ASCL Association of School and College Leaders



# YOUR ASSOCIATION

## 2022-2023 ANNUAL REPORT TO ASCL MEMBERS

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# Here for you

In November, as an ASCL member, you'll receive your annual notification of next year's membership fees. It's been a tough year financially because of the soaring rate of inflation, but we've done our best to keep fee rises to an absolute minimum while maintaining the high quality of services upon which we pride ourselves, and that you expect. We think that it is important at this time of year to report back to you on what your membership fees pay for and what we've been doing on your behalf.

**Seismic year**

This has, of course, been a seismic year for the Association. We've conducted our first ever ballot on national strike action, working alongside other unions to bring the government in England back to the negotiating table. This resulted in an improved pay offer with extra funding attached, which was a big improvement on anything previously offered. But the work continues. We regard this settlement as something on which to build. Funding and teacher shortages are far from being resolved and the campaign goes on.

**Your contexts**

That settlement is only one part of the picture, however. We also have many members who are business leaders, college leaders, and those who work in Wales and Northern Ireland, where there are different pay and funding arrangements in place. Our general secretary, policy team and ASCL representatives in Wales and Northern Ireland have been working hard to represent you and argue for settlements that address the immense pressures you have had to deal with in your contexts.

**Other policy 'wins'**

We've also achieved a number of other important policy 'wins' for members this year. Increasingly, we're ensuring that we work closely with the opposition parties, as well as the current government, as they develop their manifestos ahead of the imminent general election. Some of these policy wins include:

**WITH THE GOVERNMENT**

- an additional £4.6 billion for schools over two years in the 2022 autumn statement
- some of the short-term reforms we called for in our paper *The Future of Inspection* (**www.ascl.org.uk/futureofinspection**), including returning more quickly to schools that fail inspections on safeguarding alone, and improvements to the complaints process
- the fall of the *Schools Bill*, including the incredibly prescriptive proposed new 'academy standards'
- some mitigations to 2023 exams, particularly the grading 'safety net', which ensured that, overall, grades didn't fall below 2019 levels

**WITH LABOUR**

- an increasing recognition of the scale of the recruitment and retention challenge, and the inclusion in the party's 'opportunity mission' (**tinyurl.com/ytyvncm2**) of a number of interesting – if, so far, fairly small-scale – proposals to address this
- a major reform of inspection, including a commitment to implement some of the key longer-term recommendations in our paper on *The Future of Inspection* – most notably replacing headline grades with 'report cards'
- a commitment to a full review of curriculum and assessment, after which all state schools would be required to teach the National Curriculum (both of which were key proposals in our 2021 *Blueprint for a Fairer Education System* (**www.ascl.org.uk/blueprint**))



a commitment to 'pause and review' the current government's plans to defund applied general qualifications

We have published our own 'manifesto' (**www.ascl.org.uk/manifesto**) for the general election, highlighting the biggest challenges currently facing our education system, and proposing a series of policies to address these challenges that we would urge any incoming government to adopt.

### Our services

- In times of trouble we are here to offer a first-class member support service comprising a hotline (**www.ascl.org.uk/hotline**) that is available every day of the year, a network of regional and field officers across the UK, and a team of solicitors who are experts in employment law.
- Our team of nationally recognised policy experts is also here to offer you support and information on everything from Ofsted inspections to qualifications to trust leadership. We have our very own pensions expert – Jacques Szemalikowski – who is on hand to answer your questions and guide you through the pensions maze.
- Our twice-weekly newsletter to all members contains an essential digest of developments in the education sector, updates on our campaigns, and opportunities for you to have your say on a range of issues.
- Our bespoke newsletters cover a range of specialist areas: SEND, trust leadership, independent sector, primary leadership, Wales, Northern Ireland, post-16 and business leadership.
- Our programme of events provides unbeatable opportunities for professional learning and networking. It includes our popular policy webinars, as well as in-person events such as our annual conference, autumn leadership events and our conferences in Northern Ireland and Wales.
- Our highly respected team represents you with key stakeholders in the education sector, making the case for education directly to ministers, officials, regulators and opposition politicians in England, Wales and Northern Ireland. ASCL UK's voice is powerful and influential.
- Our media profile has never been higher, speaking up on your behalf about the importance of education, the vital work done by schools, colleges and trusts, and the pressing need to resource them properly.
- Our *Leader* magazine (**www.leadermagazine.co.uk**) – which we're making more environmentally sustainable with a move to a great new digital version – contains a host of policy updates and fascinating insights into the world of education and is essential reading for leaders.
- We're very pleased also to represent our associate members (**www.ascl.org.uk/associates**) who, after a lifetime in education, continue to play a hugely important role in the Association, receiving all our policy updates, as well as *Associates News*.

## ASCL speaks on behalf of members and acts on behalf of children and young people.

- Our ASCL Benevolent Fund (**www.ascl.org.uk/benevolentfund**) – a registered charity, administered by independent trustees – provides support and care for ASCL members, past and present, and their dependants in times of crisis, such as a serious accident, redundancy or chronic illness.

### Pay, conditions, funding and inspections

We represent members in pay and conditions negotiations through our specialist team of Sara Tanton, Louise Hatswell and Carl Parker, while Tom Middlehurst is on hand to advise on curriculum, assessment and inspections. Julia Harnden is a leading expert in the complexities of education funding as well as a seasoned campaigner in fighting for improved funding. ⏩



## Your specialist team

For business leaders, together with our Business Leadership Specialist Emma Harrison, we are lobbying for you to come under the School Teachers' Review Body (STRB) recommendations to ensure you have the parity you deserve in pay negotiations.

In post-16 education, you're represented by our policy specialists Kevin Gilmartin and Anne Murdoch. Alongside funding, we're at the forefront of campaigning against the government's plan to scrap applied general qualifications.

We're also hugely proud to represent our independent school members, with dedicated support from our Independent Specialist Lynne Horner.

We represent our growing number of primary members through our dedicated Primary Specialist Tiffnie Harris. And we're delighted that ASCL President 2023/24 John Camp OBE is the first president of the Association to come from a primary background.

Margaret Mulholland, our SEND and Inclusion Specialist, is a nationally recognised expert in this vitally important field and Trust Leadership Consultant Rob Robson supports the work of our growing number of trust leaders.

## ASCL UK

In Wales, you have our redoubtable Cymru Director Eithne Hughes and the team fighting on your behalf, and in Northern Ireland, we've increased our operational capacity with the appointment of our new full-time Northern Ireland Director John Trueman. ASCL is also proudly affiliated to School Leaders Scotland (SLS), where we are pleased to welcome new General Secretary Graham Hutton.

Wherever you are, whatever your context, ASCL is working on your behalf.

## Representation

Our motto is that we speak on behalf of members and act on behalf of children and young people. To make sure that we do this with the authentic voice of serving leaders, our Council of elected members meets in person three times a year (**www.ascl.org.uk/council**). This is the policymaking engine room of the Association.

Elected members also comprise our Executive and Finance Committees, and make up our presidential trio of president, vice president and immediate past president. Wales and Northern Ireland are also led by their respective presidential trios, councils and executives. This is an Association run by members for members.

## Equality, diversity and inclusion

ASCL is committed to making school and college leadership more diverse, and to providing support for individual leaders through our equality, diversity and inclusion (EDI) networks (**www.ascl.org.uk/EDI**). These networks – focused on ethnic diversity, LGBT+, and women leaders – offer a safe space for members to support and empower one another, and to raise awareness of issues particularly affecting these groups.

You can read our 2023/24 Equality, Diversity and Inclusion Plan here: **www.ascl.org.uk/EDIPlan202324**

## Expenditure in 2022

In 2022, our total income was £7,168,293 million of which £5,902,991 million came from membership fees. We spent our income directly supporting you, our members, including providing you with support from our regional, field and hotline officers; in-house solicitors and legal support staff; specialist policy team; publications; legal fees; dealing with pensions and pay and conditions issues.

As well as this, we continue to support members through our regular newsletters and video briefings, Team ASCL webinars and podcasts and our guidance on key issues (all available on our website **www.ascl.org.uk**). We've also continued to develop our support for different groups of members through our dedicated communications and networking groups to help members connect with one another. We're delighted that so many members are engaging with our EDI networks, as well as our groups for trust leaders, primary leaders and business leaders.

Don't forget, if you pay your subscription personally, 100% of the annual fee is tax deductible. Find out more at **www.ascl.org.uk/tax-benefits**

ASCL offers discounted fees for members with a part-time contract and those on maternity or parental leave. Please contact the membership team at **membership@ascl.org.uk** or **0116 299 1122** if you are working part-time or will be taking maternity or parental leave.

## Thank you

And finally, thanks to all our members for your support for the Association. ASCL comprises a headquarters in Leicester and a UK-wide network of support and expertise, but most of all, it is made up of over 24,000 of our members in your schools, colleges and trusts. The work you do is vital to children, young people and the UK, and ASCL will always be here to give you a voice and to support you. ASCL