



HEARTS ACADEMY TRUST

HEARTS Academy Trust is unique in its commitment to offering a “bespoke” approach to a typical teaching week and has developed the “four-day face-to-face” model whereby all teachers in the trust receive 20% non-contact time. This goes above and beyond the national entitlement of 10% PPA.

The HEARTS four-day face-to-face teaching week - previously known as the 80:20 Model

Our commitment to supporting workload and well-being, along with our values of happiness, self-esteem, achievement, respect & responsibility, truth, spirituality & service is fundamental to the HEARTS four-day face-to-face teaching week model.

During 2021/2022 the trust rolled out a unique and bespoke offering by allocating a further 10% dedicated to leadership time, which focuses on reducing workload in a model that is pupil/standards-focused.

During 2023/2024 HEARTS Academy Trust surveyed teaching staff to better understand the value of the four-day face-to-face teaching week, and the impact this has on our pupil outcomes and staff well-being.

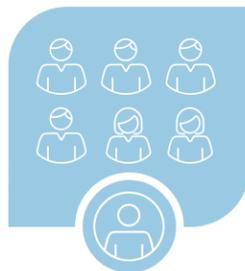
The continuation of the HEARTS four-day face-to-face teaching week will be driven by and focused on pupil outcomes.

Survey results



My school follows the 80:20 model

100%



The 80:20 model benefits my well-being

100%



Teachers use this time to develop subject leadership

100%



I have received support from senior leaders

100%

“The model has had a positive effect on my well-being and prevented me from becoming overwhelmed”

HEARTS four-day face-to-face teaching week and the impact on pupil outcomes

“80:20 has allowed me to have time to focus on my subject-led role”

“As MHFAC for children, it also gives me time to see children who need extra support”

“I have been able to give one-to-one interventions to children in my class as well as small group activities for example maths games”

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Happiness, Self-Esteem, Achievement, Respect & Responsibility, Truth, Spirituality & Service