

Guiding principles for the school-based education workforce return to on site learning

The following principles will guide the return of our school-based workforce to support on site learning:

- The safety and wellbeing of our children, students, their families and all our staff is the number one priority for the Education Directorate.
- The Education Directorate will follow health advice and directions when making decisions about the return of our school-based workforce to support on site learning.
- The Education Directorate will continue to consult and communicate with our staff and their representatives about the return of our school-based workforce to support on site learning.
- Schools will continue to have important measures in place to reduce the risk of COVID-19 transmission, including promoting good hand and respiratory hygiene, physical distancing where possible, frequent cleaning and disinfecting, ensuring indoor air quality, and requiring staff and students to stay home if unwell. All school-based staff have also been prioritised for COVID-19 vaccination.
- School based staff are considered essential workers and should be ready and available to attend the workplace if required to provide on-site learning support and supervision for students as they return onsite.
- The Education Directorate has overall responsibility for staffing our schools to support the model of learning required to support our students. All schools are required to have sufficient staff to meet the needs of students attending on site. In order to be responsive and adaptable, Principals may utilise a range of options such as rosters and rotation of staff to meet the needs of students attending on site or accessing learning remotely. These arrangements should be equitably applied across the workforce.
- As students return to campus throughout Term 4, 2021 (health conditions permitting), delivery of learning will be on site, with Principals, School leaders and teachers responsible for the learning and supervision of students under their care and responsibility.
- The Education Directorate recognises our staff have teaching, caring and remote learning responsibilities which require balance, flexibility and support to manage.
 - Whilst school-based staff are essential workers and should be ready and available to attend the workplace, it acknowledged that some members of our workforce have health, caring or other circumstances that will require flexibility and alternative work arrangements to be negotiated, agreed and reviewed over time.
 - Such arrangements should be discussed at the local level between a staff member and their manager/supervisor with support as required from People and Performance and staff representatives. This will be done with regard to the operational needs of the school site.
- As the COVID-19 health situation and advice changes over time, the principles that underpin the return of our school-based workforce to support on site learning, will be adapted and updated.