



To: Chairs of Governors in England

March 2007

Dear Colleague

## **Model Performance Management Policy for Schools**

Enclosed with this letter is a model performance management policy for schools prepared by the National Union of Teachers.

The Education (School Teacher Performance Management) (England) Regulations 2006 will take effect from 1 September 2007 for teachers and 31 December 2007 for head teachers.

School governing bodies are required to consult all teachers in their schools on the implementation of the Regulations in their schools. Each governing body is required to adopt a performance management policy by agreement with "the recognised trade unions, having regard to the consultation with all teachers."

Arrangements should be in place for these consultations to take place. They should involve the representatives of the recognised teachers' organisations represented at the school and all the teaching staff. There should be an agreed timetable for completion of the process, leading to the formal adoption of the policy by the governors.

The head teacher is in the key position to undertake the consultations required in the Regulations. The NUT has provided all head teachers with copies of the model policy prepared by the NUT. I urge you to use it as the basis for the consultations in your school.

NUT school representatives have been provided with copies of the Union's model policy and encouraged to approach their head teachers. They have been urged to seek the support of the representatives of the other teachers' organisations in their schools.

The NUT's model policy has been carefully developed to meet the needs of schools, promote the interests of teachers and secure sound relationships within an effective, fair and enabling framework. It is designed to enhance the morale and motivation of teachers. It is focused on:

- entitlements to professional development according to identified needs;
- encouraging the development of confident and professional judgement by teachers;
- enhancing the involvement and participation of teachers in decision-making;
- being manageable and free from unnecessary bureaucratic burdens; and
- establishing an atmosphere of trust between teachers, reviewers and the head teachers.

I commend the model policy to you.

With best wishes.

Yours sincerely

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General Secretary

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