English language and in maths from 4.5 (2019) to 5



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# Falling behind / Levelling up

Falling behind / Levelling up	
Knowledge Check	What % of children are achieving ARE at Y6? <b>or</b> What is the average Eng Lang and Maths grade at your school?
Questions to ask	Ask English and Maths lead to present to FGB to share their priorities and challenges
Actions to take	Look at data by pupil groups to see if there are any alarm bells
Other notes	Look at progress as well as those achieving ARE



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## **A stronger, fairer school system**

All schools will be part of a strong multi academy trust or with plans to join or form one

Investment in 55 Education Investment Areas and 24 Priority Education Investment Areas

Local Authorities able to create MATs

*What does this mean for you?*

# A stronger, fairer school system

	All schools will be part of a strong multi academy trust
Knowledge Check	Where are you on your academy journey?
Questions to ask	<i>What are our next steps? We have spoken to two trusts but didn't feel like the best match</i>
Actions to take	<i>Set up a separate governor meeting to discuss next steps</i>
Other notes	<i>Add this to our Governor Action Plan!</i>



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