It’s **not** workload.
It’s **stress.**

SSTA

charter for secondary teachers

It's Not Workload, It's Stress

The SSTA Charter is built upon surveys of members that identified excessive demands and expectations placed upon secondary teachers. The survey found that tracking and monitoring, and SQA assignments and coursework (not teaching) are the leading drivers of work-related stress. It also found that:

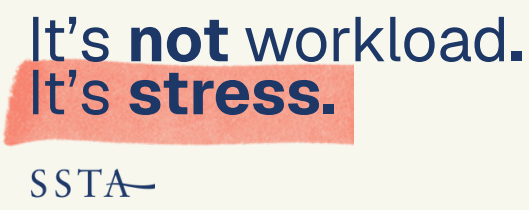
- 85% of respondents do not feel ready to engage with the Curriculum Improvement Cycle (CIC).
- When asked what single form of support would help most, 72.2% said time, not resources or technology.

This is not a call for secondary teachers to cope better with an unsustainable job. It is a call for the redesign of the secondary teacher's role and career progression, to retain and recruit Scottish secondary teachers.

SSTA urges the Scottish Government to:

Curriculum Improvement Cycle (CIC)

- Provide four additional in-service days in 2027–28, ring-fenced for CIC implementation.
- Provide two additional in-service days in subsequent years until full implementation of CIC.
- Deliver early implementation of the 90-minute reduction in class contact time for secondary teachers in 2027.
- Where a 90-minute reduction in class contact time is not possible in 2027, provide alternative workload reduction measures for secondary teachers.



Lead Teacher

Reference: https://www.snct.org.uk/wiki/details/appendix-2-22

- Develop a formula for the introduction of Lead Teachers based on the size of secondary school and local authority.
- At least one Lead Teacher in every secondary school.
- At least one Lead Teacher in every subject area in every local authority.
- At least one Regional Lead Teacher in every subject area.

Further commitments

- Commit to a formal Workload Impact Assessment (WIA) on all new qualifications and curriculum initiatives before rollout.
- Stop all other new initiatives or policy changes in secondary schools during the CIC implementation period, to protect capacity and focus.
- Mandate trained Mental Health First Aiders in every secondary school, to respond to rising levels of work-related stress among staff.

SSTA request

The SSTA asks for a formal response from the Scottish Government by 16 November 2026 and welcomes the opportunity to discuss this charter further with the Cabinet Secretary for Education, Culture and Gaelic.

Our campaign

We are calling on all secondary teachers to support these demands and to sign up to our charter and share it **here.**

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It's **stress.**

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