ADES Response to SG Request for Comments on the Standards for Headships

ADES supports the principle of all headteachers being well qualified in their roles. However, given -

1. The shortage of candidates for vacancies across Scotland;
2. The difficulties being experienced in making headteacher appointments;
3. The significant regional variations in - the support for the Scottish Qualification for Headship, the accessibility of the qualification and the capacity of prospective candidates to participate,

the Association of Directors of Education in Scotland would advise that a phased introduction over a longer time scale is required before the qualification becomes mandatory.

Careful consideration should be given to the local authority’s frequent need to cover temporary, short-term or unplanned cover for headteachers in the absence of staff who do not hold the qualification, and to the implications of this.

Furthermore, the Scottish College for Educational Leadership (SCEL) who will lead the implementation of the SQH has no representation from headteachers’ employers (e.g. COSLA/councils) nor from ADES, within its governance: this is a significant omission given the importance of the deliverability of this change to their workforce, and the statutory requirements on councils to provide education.

John Stodter
General Secretary
ADES
October 2015