

ASSOCIATION OF TEACHERS AND LECTURERS

7 NORTHUMBERLAND STREET, LONDON WC2N 5RD TEL: 020-7930-6441 FAX: 020-7930-1359
e-mail: info@atl.org.uk web site: http://www.atl.org.uk VAT REG NO 539 0866 17
GENERAL SECRETARY Dr MARY BOUSTED B.A.(Hons) PhD



The National Standards for School Leadership
Response from the Association of Teachers and Lecturers
3 March 2009

ATL, as a leading education union, recognises the link between education policy and our members' conditions of employment. Our evidence-based policy making enables us to campaign and negotiate from a position of strength. We champion good practice and achieve better working lives for our members.

We help our members, as their careers develop, through first-rate research, advice, information and legal support. Our 160,000 members – teachers, lecturers, headteachers and support staff – are empowered to get active locally and nationally. We are affiliated to the TUC, and work with government and employers by lobbying and through social partnership.

ATL policy

ATL believes that teachers as professionals must be recognised for their knowledge, expertise and judgement, at the level of the individual pupil and in articulating the role of education in increasing social justice. Within national parameters, development of the education system should take place at a local level: the curriculum should be developed in partnership with local stakeholders; assessment should be carried out through local professional networks. Schools are increasingly encouraged to work collaboratively to offer excellent teaching and learning, and to support pupils' well-being, across a local area. Accountability mechanisms should be developed so that there is a proper balance of accountability to national government and the local community, which supports collaboration rather than competition.

ATL response

ATL is part of the Association of Managers in Education (AMiE), a partnership with the Association for College Management launched on 1 September 2008. AMiE is the professional association and union for leaders and managers in schools and colleges, and membership embraces academic and business leaders and managers at several levels in schools and colleges including principals and headteachers. AMiE has responded to this consultation, concluding that *'the standards provide a basic framework which although aspirational, should not be adopted as a standard accountability checklist for all leaders in all schools.'* The AMiE response encompasses ATL's response.

We would highlight in particular our concerns about the range of roles intended to be covered by the National Standards. These standards are intended to be used as a mechanism for performance management and

accountability for school leaders. ATL does not agree that, as they stand, these can be used for these purposes for all of those roles identified in the consultation document. We have particular concerns about the appropriateness of these standards to TLR holders or others without whole-school leadership responsibilities.

We reiterate too the concerns expressed by AMiE regarding both the practicality and the appropriateness of delegating the standards, and we question where the ultimate accountability lies for each standard. We believe that we need to look again at expectations of leadership that are over and above those of teachers and support staff in the classroom.

ATL is part of the Social Partnership. As these are ultimately pay standards we expect to discuss them within the Rewards and Incentives Group with a view to making them fit for that purpose.