

February 2017

Dear Colleague

The enclosed booklet sets out the NASUWT's response to the Scottish Government's Review of Education Governance, *Empowering Teachers, Parents and Communities to achieve Excellence and Equity in Education*. As the largest UK union of teachers and school leaders, the NASUWT is unique amongst Education stakeholders in Scotland in being able to comment through experience, and with evidence, on the Scottish Government's many proposals.

The Scottish Government has set out an agenda of radical change to the Education system, with a view to raising standards and reducing the impact of deprivation on educational attainment.

The NASUWT subscribes to these principles, but believes that it is vital that the Government addresses the key obstacles to achieving them. This includes years of underinvestment in schools and the schools workforce, together with toxic levels of teacher workload.

The NASUWT outlines how teachers' terms and conditions must be reformed to enable teachers to focus on teaching and learning, and school leaders on leading teaching and learning. The school accountability regime must be slimmed down, including the frequently counterproductive school self-review processes in which schools engage. Furthermore, the qualifications system, in which there has been little stability in recent years, must be recast so that teachers do not have to endure punishing levels of workload to ensure that their pupils succeed.

In addition to improved terms and conditions, teachers' pay must also be fair. Towards the end of 2016, the NASUWT submitted a comprehensive, evidence-based pay claim to the Scottish Government, which has previously been sent to members. Through its teachers' pay claim and response to the Scottish Government's Review of Education Governance, the NASUWT sets out a vision for the Scottish education system and the Scottish teaching profession, a profession which is well-rewarded and also freed up from unnecessary and counterproductive tasks, so that teachers can teach.

The NASUWT is the only teachers' union which has a vision for the teaching profession and Scotland's schools which enables the Scottish Government to realise its aspirations. I know that NASUWT members will wish to ensure that this vision is communicated to the whole teaching profession in Scotland.

Best wishes



Chris Keates (Ms)
General Secretary