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SCOTLAND  
GENERAL TEACHING  
COUNCIL FOR SCOTLAND

# **The Standard for Headship**

**An Aspirational Professional Standard for Scotland's Teachers**

**Formal Enactment August 2021**

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# Introduction

## Professional Standards for Teachers in Scotland

The Professional Standards, with professional values at the heart, support and promote partnership, leadership, enquiry and professional learning. They describe teacher professionalism in Scotland, our 'way of being'. Professional Standards for teachers in Scotland have multiple purposes:

- to create a shared language for teaching professionals;
- as a benchmark for professional competency;
- to develop and enhance professionalism;
- to support career-long professional growth;
- to provide a framework for Initial Teacher Education, probation and leadership pathways and programmes; and
- to ensure and enhance public trust and confidence in the teaching profession.

Professional Standards for teachers were first established in Scotland in 2000. They were reformed in 2012 and enacted in 2013 as a reconceptualised model of teacher professionalism supported by the introduction of **Professional Update**. The discussion to review the 2012 Professional Standards began in 2017 and concluded in a set of refreshed and restructured Professional Standards with an enactment date of 2 August 2021.

The **Standard for Provisional Registration** is the **benchmark** of competence required of all student teachers at the end of Initial Teacher Education who are seeking provisional registration with the General Teaching Council for Scotland (GTC Scotland). **This Professional Standard outlines what is required to become a teacher in Scotland.**

The **Standard for Full Registration** is the foundation of the Professional Standards and is the **benchmark** of competence required of all registered teachers in Scotland. This Professional Standard is the gateway to the profession and constitutes the teaching standards in which learners, parents, the profession itself and the wider community can have confidence. **This Professional Standard encompasses what it is to be a teacher in Scotland.**

The **Standard for Career-Long Professional Learning** provides an **aspirational and/or developmental** framework for teachers. It describes the advanced professional knowledge and pedagogical expertise that registered teachers could develop and maintain as they continue to progress in teaching and the education profession. **This Professional Standard supports the professional growth of teachers in Scotland.**

The **Standard for Middle Leadership** and **The Standard for Headship** provide **aspirational and/or developmental** frameworks for teachers in or considering leadership roles. They outline the strategic vision, professional knowledge and understanding, interpersonal skills and abilities and professional actions that support teachers in leadership roles. **These Professional Standards provide a framework for professional growth for teachers in leadership roles.**

Consequently, they have some additional purposes:

- support for self-evaluation and reflection for teachers in, and aspiring to, formal leadership roles in our schools;
- informing the process of recruitment and selection; and
- contributing to dialogue about leadership and management.

The **Standard for Headship** has the additional purpose of being a requirement for teachers permanently employed in Headteacher roles from August 2020.

The suite of Professional Standards is underpinned by the interdependent themes of professional values, Learning for Sustainability and leadership. The Professional Standards provide the framework for all teachers in Scotland to enhance their professionalism and ensure rigour and challenge that supports a resilient and enabled profession confident in the skills, knowledge and values needed to enable Scotland's young people to develop skills for learning, life and work.

Scotland's Professional Standards actively support, embrace and promote the principles and practices of sustainability across all aspects. This means understanding and valuing environment, culture and heritage, developing a sense of place and belonging to the local, national and global community. It also means having a deep connection to the natural world and understanding the significance of the choices we make – now and in the future.

The Professional Standards are organised into inter-related categories with **Professional Values** and **Professional Commitment** at the heart. These elements are inherently linked to each other and one aspect does not exist independently of the others. It is this inter-relationship among all the categories which develops the professionalism of the teacher and leads to appropriate professional action and growth.

# 1 Being a Teacher in Scotland

Our increasingly interconnected and rapidly changing world faces many social, environmental and economic challenges, and an effective, responsive and inclusive education system is vital if we are to address these. Engaged, reflective, empowered and skilled teachers and learners acknowledge Scotland's place in the world, our history, our differences and diversity, and our culture based on social justice. Scotland's teachers help to embed sustainable and socially just practices in order to flourish as a nation.

The **Professional Standards** outline what it means to become, to be and to grow as a teacher in Scotland. A commitment to the **professional values of social justice, trust and respect and integrity** are at the heart of the Professional Standards and underpin our relationships, thinking and professional practice in Scotland.

The educational experiences of all our children and young people are shaped by the professional values and dispositions of all those who work to educate them. Values are complex: they are the ideals by which teachers shape their practice as professionals. Starting with teachers as individuals, values extend to our learners, our colleagues and community and to the world in which we live.

Professional values help to develop our professional identity and underpin a deep commitment to all learners' cognitive, social and emotional growth and wellbeing. They provide the foundation to support and encourage teachers to see the whole child or young person and their needs. They are integral to, and demonstrated through, all our professional relationships, thinking and actions and all that we do to meet our **professional commitment** as teachers registered with GTC Scotland.

As part of **teacher professionalism**, professional values are required to be enacted in everyday practice both within and outwith the educational establishment. They support us to ask critical questions of educational theories, policies and practices and to examine our own attitudes and beliefs. Values, and the connections between values and actions, require regular reflection over the course of teachers' careers as society and the needs of learners change and as understanding develops. Our commitment to career-long professional learning is a critical part of developing our professionalism. Enquiring and collaborative professionalism is a powerful force in developing teachers' agency and delivering our commitment to engaging children, young people, their families and communities in the education process.

## 1.1 Professional Values

### Social Justice

Social justice is the view that everyone deserves equal economic, political and social rights and opportunities.

- Promoting health and wellbeing of self, colleagues and the children and young people in my care.
- Building and fostering positive relationships in the learning community.
- Embracing locally the global educational and social values of sustainability, equality, equity, and justice and recognising children's rights.
- Demonstrating a commitment to engaging learners in real world issues to enhance learning experiences and outcomes, and to encourage learning our way to a better future.
- Committing to social justice through fair, transparent, inclusive, and sustainable policies and practices in relation to protected characteristics, (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation) and intersectionality.
- Valuing, as well as respecting, social, cultural, religious, and racial diversity and promoting the principles and practices of local and global citizenship for all learners.
- Demonstrating a commitment to motivating, and including all learners, understanding the influence of gender, social, cultural, racial, ethnic, religious and economic backgrounds on experiences of learning, taking account of specific learning needs and seeking to reduce barriers to learning.
- Demonstrating a commitment to supporting learners who are experiencing or who have experienced trauma, children and young people from a care experienced background and understanding responsibilities as a corporate parent.
- Understanding and challenging discrimination in all its forms, particularly that which is defined by the Equality Act.

## Trust and Respect

Trust is a belief; respect is that trust in action. A relationship based on trust and respect requires everyone to take responsibility for their actions.

- Promoting and engendering a rights-respecting culture and the ethical use of authority associated with one's professional roles.
- Acting and behaving in ways that develop a culture of trust and respect.
- Understanding, acknowledging, and respecting the contribution of others in positively influencing the lives of learners.
- Understanding wellbeing and the importance of positive and purposeful relationships to provide and ensure a safe and secure environment for all learners and colleagues within a caring and compassionate ethos.
- Respecting individual difference and supporting learners' understanding of themselves, others and their contribution to the development and sustainability of a diverse and inclusive society.

## Integrity

Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values.

- Demonstrating kindness, honesty, courage, and wisdom.
- Acting within the Professional Code for Scotland's teachers.
- Being truthful and trustworthy.
- Critically examining professional beliefs, values and attitudes of self and others in the context of collegiate working.
- Challenging assumptions, biases and professional practice, where appropriate.

## 1.2 Professional Commitment

Making a **professional commitment** to learning and learners that is compatible with the aspiration of achieving a sustainable and equitable world embodies what it is to be a teacher in Scotland. This means teachers commit to living the **professional values** and engage in lifelong learning, reflection, enquiry, leadership of all and collaborative practice as key aspects of their professionalism. This commitment to personal learning and growth, to the growth of learners, and to helping support that of colleagues, is demonstrated through engagement with all aspects of professional practice. It is demonstrated by working collegially, in English or the Gaelic medium with all members of our learning communities with enthusiasm, adaptability, critical thinking and associated constructive, professional dialogue.

A core component of teachers' professional commitment is understanding the needs of learners with additional support needs including: Attention Deficit Hyperactivity Disorder (ADHD) and Attention Deficit Disorder (ADD); Autism; Developmental Coordination Disorder (Dyspraxia) (DCD); Dyslexia; and Tourette syndrome. Teachers recognise, see and acknowledge the value in everyone and have a deep awareness of the need for culturally responsive pedagogies. They promote equality and diversity, paying careful attention to the needs of learners from diverse groups and in upholding children's rights.

Upholding the professional values of social justice, trust and respect and integrity requires a commitment to leadership that inspires confidence and encourages aspiration. This commitment underpins leadership of learning in all contexts and change for improvement. It values the contribution of others, challenges biases and assumptions and applies critical thinking to make effective decisions, in the interests of maintaining and improving the quality of education and leading to improved outcomes for all children and young people in Scotland.

The professional commitment of teachers in Scotland is to:

- develop deep knowledge of learning and teaching;
- critically examine how our teaching impacts on learners;
- use evidence collaboratively to inform teacher judgement and next steps for learners.

### 1.3 Standard for Headship

The Standard for Headship recognises that effective leadership depends on the principles of collegiality and that all teachers are leaders of and for learning, who lead learning for, and with, all learners. Headteachers work with, and support the development of, colleagues and other partners. The Standard for Headship includes a focus on leadership of and for learning, teacher leadership, and working collegially to build leadership capacity in others.

Those in, or aspiring to, the headteacher role will develop increasing responsibility and capacity, in relation to the kinds of roles outlined here, including enabling and empowering individuals and teams across the wider learning community. Headteachers have a responsibility to actively engage in and ensure multi and inter-agency working across the learning community and beyond, particularly by building capacity and capability with colleagues, in order to achieve positive outcomes for every learner and support improvement.

Headteachers lead the whole school community in order to establish, sustain and enhance a positive ethos and culture of learning through which every learner, including colleagues, is able to learn effectively and achieve their potential. Headteachers are accountable for developing and supporting an ethos and culture which enables and empowers others to lead effectively with a clear and agreed focus on self-evaluation and improvement.

Learning for Sustainability has been embedded within the Standard for Headship to support headteachers in actively embracing a robust, demonstrable 'whole-school' approach to Learning for Sustainability. This is enabled by headteachers establishing and modelling a coherent, progressive and holistic Learning for Sustainability vision and ethos that supports planning across the curriculum, professional learning and collegial practice. In Scotland Learning for Sustainability is an entitlement for learners. As such, it is a professional requirement for all teachers to demonstrate in their practice the professional values, skills, knowledge and understanding and actions that are compatible with a sustainable and equitable world, as part of an effective whole-school and community commitment.

The headteacher acts as the leading professional in the school and/or learning community. The headteacher also plays a pivotal role within the broader children's services network. Headteachers work with and support their peers and other educational establishments and/or make significant contributions to policy development across their cluster, local authority, regional or national education systems. Headteachers proactively contribute to leadership for improvement at system level (authority, regional and national level). This includes the ability to work collaboratively and collegially, encouraging and seeking views from across the learning community – from colleagues, parents/carers and families, children and young people, partners in other schools, the local authority and regional settings.

The Standard for Headship is designed to support individual self-evaluation and reflection as an integral part of leadership development. It is vital that leadership development is supported by effective and systematic **Professional Review and Development** (PRD) and **Professional Update** processes.

# 2 Professional Knowledge and Understanding

## 2.1 Curriculum, Pedagogy, Leadership and Strategic Vision

### 2.1.1 Fully understand how to develop and demonstrate a strategic vision

#### Professional Illustration

As a headteacher you:

- lead collegial practices and collaborative approaches to co-create a shared strategic vision, ethos and aims for the learning community, which inspires and motivates every learner, including colleagues, and all members of the learning community and its partners and sets high expectations for every learner;
- embrace Learning for Sustainability within the shared strategic vision for the learning community; and
- act as a leader of and for learning and are committed to your continued professional learning acting as a leading learner to support colleagues and the learning community to enhance practice.

### 2.1.2 Have knowledge and understanding of political, economic, sociological, technological, legal and environmental trends and developments

#### Professional Illustration

As a headteacher you:

- regularly share and apply your enhanced knowledge and critical understanding of research and developments in education policy and legislation across the learning community to support positive learning contexts; and
- ensure you have enhanced knowledge and critical understanding of contemporary developments in education and society (including the role of digital technologies); the environment and the wider global community (including trends and changes in family patterns, work patterns, the media, leisure and politics) and relevant current and emerging legislation.

### 2.1.3 Have an enhanced and critically informed understanding of Curriculum

#### Professional Illustration

As a headteacher you:

- engage critically with research and developments in curriculum and work collaboratively with others to ensure this learning is creatively applied to improve outcomes for every learner in the learning community where appropriate taking account of the Gaelic medium;
- co-create a culture where learning beyond curricular areas/subject boundaries and cross curricular subjects e.g. literacy, numeracy and health and wellbeing, Learning for Sustainability, interdisciplinary learning and digital literacy is inherent to the curriculum;
- lead collegial practices and collaborative approaches to enable digital literacy and the use of digital technologies to enhance learning and teaching; and
- ensure effective learning experiences for learners with additional support needs.

**2.1.4 Have knowledge and understanding of Leadership and Management****Professional Illustration**

As a headteacher you:

- continuously widen your knowledge and critical understanding of leadership and management concepts and practices and work collegially and collaboratively with others to ensure this is embodied in practice;
- consider the implications for your leadership and impact on the learning community in terms of respectful relationships across the learning community in support of attainment and achievement, curriculum design and content; and
- in both your personal and professional life, and in the way you lead and empower the learning community, exemplify the vision and culture you seek to develop throughout the learning community and across teams.

**2.2 Professional Responsibilities****2.2.1 Fully understand and demonstrate Political Insight****Professional Illustration**

As a headteacher you:

- have an enhanced insight and understanding of the dynamics of political power and influence in the relationship between schools and society in general and the local community and context;
- have an enhanced insight and understanding of the dynamics of political power and influence and how this aligns with our Professional Values and expectations; and
- understand the impact and implications of political insight for your leadership and management practices and the work of school and learning community.

**2.2.2 Fully understand and demonstrate self-awareness and inspire and motivate others****Professional Illustration**

As a headteacher you:

- continually develop self-awareness;
- regularly challenge your thinking and practice through critical reflection and enquiry;
- manage yourself and others effectively, supporting and enabling teacher professionalism through a commitment to collegial and collaborative practice;
- build and sustain professional and personal credibility by modelling your commitment to on-going professional learning, integrity and ethical practice;
- support and enable a culture of trust and respect;
- use cultural and emotional intelligence to explore unconscious bias, through questioning your own assumptions and identifying how these influence your work and relationships;
- use insight and strategic leadership to mitigate the negative impact of bias and ensure equity of access, opportunity and support;
- display confidence and courage in the way you deal with criticism and conflict;
- encourage and enable the development of leadership skills and capacities in others and cultivate trust and respect among colleagues by creating leadership opportunities across and beyond the school; and
- work co-operatively and strategically to develop trusting relationships with parents/carers and families and a wide range of partners to support partnerships in learning.

### 2.2.3 Judge wisely and decide appropriately

#### Professional Illustration

As a headteacher you:

- analyse and define situations clearly;
- take a positive solution-focused approach to your work;
- know how and when to make decisions and use a wide range of robust and credible data to support and inform your judgements;
- actively engage in professional debate and dialogue and actively encourage and seek views from across the learning community – from colleagues, parents/carers and families, children and young people, partners, other schools and the Local Authority/ employer to inform your professional judgement and decision-making; and
- create, design and share approaches to achieving improvement and display an awareness of the positive and ethical use of power and authority.

### 2.2.4 Communicate effectively

#### Professional Illustration

As a headteacher you:

- regularly display and communicate your deep commitment to the education, wellbeing and inclusion of every learner through your everyday thinking and practice;
- communicate effectively and actively build positive working relationships and inclusive practices within the school, learning community, with colleagues, parents/carers/families and partners;
- support, encourage and facilitate learners' participation in decisions about their own learning and the life of the learning community and its environment;
- listen attentively and purposefully and express your ideas and feelings clearly;
- engage in professional dialogue, provide constructive feedback and show commitment to the development and implementation of effective communication in and beyond the school;
- demonstrate your commitment to openness and honesty with others through your effective use of a variety of means of communication including, as appropriate, social media; and
- have a clear and critically informed understanding of – and respect for – confidentiality and consistently apply this knowledge and insight to all engagements, practices and procedures.

## 3 Professional Skills and Abilities

### 3.1 Curriculum, Pedagogy, Leadership and Strategic Vision

Headteachers lead and work collaboratively with the learning community to design and build the curriculum (i.e. through the practices that take place in learning communities in developing content, pedagogy, assessment and provision, as educational programmes are planned, enacted and evaluated). They critically engage with policy, research and practice to inform strategic knowledge and understanding of curriculum.

#### 3.1.1 Work with the learning community to design and build a shared vision to provide a curriculum informed by theoretical principles of curriculum design and purposes of education

##### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- critically engage with policy, research and practice to inform a strategic overview of the planning, development and assessment of learning to ensure that school-based decisions are in accordance with the principles and purpose of education, good curriculum design and addressing the learners' entitlement to Learning for Sustainability;
- develop and establish appropriate curriculum design and planning processes to meet the learning, health and wellbeing needs of all learners, including Gaelic medium education where appropriate;
- ensure curriculum design and planning processes are well informed to ensure learners with support for learning needs experience a curriculum that meets their needs;
- understand and lead change effectively across the school and wider learning community;
- set clear standards in relation to enacting the principles of inclusion, sustainability, equality and social justice through the curriculum; and
- agree and develop curricular frameworks to ensure appropriate personalisation and choice through individualised pathways.

#### 3.1.2 Work with the learning community to establish, enable and sustain a strategic approach to the development and improvement of curriculum practices (including pedagogy and assessment) informed by knowledge and understanding of underpinning principles and purposes

##### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- develop a culture which promotes and sustains high-quality curriculum practices (including pedagogy and assessment);
- agree and communicate clearly high expectations of curriculum in order to provide all learners with creative and consistently high-quality learning experiences and opportunities for learning to be transformative in terms of challenging assumptions and expanding world views;
- engage with partners to facilitate access to appropriate learning opportunities, including outdoor learning within and beyond the school and resources across the wider learning community;
- engage with colleagues and the learning community to develop strategic assessment practices, outlining the principles, purposes, uses, impact and sharing of any data gathered; and
- enable colleagues to develop, enhance and share teachers' curriculum practices.

**3.1.3 Work with the learning community to establish, enable and sustain processes which actively promote professional dialogue, critical reflection and collegial practice as a way of evaluating and enhancing curriculum practices (including pedagogy and assessment practices) and wellbeing among the school community**

**Professional Illustration**

As a headteacher, you lead and work collaboratively to:

- model and develop a culture of mutual trust, respect and accountability through the development and enactment of the curriculum;
- promote a culture of critical reflection and self-evaluation and establish approaches to review curriculum practices which gathers views from colleagues and others across the learning community; and
- agree, develop and establish processes to validate and enhance the quality of curriculum practices (including pedagogy and assessment practices).

**3.2 The Learning Context**

**Headteachers lead and work collaboratively to establish a culture which promotes wellbeing for self, others and the natural world to enable and sustain positive and purposeful relationships and partnerships with colleagues, learners, and others across the learning community to meet the identified needs of all learners. They critically engage with policy, research and practice to inform strategic knowledge and understanding of the learning environment.**

**3.2.1 Agree, share and enact the vision, values, ethos and aims of the learning community with colleagues, learners, parents/carers and families and wider community**

**Professional Illustration**

As a headteacher, you lead and work collaboratively to:

- co-create an aspirational vision, values, ethos and aims, agreed in partnership with all colleagues, learners, parents/carers and families and wider community;
- model and share the vision, values, ethos and aims regularly to all learners and the wider learning community including Gaelic medium ethos where appropriate;
- promote a culture of wellbeing for all through modelling and supporting sustainable processes and practices for working and learning;
- promote and ensure a learning culture where provision and support for additional learning needs are integral to the learning community ethos; and
- create safe, caring and purposeful learning environments which are welcoming and inclusive, well managed and well organised.

**3.2.2 Agree a strategic approach to encourage and facilitate learner participation in planning and deciding about their own learning and wider decision-making within the learning community**

**Professional Illustration**

As a headteacher, you lead and work collaboratively to:

- establish and sustain a collegial culture of mutual respect and trust where every learner is enabled to participate meaningfully in decisions related to their learning, their school and the wider learning community; and
- establish and sustain a range of strategic processes and approaches which enable every learner to participate meaningfully in decisions related to their learning, their school and the wider learning community.

### 3.2.3 Actively establish, enable and sustain trusting relationships with parents/carers and families

#### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- establish and enable a collegial culture of mutual respect and trust to build and facilitate partnerships between parents/carers and families, learners and the school and wider learning community;
- support and enable parents/carers and families to value the importance of education and learning in the home, the school and in the wider learning community; and
- sustain this culture to ensure all parents/carers and families have a range of opportunities to engage in partnership activities and processes related to learning, the life of the school and the wider learning community.

### 3.2.4 Establish and sustain a range of approaches which promote and support partnership working with colleagues, parents/carers and families, other professionals and agencies to support the rights and wellbeing of every learner and the wider work and life of the school

#### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- understand your own and others' responsibilities for implementing national and local child protection policies and procedures to ensure the care and welfare of every learner;
- understand your own and others' responsibilities in supporting the wellbeing needs of every child or young person to inform practices in the school and wider learning community; and
- ensure systems are in place which enable all partners to contribute to, and support, the diverse needs of every learner in line with local and national policy and legislation.

## 3.3 Professional Learning

**Headteachers establish and promote a collaborative culture of professional learning within and beyond the school and wider learning community. They critically engage with policy, research and practice to inform strategic knowledge and understanding of professional learning.**

### 3.3.1 Co-create and lead a culture which promotes and sustains career-long professional learning across the school and learning community

#### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- take responsibility for, and engage actively in, career-long professional learning to deepen your knowledge, understanding and skills;
- critically engage with literature, research and policy to challenge and inform decision-making and professional practice;
- develop and engage in professional enquiry as a key element of a sustainable professional learning culture;
- set high expectations of career-long professional learning for self and colleagues, as appropriate, and support a wide range of opportunities which enable this;
- create and utilise opportunities for colleagues to develop leadership practices across and beyond the school and wider learning community; and
- build constructive relationships that engender commitment and collegiality.

**3.3.2 Ensure, enable and sustain approaches and processes which support engagement with critically reflective practice as an integral part of career-long professional learning and the professional learning culture of the school and learning community**

**Professional Illustration**

As a headteacher, you lead and work collaboratively to:

- use agreed processes which identify strengths and development needs and support career-long professional learning;
- establish, enable and sustain coaching and mentoring principles and approaches which support professional learning including the PRD process;
- support colleagues in taking ownership and responsibility for their professional learning and PRD using relevant Professional Standards to support self-evaluation and critical reflection;
- ensure that purposeful ongoing professional learning and PRD takes place and that the outcomes of the processes contribute to improvement of professional practice;
- ensure equal access to professional learning opportunities for all; and
- lead and support engagement with the Professional Update process.

**3.4 Self-Evaluation**

**Headteachers ensure collegial practices are established to enable and sustain a culture of self-evaluation for whole school and learning community improvement to evaluate the impact on every learner. They critically engage with policy, research and practice to inform strategic knowledge and understanding of self-evaluation.**

**3.4.1 Establish, enable, and sustain a range of inclusive, resilient, and adaptive relationships, processes and practices which engender an ethos and culture of self-evaluation at every level in the school and learning community**

**Professional Illustration**

As a headteacher, through individual and collegial activities you lead and work collaboratively to:

- establish, enable and sustain an inclusive, resilient and adaptive culture of improvement using critically informed leadership practices and approaches;
- build supportive relationships which help and support the culture of self-evaluation;
- enable and sustain a culture of trust and mutual respect where colleagues, learners and the learning community engage in self-evaluation with confidence and integrity; and
- facilitate an open, honest and critical stance in examining practice through modelling and promoting good practice in self-evaluation at every level.

**3.4.2 Develop and sustain the effective use of a wide range of robust and credible information to support and inform decisions and improvements across the school and learning community in line with agreed strategic and operational priorities**

**Professional Illustration**

As a headteacher you lead and work collaboratively to:

- develop a culture of critically informed practice by using evidence, including research, and analysing against national and international benchmarks;
- ensure that information is gathered systematically from a wide range of sources and partners developing innovative approaches to engage all groups;
- ensure the use of a diverse range of information, qualitative and quantitative, to inform decision-making and identify priorities to shape and improve practices; and
- enable and support colleagues in using a wide range of information to plan curriculum (pedagogy, assessment and reporting) with a focus on improving outcomes for all learners.

### 3.4.3 Lead and collaborate with colleagues, learners, parents/carers and families and the wider learning community in identifying, agreeing and implementing improvement priorities

#### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- create regular opportunities to engage colleagues, learners and the wider learning community to identify key priorities for improvement using the evidence gathered;
- establish, sustain and enhance a culture where all learners, colleagues, parents/carers and families are involved in meaningful decision-making about the planning and enhancement of learning and in wider school and learning community improvement; and
- establish processes and facilitate opportunities for groups to work collaboratively to take forward improvement priorities.

### 3.4.4 Develop systems for ongoing monitoring and review of the strategic improvement cycle with the school and learning community

#### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- undertake regular and systematic review of progress towards the school and learning community priorities, including resourcing decisions, to evaluate the impact on every learner;
- establish, sustain and review a range of strategic processes which enable colleagues to contribute to the overall monitoring and review of change through the improvement planning cycle; and
- effectively utilise a wide range of evidence to review and inform an improvement cycle which impacts on the development of the learning environment.

## 3.5 Resources

Headteachers work with colleagues and the wider learning community to strategically manage and allocate resources in a fair, transparent and equitable manner in line with identified strategic and operational priorities. They critically engage with policy, research and practice to inform strategic knowledge and understanding of equitable and sustainable use of resources.

### 3.5.1 Ensure best strategic and operational use of available resources ensuring and maintaining a clear focus on the interests of learners

#### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- ensure resources are allocated in a fair, transparent and equitable manner in line with identified priorities and the principles of Best Value;
- delegate and share appropriate tasks and responsibilities to other colleagues, including those with leadership roles, and ensure support is in place;
- foster collective responsibility across the school and wider learning community for the sustainable use of resources;
- establish and maintain systems to ensure decisions are taken in collaboration with the learning community, providing clear details of how resource allocation meets identified priorities;
- establish and sustain transparent systems which support the effective monitoring, evaluation and review of the use of resources across the school and wider learning community; and
- be accountable for budget and resource management through utilising appropriate procedures and all available supports.

### 3.5.2 Work within the structure of employment legislation, national and local agreements and policies governing employment

#### Professional Illustration

As a headteacher, you lead and work collaboratively to:

- take due account of employment legislation and national and local agreements in all aspects of human resource management and ensure good practice in recruitment and appointment of staff, in accordance with the best interests of children and young people;
- work within clearly defined roles, responsibilities and accountabilities, to ensure a highly professional school team is built and sustained to meet the needs of the learning community;
- take due account of the legislative framework related to equality and social inclusion, including in the appointment of staff, to promote an inclusive community which values diversity and challenges discrimination; and
- take due account of Health and Safety legislation to ensure the safety and welfare of all.

Inspiring world-class  
teaching professionalism

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