



Bill Cockburn CBE TD
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Office of Manpower Economics
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6 May 2008

Dear Bill

The signatories to this letter are pleased to respond to the consultation on the second part of the School Teachers' Review Body's seventeenth report.

Responsibilities and Professional Standards

We believe that the current work on professional standards for the leadership group and on the responsibilities and conditions of employment for all teachers is critical to the direction of travel of the education service and to the future of the teaching workforce. In effect, we are defining not only teachers' roles and the standards to which they should be working but also the contractual framework of the working conditions in which they undertake the responsibilities that will have been drawn up for the profession.

It remains our firm belief that these elements – responsibilities and employment conditions – are inextricably linked. We welcome, therefore, the Secretary of State's endorsement of this link and his conviction that the work on responsibilities and employment conditions should continue in parallel.

Moreover, we entirely share his view that there should be no loss of momentum on this work. The Children's Plan, by bringing together policies for children into a single, coherent multi-agency framework, has reinforced the need to ensure that the workforce reform agenda is taken forward speedily. Far from needing to wait for outcomes from the implementation of the Children's Plan before finalising new statements of responsibilities and conditions, we are convinced that these new

statements are a prerequisite for the successful implementation of education initiatives within the Plan. The STRB has agreed with the Rewards and Incentives Group (RIG) evidence that the new statements of responsibilities should be concise and fulfil the objective of simplifying the Document. We look forward to proposals being included in the STRB's next remit to enable this vital work to be concluded without delay.

Leadership Group

Work on the leadership group is an integral part of the package. The signatories to this letter, in conjunction with the DCSF, have been looking at the roles of headteachers and the leadership group, with a view to identifying those responsibilities that properly fall within the headteacher's province and those that can be delegated. The STRB's vision for leadership is a helpful contribution to this debate. Once the work on responsibilities has been completed, we can start to review critically the various arrangements that have arisen at local level and to judge their effectiveness and their contribution to the education of young people in England and Wales.

The remuneration of the leadership group will follow naturally from both the identification of responsibilities and the review of the various leadership and management arrangements in which they may be discharged. When we have finalised those responsibilities, we will be able to consider whether changes to the leadership pay structure need to be made and the extent of any such changes. We are encouraged by the comments of the Secretary of State that we should aim, as far as possible, to bring all payments within the scope of the national framework and we support the Secretary of State's view with respect to arrangements that will be most effective in the school's circumstances and commensurate with the defined responsibilities of headteachers that will be included in the Document. The STRB's vision for leadership and reward principles will form a key part of any further deliberations.

Consistency and transparency in pay arrangements is just as important for the leadership group as for teachers on the main scale. Further work on leadership remuneration will need to reconcile the requirement for consistency and transparency with the objective of flexibility. Again, the STRB's recommendations here on governance and expert advice are relevant and timely particularly in the context of the review of Governance announced by the DCSF.

In addition, the signatories believe that conditions of employment are an essential component of effective leadership. If our goal is to have a comprehensive set of terms and conditions for all teachers, then we must ensure that the terms on which we are asking the leadership group to discharge their responsibilities are compatible with the scope of those responsibilities, in the same way that we are doing for other teachers.

We remain convinced that all these changes to the employment conditions of the leadership group together with the set of professional responsibilities for all teachers should be brought in from September 2009. The sole exception is where heads are asked to run, for a fixed period, a second school that is causing concern where we have already given evidence that this change should apply from September 2008. We hope that the Secretary of State will reply positively to this proposal.

Short Notice Teachers

It remains our position that the implementation of the European Working Time Directive has made a material difference to the position of short-notice teachers under the terms of the School Teachers' Pay & Conditions Document and it was for those reasons that the signatories subscribed to the RIG evidence which proposed changes to the terms of those teachers that complied with the recent decision of the European Court of Justice.

We welcome the fact that the both the STRB itself and the Secretary of State have accepted our proposals.

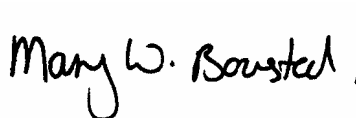
Whilst the Document continues to provide for the employment of teachers on short notice contracts, it is essential that the changes are brought in as soon as practicable. We affirm our view that the first stage of the change should be implemented from September 2008, with the second stage, arising from the increase in the national minimum holiday entitlement, following in September 2009.

Unattached Teachers

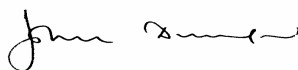
We note the STRB's comments on unattached teachers. The signatories agree that unattached teachers play an important role in the local authority's provision of education and we would not want to see them placed at a disadvantage compared with their colleagues who are employed in schools.

We have made efforts, however, to ensure that all policies emanating from the Social Partnership take cognisance of the position of unattached teachers. We concur with the view of the Secretary of State regarding the statutory requirement for pay policies for unattached teachers. Having been apprised of the potential problem by the STRB we request that the Secretary of State puts in train a process to gauge the extent of the problem and return to the issue when that information is available. We note, also, the STRB's suggestion for a name change for this category of teacher and we recommend that the Secretary of State gives consideration to this alongside other suggestions which the signatories to this letter may propose.

Yours sincerely



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