

ASSOCIATES NEWS



Craft works

Find your inner artisan p10

War effort

How schools stayed open during WW1 p14

Critical friends

Why it's good to be a governor p17

Associates News, the magazine for associate members of the Association of School and College Leaders, is published three times a year and is also available online: www.ascl.org.uk/associatesnews

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Association of School and College Leaders, 2nd Floor, Peat House,
1 Waterloo Way, Leicester LE1 6LP | T: 0116 299 1122

Contact us

Editorial correspondence: associatesnews@ascl.org.uk

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Membership queries: membership@ascl.org.uk

Twitter: @ASCL_UK

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Cover image: Britto Arts Trust – Rasad.
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Mike Bink

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ASCL's new General Secretary Pepe Di'lasio reflects on a busy first few weeks in the role

I am writing this just three weeks after taking up the role of ASCL General Secretary and following a wonderful whirlwind of an induction.

No transition schedule can prepare you for the change from the responsibilities of being a headteacher and all that goes with the role of a civic leader representing a community, to that of stepping up on a national stage as General Secretary and representing more than 25,000 school and college leaders across the United Kingdom.

As you would expect I have focused my initial time meeting with a cross-section of staff both in HQ and beyond as well as with our Premier partners and a range of partners and stakeholders, including the Permanent Secretary at the Department for Education, the Chief Inspector of Education and fellow general secretaries from across the teaching profession.

I was also pleased to be invited to meet with Shadow Education Secretary Bridget Phillipson and to

have the chance to talk through how ASCL and a potential future Labour government might work together.

On my second day I was delighted to lead our presentation to the School Teachers' Review Body meeting in London. I believe that being 'fresh from the chalkface' proved to be a genuine advantage as I was able to talk first-hand about how the recommendations in our responses were of such vital importance to the future recruitment and retention in our workforce. I remain optimistic for the recommendations of the STRB, if somewhat cautious about how these may be received by the current government.

World of education

I have also been concentrating on establishing my presence across the 'world of education' through a range of media events, as well as attending the National Association of Head Teachers conference, and, more recently, the Eton Star conference at Eton College

I've had the opportunity to meet with our trustees and share my vision for our organisation and am looking forward to meeting the Benevolent Committee, our joint negotiating committees as well as our Professional Development Board, as well as, of course, the Associates Committee.

I hope that my background and experiences throughout my time in education provide me with an understanding of how best to represent all our members and associate members.

I look forward to having the opportunity to meet more of you in the weeks ahead and learn more about how ASCL can continue to support you.

As your General Secretary, I aim to be an authentic voice speaking on behalf of you representing your lived experiences, while also ensuring that we continue to an act, positively on behalf of children and young people.

Associates Committee report

The associates took the opportunity to wish our outgoing General Secretary, Geoff Barton, good luck and bon voyage for his activities and adventures beyond ASCL at the latest committee meeting in February 2024, *writes Peter Crowe* (see Farewell to Geoff, below).

We also reflected one last time on the huge value and relevance of Geoff Barton's regular broadcasts since the pandemic to full members and associates alike; how they have helped so much to create a sense of togetherness, unity, and quite simply, for pressured school leaders, a sense that they were not alone in their struggles. In some way, shape or form that comradely and supportive communication needs to continue.

We were delighted to welcome our current president John Camp, vice president Manny Botwe, director of finance Hayley Dunn, Cat Hepton, head of marketing and deputy director of communications, Jacques Szemalikowski, our pensions specialist, and incoming General Secretary Pepe Di'lasio.

It was also a bonus to have Richard Atterton on board who has done

wonderful work on the history of the association right back to the formation of the first Association of Headmistresses in 1874. (See page 14 for Richard's latest piece on ASCL history).

We made some arrangements for the Associates' podcast opportunity to meet with Pepe on July 15 and also discussed the Associates' election timeline for the 2024–27 period of office.

Recruitment to the Associates is an ongoing issue because, with 25,000 members of ASCL across the UK, it would be great to have more than the current 2,000 associate members. One suggestion was to link the associates as a group with our much smaller band of professional associates, who currently plough a separate 'furrow'.

Survey of members

With Hayley's help, we reviewed the recent survey of members and discussed a variety of options to make the offer more appealing and attractive to retiring members. Ideas included lifetime membership offers; a short, introductory period of free membership, immediately after retirement; termly webinars; pensions and investments

support; helping associates who volunteer as governors in their links with the National Governance Association; and canvassing people about to retire for their ongoing needs.

A key question for all of us is what does 'engagement' look like for retiring ASCL members in the future?

We briefly discussed the next reunion and following on from the great success of Bristol in autumn 2023, the next port of call is, hopefully, Cardiff.

I cannot end this piece without saying a massive thank you to Ann Mullins, who, as a long-serving chair of the Associates committee, brought such warmth, professionalism and a fantastic sense of purpose to the work of the group. Ann is finishing this summer and will be greatly missed. All of us, both as committee members and associates, owe her a huge debt of gratitude.

Good luck and Godspeed Ann!

Peter Crowe is a member of the Associates Committee



Thank you, Geoff

As the Associates Editorial Committee, we would like to express our gratitude to Geoff Barton as he takes a well-earned rest from the pressures of work undertaken as our General Secretary for the past seven years.

Geoff has, quite simply, been the voice of education, intelligently enunciating the hopes, fears and concerns of all of our profession.

During the pandemic, he represented ASCL with great calmness, with wisdom and with reason throughout that turbulent time and its after-effects.

Above all, he has been a passionate and relentless voice for the needs and aspirations of our children.

As well as his great oratory and attention to detail, Geoff is also a sympathetic and deep listener, giving space, time and care to the multifarious stakeholders he has had to deal with.

For the Associates, he has always been a source of support, key insight and inspiration. Through his column in Associates News, as well as the discussions with members in committee over the years, he has always made us feel valued.

Crucially, we believe he is easily the most respected public voice for teachers and leaders both for other associations and unions, and, for policymakers in Downing Street and Westminster.

Geoff, we have all benefited from your great compassion, and excellent, sure-footed leadership. You will be sorely missed!

Heartfelt, thanks from all of us and good luck on your next adventure.

The Associates Editorial Committee

Appeal for ASCL magazines

ASCL's archivist is looking for back copies of the association's publications to fill gaps in its magazine collection.

The following issues are required, either as gifts or loans to be copied:

SHA (Secondary Heads Association) Review

No. 251 (April 1988)

No. 252 (November 1988)

Headlines (A5 booklets)

March/Conference 1978

February 1988

June 1988

June 1989

Headlines (glossy A4 magazines)

No. 2 (February 1990)

No. 5 (February 1991)

No. 6 (June 1991)

No. 10 (November 1992)

No. 13 (November 1993)

Associates News (new series: glossy A4)

No. 20 (autumn 2009)

No. 47 (spring 2017)

No. 49-55 (autumn 2017-spring 2020)

If you have any of the above, please send them to ASCL at 2nd Floor, Peat House, 1 Waterloo Way, Leicester LE1 6LP, marking the envelope 'ASCL Archive'.

Podcasts round-up – an annual conference special

In his last podcast as ASCL General Secretary, Geoff Barton picked the brains of education leaders at the annual conference in Liverpool earlier this year.

Dr Tessy Ojo, CEO of The Diana Award, described the three-pronged approach the charity took to working with young people – addressing the challenges they face with mental health and wellbeing, the social and economic barriers they come up against and the potentially positive impact of the voice they have in shaping services around them.

The daughter of a diplomat, she said the privileges with which she grew up made her feel like 'an outsider'. She wondered, for example, why her father had so many cars when people she saw around her had none.

"If we were all able to be more curious and ask more questions, you begin to see things that are often overlooked. I noticed the pain outside of me, it became my superpower.

"We think [children missing schools for reasons such as bullying] is about government and policymakers

but we have a huge responsibility to make change happen. We can ensure every child feels safe by not dismissing how they feel."

James Kerr, the author of *Legacy* – a book about how the approach of the all-conquering New Zealand All Blacks rugby team could be adapted to life in general – told Geoff why he showed delegates a video of the haka, the traditional Maori dance of pride, strength and unity.

'Sustainable cultures'

"Sustainable cultures pass lessons on through generations to help set up new futures," he says.

"We're part of an unbroken chain of people but we're here for a relatively fleeting moment in cosmic terms so we should make our mark and create a legacy.

"Leadership is more than getting people to do stuff; it's about what you bring and what sort of example you set by the life you lead."

Finally, Sir Martyn Oliver, HM Chief Inspector, described his first

few weeks in his new role and Ofsted's 'big listen' programme.

"You should not be subject to the whims of an individual so we are co-constructing a way forward by listening to what's working and what isn't.

"Ofsted is not tone deaf and we have heard what the sector thinks and now we must listen to parents and children, the people who use the systems."

Sir Martyn also took time to thank the retiring general secretary for his service while bemoaning the future absence behind the conference decks by the man he called 'DJ Jazzy Geoff'.

For more from the annual special, including Education Secretary Gillian Keegan and her Labour opposite number, Bridget Phillipson, go to www.ascl.org.uk/News/Podcasts/Leadership

Listen to all of the ASCL podcast discussions at www.ascl.org.uk/Podcasts



POLICIES IN THE PIPELINE

ASCL Director of Policy Julie McCulloch on how the team is feeding into the thinking of government and Opposition as the General Election looms

A General Election has been called but the ASCL team was busy in the first half of the year working with government and opposition parties. Our focus, as ever, as on encouraging them to take on board our members' views.

In the here and now, our small pay and conditions team have been burning the candle at both ends to put together comprehensive and compelling submissions to the pay review bodies for England and Wales.

They also supported General Secretary Pepe Di'lasio and the chair of ASCL Council's Conditions and Employment Committee, Jonathan Mellor, in their oral evidence session with the School Teachers' Review Body (STRB) in April. We await the review bodies' recommendations and the government's responses.

Our Deputy Director of Policy, Sara Tanton, has been representing the views of ASCL members on the Department for Education's workload reduction taskforce, set up in the wake of industrial action talks. The group's recommendations can only go so far in addressing the recruitment and retention crisis but we're hopeful that they will have a beneficial impact

on the unsustainable workloads of so many school and college staff.

Future of inspection

New HMCI Sir Martyn Oliver held a private session with Council members at ASCL's annual conference in March and we will build on the points made there in our formal submission to Ofsted's 'Big Listen' (www.gov.uk/government/consultations/ofsted-big-listen). You can read ASCL's views on the future of inspection in our policy paper (www.ascl.org.uk/Our-view/Campaigns/The-Future-of-Inspection).

We've also submitted detailed responses to a number of government consultations, including on the Advanced British Standard (the government's ten-year plan for 16-19 education – one of the few long-term pieces of thinking currently taking place), and on the DfE's draft guidance for schools in relation to gender-questioning pupils.

Turning to the future, we continue to talk to all the major parties about what members are telling us are the biggest issues they face.

I have a standing meeting with the Labour education team every month,

and we speak regularly in between. Work we've done with them over the last few months includes:

- feeding into Labour's proposed Curriculum and Assessment Review
- discussing how Labour could deliver on their commitment to introduce a CPD entitlement for all teachers
- exploring what their proposed school report card might look like

We have held a number of private sessions between Shadow Secretary of State Bridget Phillipson and groups of ASCL members, including at the February meeting of ASCL Council, at our annual conference, and with leaders from the independent sector.

Finally, ASCL funding specialist Julia Harnden is working on an updated version of the 'true cost of education' report we published in 2019.

Whatever happens over the next few months, we'll continue to ensure the views of ASCL members are front and centre in policymakers' thinking.



Pension update

A reminder that associates who have retired by taking their pension may yet fall within the scope of the transition remedy, *writes Jacques Szemalikowski, ASCL pensions specialist.*

This will be the case if you were a member of the Teachers’ Pension Scheme (TPS) in 2012, and contributed at any time from 1 April 2015-31 March 2022, known as the remedy period.

If so, TPS will be contacting you in due course via your secure inbox on My Pension Online (MPO) about your choices. It will entail a remediable service statement (RSS) showing how benefits play out during

the remedy period under both legacy and reformed schemes. You will then be asked to make a one-off, no-detriment, free choice, within 18 months, as to under which of the two schemes, legacy or reformed, you wish to take your accrued benefits for the remedy period.

Affected associates will therefore be able to choose the better of their scheme currently in payment or the alternative scheme with its associated benefits, retrofitted, for the remedy period.

The 2004 Finance Act has now abolished the Lifetime Allowance (LTA).

Apologies to Associates affected by the old LTA, but this can’t be retrofitted!

However, it is worth noting, especially if you have uncrystallised benefits in, say, an AVC (advanced voluntary contributions plan), that the Act places a limit on the tax-free cash limit that can be crystallised for an individual across all pension schemes. This remains at £268,275, alongside a maximum of 25% from any one pension source.

Obviously, this may be higher for any associates who took out HMRC individual protection.



CARDIFF IS CALLING

This year’s annual reunion for Associates is on Wednesday 2 October in Cardiff, a vibrant city with lots to see.

It’s a great opportunity to catch up with former colleagues and all members, along with family and friends, are invited to join us for the day in this buzzing capital, though an overnight stay is recommended to make the most of the trip.

We will meet at Cardiff Castle at 11am for coffee, followed by a guided tour of the castle at 11.30am. Lunch will be a choice from a two-course menu at Cote restaurant, a short walk away.

In the afternoon there will be either a tour by bus of the city or by boat of the beautiful bay, or if you prefer, time to look around the excellent National Museum Cardiff.

If you choose to extend the stay there are tours of sports venue the Principality Stadium on most days and a visit to Cardiff Bay is really worthwhile, as is a



tour of the Senedd, home of the Welsh Parliament, or the Millennium Centre, the national arts centre (some tours need to be booked in advance).

Details and final timings for the activities will be sent out in September, together with the menu options so that you can submit choices in advance.

Complete the booking form and return it with payment to ASCL HQ as soon as possible and at the latest by 15 September.

You can also book online. Go to www.ascl.org.uk/reunion

Death of John Horn

John Horn OBE, former head of Ossett Academy and Sixth Form College in Wakefield and president of ASCL’s predecessor organisation, the Secondary Heads Association (SHA) from 1989-90, has died aged 90.

After his retirement John became an active member of the Associates Committee and the Benevolent Fund.

Committee chair Ann Mullins said: “It was with great sadness that we heard of John’s death. He embodied the very best of the Association’s values and will be much missed. We send our condolences to his wife Jane and family.”

An obituary will appear in the next issue of *Associates News*.

Write for Associates News!

Associates News is looking for more contributors.

If you have an experience about retirement life to share, if you’re active in an organisation or advisory body, if you’re fundraising for a good cause or if you are making a splash in a new career field, we’d like to hear about it.

We’d also like to hear your memories of teaching and life in the classroom as we know stories of these shared experiences strike a particular chord with readers.

Associates News is published three times a year in March, June and November but contributions are welcome at any time.

Send your articles of up to 1,000 words, with images if available, to associatesnews@ascl.org.uk

(We reserve the right to edit copy for length.)

Booking form: Vibrant Cardiff - Wednesday 2 October 2024

Title: _____ First name: _____ Surname: _____

Address: _____

Postcode: _____

Telephone: _____ Email: _____

I shall be accompanied by: _____

Special dietary/access requirements: _____

Tour of Castle, lunch and afternoon tour (please indicate number of people attending) £50 per person ☐

I enclose a cheque (payable to ‘ASCL’) for the total amount of £

For associates wishing to pay by BACS: Natwest, 7 Hinckley Road, Leicester LE3 0TQ

Sort code: 60-60-06 Account number: 46216383 for reference please quote ‘Associates - (your name)’

Tick here if you are paying by BACS ☐

Please return your completed booking form to Corporate Administration, (Associates’ Cardiff Reunion) at ASCL, 2nd Floor, Peat House, 1 Waterloo Way, Leicester LE1 6LP by **15 September 2024**.

For any queries regarding the reunion please email corporateadmin@ascl.org.uk

Signed: _____

Date: _____



ANOTHER STRING TO YOUR BOW

Wannabe spoon whittlers, budding candlemakers and aspiring silversmiths of the UK unite! Summer's here and the time is right for . . . crafting

Traditional makers are coming to a town near you to demonstrate manufacturing skills which are reckoned by those in the know to not only sustain ages-old practices but also ensure that crafters' minds are kept fresh, hands and fingers maintain flexibility and spirits remain high.

Crafts fairs and markets offer enthusiastic amateurs and seasoned practitioners alike the chance to try new techniques, buy the kinds of artworks and gifts you rarely find on the high street, and take a moment to enjoy a more relaxed method of production.

'A craft Olympics'

The first port of call should be an event that has become something of a craft Olympics: Create/Elevate, the third craft Biennial event at Harewood House in Yorkshire (28 June to 20 October).

Contemporary makers from around the world will demonstrate their expertise

with work created to complement the astounding interiors of the country pile, the work of designers such as Thomas Chippendale and Robert Adam.

Different forms of craft – textiles, embroidery, ceramics, jewellery,

Top: Longbow-maker Dan Nuttall.
Below: Ceramics by Liz Janson. Credits: Exeter Craft Festival



furniture, and sculptural installations – have been brought together in the house and gardens and hands-on making workshops and demonstrations will encourage family participation.

Practitioners include Rosa Harradine, whose hand-made brushes made from natural, sustainable materials are as beautiful as they are useful and Rebecca Chesney who has constructed a field of multi-coloured windsocks crafted from inexpensive tents discarded at music festivals.

In the house, Dhaka-based artists Britto Arts Trust will present a full-scale replica of a Bangladeshi street market, filled with individually-handcrafted objects – including pieces of fruit and vegetables and tinned goods – made from ceramic, metal, fabric, embroidery, natural spices and seeds.

Common Threads, an international embroidery project started by textile artist Alice Kettle, will show panels

made by women from around the world depicting shared experiences of family and the meaning of home, wherever that may be.

Recreational crafters also have plenty of chances to have a go themselves at local shows and events.

Top: Textile works are among exhibits at the third craft Biennial event at Harewood House. Credit: Matthew Savage
Below: Brush-maker Rosa Harradine. Credit: Rosa Harradine

Handmade Oxford, for example, is a typical mixture of craft show and mini-summer festival, with workshops and artist talks galore, plus artisan food and drink. The fourth edition is 21-23 June, Waterperry Gardens, Oxford.

More than 150 makers will be on hand with a selection of fine arts and craft ranging from jewellery to ceramics and glass to sculpture.

Handcrafting longbows

Exeter Craft Festival (4-6 July) will be held in the city's magnificent cathedral and will feature the work of some of the South-West of England's most marvellous makers.

These include Dan Nuttall who has been handcrafting longbows for more than 15 years, using only hand tools and local wood and materials. He also hand-crafts leather archery accessories, including quivers and arm bracers, and calico longbow bags.

Ceramicist Liz Janson will be on hand to show her work that ranges from porcelain bowls, vases and





pictures to animal figurines and elegant jewellery, all crafted by hand and painted and finished with glaze, lustre, gold leaf or sgraffito detailing.

Carry On Crafting (20-21 July, South of England Showground, Ardingly, West Sussex) – you will be delighted to hear – will not feature Charles Hawtrey losing his trousers, but will include crafting classes, craft demos and craft supplies.

This is purportedly the only craft event that allows camping so bring along your string-powered motorhomes and spider-web sleeping bags to

enjoy additional highlights such as an artisan market with local produce, vintage market and classic car displays.

New for 2024 is Craft Festival Wales (6-8 September, Cardigan Castle) which will host more than 80 makers showcasing and selling their work as well as Out of the Woods,

demonstrations, exhibitions, workshops, children's activities, live music, theatre and storytelling with satellite events hosted across the town.

Don't forget to check your local listings for events near you. Happy crafting!

Links

Create/Elevate, Harewood House – <https://harewood.org/whats-on/event/harewood-craft-biennial-create-elevate/>



Above: Craft Festival Wales is a new event this year. Credit: Tom Frost.

Left: Handmade Oxford will host makers' workshops. Credit: The Marchmont Workshop

Handmade Oxford 2024 – www.handmadeinbritain.co.uk/event/handmade-oxford/

Exeter Craft Festival – <https://exetercraftfestival.co.uk/>

Carry on Crafting Festival – <https://carryoncraftingfestival.co.uk/summer-crafting-festival>

Craft Festival Wales – www.craftfestival.co.uk/Wales/



THANKS FOR THE MEMORIES

In her final account of 40 years onboard the good ship ASCL, Maureen Cruickshank recalls controversy over specialist technology colleges, overseas conferences and drinks with the Namibian High Commissioner

My debt to ASCL is HUGE.

I was appointed principal of Beauchamp College in Leicestershire in the autumn of 1980 and immediately joined the Secondary Heads Association, as ASCL then was.

I attended my first annual conference before taking up the appointment in April 1981. The president was then Molly Hattersley, head of a London comprehensive and wife of Labour grandee Roy Hattersley.

Shirley Williams, who had recently left the Labour party to form what would become the Liberal Democrats, was one of the speakers. Molly announced very slowly, "I invited Shirley a LONG time ago." Great stuff.

Back in the 1980s, local branches were quite important and our Leicestershire branch was useful to me as a new head.

In 1986 I was elected for three years as a representative for the East Midlands and then, in 1991, I was elected as

a national representative which I continued to be until I retired in 2013.

Enormous changes

Like many other heads, I found council meetings to be excellent preparation for the enormous changes schools experienced at that time.

'Don't make any curriculum changes until you have to' was the best piece of advice I received. Beauchamp students were 14 to 18. I followed this advice and

by the time the National Curriculum had advanced to age 14, there was much less change to be made.

There was one time when I felt out of step with the general mood at council, after we had been approached to become a specialist technology college.

There were murmurs about "taking the King's shilling". I was unrepentant as I believed it was incumbent on me to secure the best resources I could for my students. Not many years later there was quite a queue to become specialist colleges.

'Gravitas'

On another occasion I queried the word 'gravitas' in a job specification for a new general secretary, saying it seemed to exclude female applicants. It was amended.

What I enjoyed most about SHA was being course director of 14 residential courses, most of which were for women preparing to apply for deputy headship. We had a winning formula, meeting mid-morning on Friday until mid-afternoon Saturday.

It was very hands on – participants would complete a CV and letter of application and have it scrutinised by the group.

Saturday morning was time for everyone to have a video interview and they brought a tape which they could then take home. After their interview of around 18 minutes, they would have a review with a course tutor.

Kay Driver, deputy general secretary of SHA, encouraged these courses

which we were allowed to do under Equal Opportunities legislation because women were, at that time, under-represented as deputy heads.

European and international work with SHA was also enjoyable for me, initially being a board member of the European Secondary Heads Association (ESHA) and then ESHA UK President.

I was fortunate to be guest speaker at the Australian Secondary Principals' Conference in the Regent Hotel opposite the cricket ground in Melbourne in 1994 and an invited guest at the Indian Public Schools' conferences in Arunachal Pradesh in 1996 and in Jodhpur in 2003.

I think I attended every Annual SHA conference from 1981 to 2003. I remember Nadine Dorries, the former Conservative MP and Cabinet minister-turned-novelist, was a guest once and at dinner was busy distributing fliers for her book.

Another year, I was asked to host the Namibian High Commissioner, who returned the hospitality by inviting me to a drinks reception in London.

The most memorable presidential address at conference was, without a doubt, given by Michael Duffy, a dazzling performance. He was the last president to continue as head of his school in his presidential year.

'Lunch at my club'

SHA changed a great deal during my time in headship, including its name and its HQ.

When I was first a member, SHA premises were in London and its general secretary was Peter Snape who told me, "I take the train daily from Devon to London, go to the office, open the mail, lunch at my club then return to the office to sign letters, then take the train home."

Peter had a delightful sense of humour and was probably sending himself up but it does indicate how much our association has changed in four decades!

When SHA wanted to move out of London, I drew attention to the property in Regent Road in Leicester which it then bought. My students were sometimes employed as envelope stuffers.

Connection with ASCL lapsed for three years after retirement but then I was elected to ASCL's Associates Committee set up by John Sutton, another former general secretary.

It was great to go to termly meetings with former colleagues, to contribute to Associates News, to chair a few 'Preparing for retirement' courses and one year organising an associates reunion in Oxford.

However, my tenure comes to an end in August this year. I wanted to record with deep gratitude the enormous debt I owe to ASCL and to express the hope and indeed belief that many current and future school leaders will access the same professional support and development and enjoyable experiences as I did.





TEACHERS IN SHORT SUPPLY



Richard Atterton's history of ASCL arrives at the Great War which saw schools emptied of eligible staff, consternation over 'flag girls' and the start of education reform

The Association of Headmistresses helped coordinate the effort to staff the vacancies left and the Headmasters took charge of military training in schools. Both associations made plans for reorganisation after the war was over and did their bit to try to influence government policy.

By 1917, there was some speculation about whether the Headmasters' Association's conference should go ahead.

Newly-elected president William Vaughan of Wellington College said: "Education is still necessarily dominated by the war yet the main feature of the year now ending has been, and still is, the effort to look forward to the time when the war will be over, and we shall have to put into practice the lessons which it has taught us.

"It is not easy to determine the part which an Association like our own should play in the work of reconstruction . . . as experts we are bound to make our own special contribution to the work that lies before the nation."

Vaughan had been born into wealth and privilege; his father, a knight of the realm, had taught history at Oxford. He was the first cousin of Virginia Woolf and, having been educated at Oxford and Paris, became headmaster at three of England's great public schools.

Much of Vaughan's presidency was taken up with the issues of military service, running schools in a wartime economy, military training in school and the teaching of German.

Concern also continued to grow over the effect of the 'Kinema' on

young people. The association pressed the government to appoint a 'Public Censor' to safeguard the morals of the nation's young.

Small increase

The membership of the AHM rose to 260 and the HMA to 617, a small increase on the previous year.

Rev Canon John Rosindale Wynne-Edwards, president that year, said: "The greatest problem of all is the supply of teachers. Those who advocate reforms are in the habit of assuming that they have only to demonstrate that a reform is desirable in itself, and that when it has once been decided what ought to be taught and how, the teachers will be forthcoming.

"It is quite certain that they will not, except upon terms such as

have never yet been contemplated. The programme of the Workers' Educational Association has been estimated to require 80,000 teachers for education other than elementary. What magic is it to produce them?"

Wynne-Edwards was all too aware of the challenges presented by rebuilding after the war and the monumental task of raising the leaving age to 14.

The war did not prevent other ideas from being discussed, however.

At the HMA annual general meeting in January 1917, conversion to the metric system was explored. A resolution was carried 70 to 15 stating 'that it was of the highest importance to the welfare of this country that the metric system should be adopted and that the meeting approved of the policy and aims of the Decimal Association!'

Flag girls

Girls raising money for the war effort by selling flags on the street was also prominent but the Association of Headmistresses passed a resolution urging far stricter regulations for 'flag girls'.

"The effects of flag selling . . . are evil. The association desires that no girl under eighteen should sell flags in the streets" the Association declared.

At the end of the war, the AHM was led by Reta Oldham who gained an honours degree in history from the Royal University of Ireland, after which she embarked on her studies at the London School of Economics and was later headmistress of the Streatham Hill High School from 1898-1923.

She founded the Headmistresses' Employment Committee, which carried out practical work in finding employment for girls and women, and remained chair even after she had left her school.

She was active within the Society for the Overseas Settlement of British Women and was a representative on the Provisional Committee of the League of Nations.

Oldham was interested in government economics, industry and its organisation and a particular concern for her was, 'a life of ampler and nobler opportunities, and the trend towards a wider fellowship, a genuine brotherhood of nations'.

She was a fervent advocate of world humanism and took the view that education was 'a training of citizens-to-be'. A long-standing refrain from the Headmistresses was 'character counts'.

Educational reform

Both associations took an active role in pressing the government

'The association pressed the government to appoint a Public Censor to safeguard the morals of the nation's young'

for educational reform. Initially they were both quite supportive of what would become known as the Fisher Act or the 1918 Education Act. Some of its key provisions include:

- 1 Compulsory education: For all children aged between five and 14 years old. Parents could be fined if they did not send their children to school.
- 2 Creation of local education authorities: These were responsible for overseeing and improving education in their respective areas. These authorities were given the power to build new schools, hire teachers and set standards for education.
- 3 School leaving age: Raised from 12 to 14, which meant that children were required to stay in school for longer.
- 4 Special educational needs: Provision for those who were blind, deaf, or had physical disabilities.
- 5 Training for teachers: Funding provided to help improve the quality of education in schools.

The 1918 Education Act was a landmark piece of legislation that had a significant impact on the education system in England and Wales. It helped to ensure that education was accessible to all children, regardless of their background, and improved the quality of education provided in schools. School leaders were, as ever, at the forefront of influencing this legislation and delivering it.

Next time: the inter-war years and the emerging new technologies.

For more on ASCL's history go to the Associates News page online at www.ascl.org.uk/Associates



- Across
- 1 Small flute (7)

5 Sleazy or shabby (5)

7 Small heron (5)

8 Dolt (7)

9 Having a cigarette (7)

10 Canonised person (5)

11 One of Santa's reindeer (6)

13 Legendary (6)

18 Turned to ice (5)

20 Windpipe (7)

21 Incomplete (7)

22 Motion picture (5)

23 Mix up or confuse (5)

24 Curvaceous (7)
- Down
- 1 Delighted (7)

2 Inquisitive (7)

3 Larger than normal for its kind (7)

4 Latter part of life (3,3)

5 Cut-price events (5)

6 Throw into great confusion or disorder (7)

12 Attack by planes (3,4)

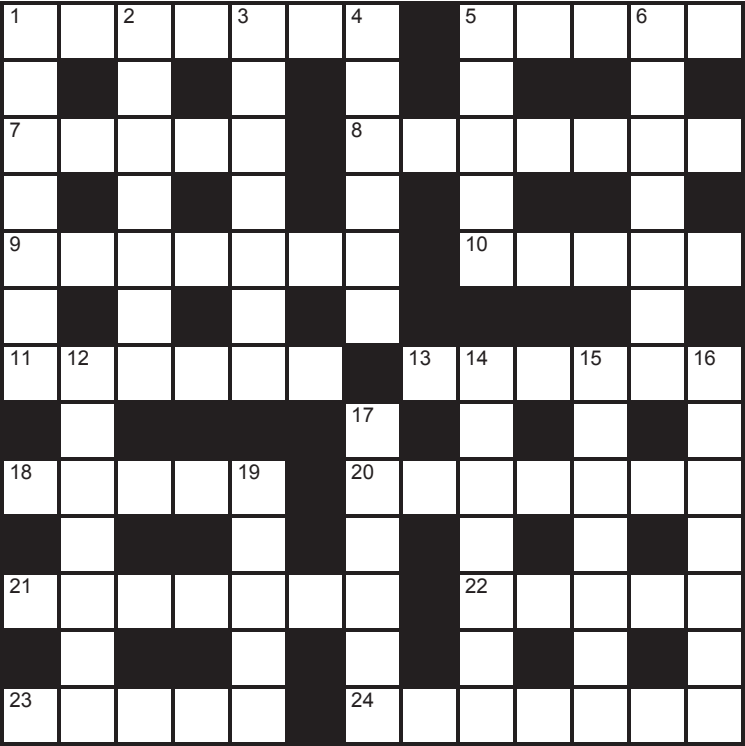
14 Deficiency of red blood cells (7)

15 Port city in northern France (2,5)

16 Church house (7)

17 Deliberately causes a delay (6)

19 Expel from a country (5)



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ALL RIGHT, GOVERNOR?

Theo Nickson is keen to encourage Associates to consider becoming governors or trustees and help plug the gap in the system, while Emma Knights (below) spells out how to get involved

Many of you will have sought ways in which to use your countless years of educational experience and expertise to continue providing support and encouragement to colleagues still facing the educational challenges of today.

These may be formal – as a consultant or governor – or informal through links to a previous school, trust or authority.

Although I knew that I would maintain some links with my old school, I was surprised when I was approached to be a trust board member there – with the promise that it would be a maximum of three meetings a year – as they needed someone with educational experience to ensure that informed decisions were being made.

The promise has proven true; there are only three meetings a year and they have mostly been online.

They have also enabled me to ensure that educational systems and structures as they apply to the school and more broadly are fully understood by other members whose expertise lies in finance, HR and law.

They allow me to have some strategic input into the school's continued improvement while not encroaching on operational matters.

Recruitment difficulties

When choosing seminars to attend at this year's ASCL Conference, therefore, I decided that one run by the National Governors' Association (NGA) might be worthwhile.

It was, especially discovering the shortage of governors/trustees/board members in some parts of the country and the difficulties facing schools and trusts in recruiting them.

This shortage of knowledgeable, appropriately skilled volunteers was also identified in many external reviews of governance and can lead to ineffective overall governance.

In a recent survey of ASCL Associate members, just over 50% of respondents stated that they were already involved in school governance in some way which leaves just under 50% who could fill those gaps identified by the NGA.

Many Associate members also said that they would like to offer support to current leaders facing some of the greatest challenges the profession has ever encountered.

The role of the governor as a critical friend could be a way of doing this.



'YOU ARE VERY MUCH NEEDED'

First, thank you very much to that half of Associates who do already volunteer as trustees or governors: the sector is truly grateful.

That is perhaps not said enough: this oversight role is crucial. My aim here is to convince the other half of the readership that they would like to join you and the

approximately 230,000 other citizens who step up to participate!

Both the number of vacancies and governing boards finding volunteer recruitment difficult is at an all-time high: more than three-quarters (77%) of governors and trustees reported recruitment as a challenge compared with half in 2015 (see graph, page 18).

Indeed, if you are already governing a state school in England, we would be delighted if you would complete the 2024 survey (see below). There is no official data on those who govern, their views and challenges, so ours fills the gap.

This is challenging for all types of schools, although the 2023 survey



suggests MATs (multi-academy trusts) are finding it a little more difficult, which is borne out by our extensive day-to-day work with trusts.

In 2021, NGA published *Increasing participation in school and trust governance: a state of the nation report on recruiting and retaining volunteers*. It covered these issues in depth while also making the case for diverse boards – as we had been for many years with the Everyone on Board campaign developed with Inspiring Governance.

We also have an Educators on Board campaign, which ASCL has very much supported, to persuade the profession of the CPD value of governing on another school's or trust's board.

Every board needs at least one and preferably a couple of people with knowledge of working in education. Whatever role you held before retiring your experience will be invaluable to a board near you.

Our recent report, *Taking stock of governance workload: ensuring school and trust governance is sustainable*, underlined how almost all of the work of raising awareness of the role and filling

‘Whatever role you held before retiring your experience will be invaluable to a board’

vacancies is carried out by the very same hard-pressed volunteers with the help of their governance professionals.

Sense of accomplishment

This vicious cycle is adding to the pressure and time required by a diminishing number of dedicated people. We're still trying to convince the Department for Education to run a national marketing campaign as the lack of public awareness about the opportunity makes the job of boards recruiting more difficult: wish us luck.

I don't need to convince you of the hugely important work our schools do, nor the joy of being part of a school community. Governing should bring with it a real sense of accomplishment, knowing that you are once again helping children to get the best possible education.

So how to get on to a board?

Don't just contact your old mate as it's best not to be swayed but to make your own mind up. But approaching schools or trust within reasonable distance of your home (most will hold at least some meetings in person) is a straightforward way to go about finding a place on a board.

LinkedIn is also proving to be a useful place for boards and prospective volunteers to find each other. You can also register with either of the recruitment services: Inspiring Governance and Governors for Schools

We look forward to welcoming you to the governance community.

Emma Knights,
Co-chief executive, NGA

Links:

Increasing participation in school and trust governance: www.nga.org.uk/knowledge-centre/increasing-participation-in-governance/

Taking stock of governance workload: ensuring school and trust governance is sustainable: www.nga.org.uk/knowledge-centre/governance-workload-research/

Inspiring Governance: www.inspiringgovernance.org/

Governance for Schools: <https://governorsforschools.org.uk/>

To take part in the NGA survey, go to <https://edurio.com/teacher/poll/sx2LOt>



STANLEY GREGORY, 1930 – 2023

Stanley Gregory (Stan), formerly the headteacher of Chatham Boys Grammar School (now Holcombe Grammar School) and Secretary of the Kent Branch of the Secondary Heads' Association, passed away on 18 December 2023 at the age of 93 after a short illness.

Stan was born in Hampstead Heath, London in 1930. During a wartime education, disrupted by evacuation, he attended Hastings Grammar School then Eltham College where his interest in modern languages began.

Posted to Germany with the Royal Fusiliers for his National Service from 1948 to 1950, Stan was able to hone some of the language skills that formed the foundation of his teaching career. He graduated from University College London (UCL) with a BA in German in 1953, following it with a Post-Graduate Certificate in Education at the Institute of Education.

In the 1954-55 academic year Stan spent his first teaching year at Wymondham College, Norfolk, teaching French, RE and games, before moving to Hatfield School, Hertfordshire, in 1955 as German teacher.

In 1957, he was appointed as head of German at Magnus School, Newark,

Nottinghamshire and then became head of modern languages at Abbs Cross Technical High School in Hornchurch, Essex in 1962 and also served as head of centre of the Dury Falls Centre of the South Hornchurch College of Adult Education

In 1960 Stan was awarded a second degree, a Bachelor in Divinity, again, through UCL.

Outside school, in 1969, Stan was appointed chief examiner in German for the Associated Examining Board, a role he continued into his retirement.

He became head of Chatham Technical High School for Boys – later Chatham Grammar School for Boys – in the 1969-70 school year.

Sense of community

As head, Stan's philosophy, driven by his Christian faith, was to build a sense of community, where all the students were valued. He personally committed to individual meetings with every student at least once a year, and widely encouraged extra-curricular activities.

The school was presented with a National Curriculum Award in 1987, the award assessors commenting on "the enthusiasm of a welcoming headmaster permeated the total

life of the school and was reflected in the relaxed, informal attitudes of teaching staff and the pleasant well-mannered responses of the many pupils we were able to meet".

Stan greatly valued the networking and learning opportunities available through the Headmasters' Association. In 1978, he became Secretary of the Kent Branch of SHA, a position he held until 1988.

During his childhood, he became an enthusiast for public transport and pursued the interest on his retirement in 1989. He worked for bus companies in Kent and London and also drove for holiday trips across Europe, featuring in the local and national press as the headteacher who retired to become a bus driver!

The thanksgiving service for Stan's life, held on 18 January 2024, was led by a former pupil, Rev Andrew Payne. Tributes were received from former students from each stage of Stan's career. Stan leaves a widow, Jean, three children, six grandchildren and three great-grandchildren

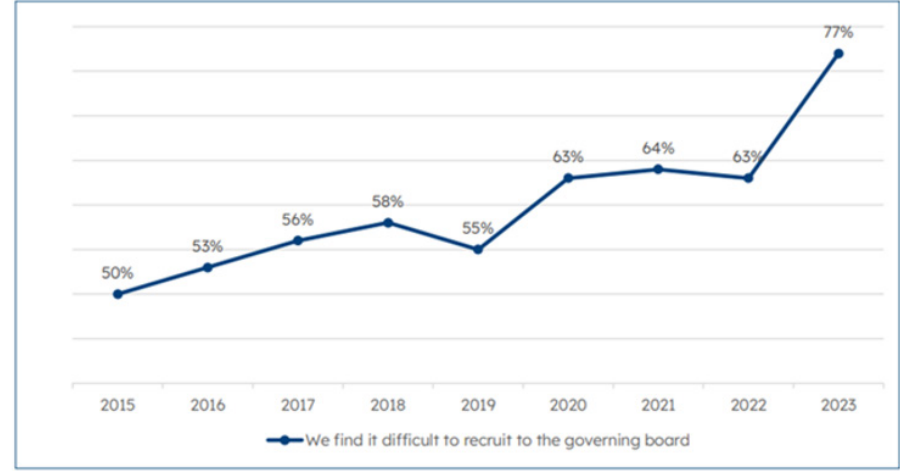


Figure 10, percentage of respondents reporting difficulties in governor/ trustee recruitment (2015- 2023).

CROSSWORD

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8	2	6	4	1	5	9	3	7
9	5	3	8	6	7	4	2	1
4	9	2	7	5	1	8	6	3
3	6	5	2	4	8	1	7	9
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