

Inspiring leaders;  
improving children's lives



# Stepping up, stepping out

**New models of leadership in action**

NCSL's Leadership Network  
Led by the voice of practice

# Mark Goodrich

## School Teachers' Pay and Review Body

# Dewi Jones

## School Teachers' Pay and Review Body

# Bruce Warman

## School Teachers' Pay and Review Body

# STRB Review of Leaders' Pay and Conditions

# STRB's review

- Background: STRB report in 2005 proposed a review, DfES commissioned PWC report. Inspiring leaders;  
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- Review of the way teachers in the leadership group are paid and teachers' professional responsibilities.
- Context: challenging and dynamic environment for leaders.
- Will consider a range of options for change (incremental to radical), drawing on relevant evidence.
- Will consult unions, DfES and others – also want to talk to leaders informally.

# STRB's views

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- National framework of pay and conditions:  
accessible, proportionate, enabling
- Rewards related to performance (in context of  
good performance management and CPD)
- Confident, capable local managers (leaders and  
governors):
  - making decisions without detailed rules and  
guidance
  - managing performance and reward  
effectively

# Your views?

- How can headship be made a more attractive career option for teachers?
- How much local flexibility should there be over leaders' pay?
- Which leaders should receive the biggest pay rewards?
- How should excellent performance be rewarded?
- Are changes to the pay system needed to recognise new models of leadership?
- What professional responsibilities of leaders should be set out in the national pay and conditions document?
- Are both deputy and assistant head grades still needed?

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# Tony Mackay

# Reflection point

- 3 responses:
  - What for you is a personal leadership challenge?
  - What is your challenge to policy developers on the issues raised in the morning?
  - What is your challenge to NCSL in respect of the issues raised this morning?
- Please leave the TOP copy of your carbonated paper response in the centre of your table
- Lunch break to 1.20 pm – please make your way promptly to your workshop – see your badge