



NUT TO SCHOOL REPRESENTATIVES

THE LARGEST TEACHERS' ORGANISATION IN EUROPE

March • 2007

VISIT OUR WEBSITE: www.teachers.org.uk



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 head teacher and, separately, the Chair of Governors at your school have each been provided with a copy of the Union's model policy and a covering letter along lines similar to this letter.

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."

The head teacher is in the key position to undertake the consultations required in the Regulations. The NUT has urged head teachers to use the Union's model policy as the basis for the consultations at your school.

As NUT school representative, may I encourage you to approach your head teacher. The promotion of the Union's model policy is a significant stage in the Union's workload campaign and in ensuring that performance management is a professional process. In approaching the head teacher, I strongly recommend that you seek the support of the representatives of the other teachers' organisations in your school.

When engaging in consultations with your head teacher, you will wish to hold discussions with your colleagues as NUT members on the staff. The arrangements for performance management are critical to the workload, working time and work/life balance of teachers. The performance management regulations emphasise the importance of the performance review being able to achieve a satisfactory work/life balance. The Union's model policy is consistent with its campaign to address these issues.

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

STEVE SINNOTT
General Secretary

OUR AIM: PROFESSIONAL UNITY

JOIN THE NUT SEE YOUR NUT REPRESENTATIVE

RING OUR NO FORM, NO FUSS:

New Members Joining Hotline **0845 300 1669**

Records & Subscriptions Helpline **0845 300 1666**