

Proposal to change the TLR structure in Modern Languages

Introduction

Since the last staffing review in 2011, there have been few changes in teachers possessing Teaching & Learning Responsibility (TLR) payments but there has been some change in the curriculum. The most significant of these has been a reduction in the curriculum time given to Modern Foreign Languages (MFL) partly as a result of the loss of government funding of Language College status, and partly as a desire to target GCSE Languages at the top 75% of the cohort rather than have a Languages for All policy at GCSE level.

As a consequence, the amount of pupil-hours in each fortnight studied within MFL has shrunk by about 22% since the staffing review, and the number of staff in MFL has reduced from 13 to 7 (although the 13 figure contained several part-time staff, so the total teacher hours have reduced less).

In May 2013, we appointed the then Head of Department (HoD) of MFL, Tania Andriele, to an AHT post which required a replacement HoD. Because we could not proceed to a national advert due to the deadline for resignations being too close, from 1 September 2013 we appointed Justine Gray (the then Assistant HoD) as Acting HoD and Dave Winston (the third MFL TLR holder) to Acting Assistant HoD. It has since become clear that these two were suitable permanent candidates and an external advertisement was not necessary. The permanent HoD post was advertised internally and last week, both applied and were interviewed.

The MFL department divides roughly equally into French and German with a small element of Spanish. This suggests the current division into a highly paid HoD and a lesser paid AHoD is less appropriate. The outcome of the interview was that both candidates were equally capable of the post and possessed qualities that complemented each other. As a result, I am proposing to Governors that we change the TLR structure in MFL so that there are two joint Heads of Department paid equally, but lower than the existing level.

After consulting the Chair of Governors, I have offered this post to both candidates subject to the change being approved by Governors. They are clear that as this is a change to our current structure, Governors have the final say. I have also consulted with staff on the change and I will present any feedback received to governors at the Finance & Staffing meeting on 3rd July.

Proposal

The current structure is

Post	TLR scale	Amount (before on-costs)
Head of Department	1f	£10,810
Assistant HoD	2c	£5,973
Total		£16,783

In addition, there is a cost incurred by releasing the TLR holders from teaching to carry out their duties amounting to approximately £12,800.

The proposed structure is:

Post	TLR scale	Amount (before on-costs)
Joint Head of Department	1d	£7,397
Joint Head of Department	1d	£7,397
Total		£14,794

The cost of the release time would also reduce to about £11,280, though this would not be a cash saving as we

could not adjust other staffing to compensate.

The total cost in cash reduces by £1,989 before on-costs or about £2,426 after on-costs. The total cost in cash & time release (before on-costs) reduces to £26,084, a reduction of £3,499 or 12%.

It is still appropriate that the posts are TLR1 rather than TLR2 as with the inclusion of Foreign Language Assistants and a dedicated TA, both postholders would be responsible for the management of a significant number of staff. TLR1d is the lowest point on TLR1 currently.

I propose this change comes into force from 1st September 2014 and that the structure would be reviewed should there be a change of leadership in Modern Foreign Languages.

Request for Approval

I recommend this change as being appropriate in the light of the reduction of management demand on leaders of MFL and also appropriate to the specific demand of the department and the qualities of the people leading it.

Trevor Burton

25 June 2014