



ALL ABOUT AHDS

GREG DEMPSTER – GENERAL SECRETARY



AHDS history

- Established in 1975 as Association of Head Teachers in Scotland.
- Evolved over time welcoming members from other management roles (Deputes – DHT, and Principal Teachers – PT).
- Changed name in 2006 to AHDS.
- 2750 members from Scotland's primary, nursery and ASN schools, including 80% of HTs from primary schools.

- No direct competitors.

Organisation

- 9 staff
- Elected board
- Representation from across Scotland

Vision

Three pillars:

- Support
- Professional Development
- Policy voice

Support

- . Deliver 'best in class' local networks and professional advice service.
- . Be represented in and representative of all parts of Scotland.
- . Offer wellbeing support to members.

Career Long Professional Learning

- Share knowledge and good practice from home and abroad.
- Provide CLPL and networking opportunities that are high quality, relevant and timely.

Policy

Speak up for school leaders on issues that matter as identified through our annual workload survey and including:

- Seeking appropriate resourcing for inclusion and the presumption of mainstreaming policy.
- Advocating for change to improve the desirability of headship.
- Supporting the empowerment agenda, provided it is accompanied by adequate resources.
- Promoting equitable access to technology, connectivity and training to support digital learning.
- Contributing the voice of school leaders to:
 - Reforms flowing from recent and new reports on our education system.
 - Changes to Early Learning and Childcare policy.
 - Curriculum review and development.
 - National Improvement Framework and the Equity & Excellence agenda.
- Develop and maintain influential partnerships locally, nationally and internationally.
- Work to eradicate discrimination of any form within education.
- Take an evidence-based approach to policy development.
- Contribute to seeking ongoing improvement in pay and conditions for members.
- Seek to ensure that school leader wellbeing is high on the priority list of central and local government.



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AHDS is Scotland's only Union dedicated to promoted teachers.

We have more than 2700 school leaders in membership. this site will help you learn more about us, join us or to access support and advice.

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PT and beyond - in Primary, ELC and ASN schools. We have the lowest membership fees of any school leadership union in the UK.

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School Leaders Scotland

Graham Hutton
General Secretary

**Presentation to Czech
Colleagues**

31st October 2024



General Secretary – Personal Experience

41 years' teaching experience

26 years in Senior Leadership

14 years as Head Teacher in two schools

Membership of HAS/SLS for 26 years

President of SLS –2019/20

History of SLS

7th March 1936 - The Scottish Secondary Headmasters' Association was established

1938 -re-named the "Association of Headmasters Senior Secondary School".

March 1959- "The Headmasters' Association of Scotland"

February 1973 "The Headteachers' Association of Scotland"

1st July 2008- "School Leaders Scotland"

Strengthened membership, position,
influence

Vision

“Supporting and empowering Scotland’s school and college leaders to connect and lead, fostering innovation towards achieving excellence, equity, and collective national impact”

Values

Collaboration – Strengthening partnerships to co-create educational experiences that engage and reflect the needs and aspirations of all our students.

Inclusion - Promoting fairness, celebrating diversity, and creating an environment where everyone can thrive and contribute.

Integrity - Embodying honesty, ethical behaviour, accountability, and trustworthiness. It's about consistently doing what is right

Social Justice - Working toward a more equitable, inclusive, and compassionate educational system through individual actions and systemic changes that benefit all and promote a just society.

Strapline

Speaking on behalf of Scotland's
secondary school leaders;
Acting on behalf of Scotland's young
people.

SLS Membership

1266 members

Target Audience:

Head Teachers Depute Head Teachers

Principal Teachers Business Managers

- **Over 75%** of Scottish secondary head teachers are members
- **Over 90%** representation in secondary schools in Scotland

SLS Structure

Core Team - General Secretary

National officer

PL Co-Ordinator

Finance and Admin Manager

Membership Support Officer

Presidential Team - President

Senior Vice President

Junior Vice President

Immediate Past President

Past President

SLS Structure

SLS Executive –Presidential and Core Teams
plus reps from Council representing
Head Teachers
Depute Head Teachers
Principal Teachers
Business Managers
Honorary Treasurer
Honorary Secretary

SLS Council – representatives from each LA area and the
Independent sector (1 rep per 25 members)

SLS Structure

Steering Groups – Chair /Joint Chair plus Executive Team adviser

- Curriculum/ DYW/ Pathways
- Education Reform
- Learning, Teaching, Assessment and SQA
- Pastoral Support and ASN
- Professional learning
- Salaries and Conditions
- Staff Wellbeing
- Vision, Values and Constitution

Ensuring members are provided with professional advice and support

Benefits of being affiliation with ASCL -full Trade Union rights



Working hand in hand as an SLS Team

Crucial Role of the National Officer – David Barnett – one-to-one support from a dedicated colleague



Ensuring members are provided with professional advice and support

Disciplinary issues

Grievances

Job sizing and salary levels

Inspections

Pension issues

Redeployment

Developing the Policies of the Association

Vision and Values

Committees and Working Groups –Policy
Views, Submissions to SG Consultations

Residential Council to discuss policy

Surveys and questionnaires:

- Membership
- Diversity
- Workload

Influencing the National Educational Agenda

Research aspects to our thinking - reports

Think pieces

Improved collaborative working with other
Professional Associations – e.g., AHDS

Links to Parent Associations and SYP

Political discussions to de-politicise
education

Continue to build trust with partners

Partnerships

Scottish Qualifications Agency

His Majesty's Inspectorate

Education Scotland

Columba 1400

SAMH

Penumbra

Agile Leadership

Tree of Knowledge

BTS Spark

Insight

ASCL

Professional Learning

Allyson Dobson - PL Co-Ordinator

Termly Programme

Views of the membership sought on topics for
PL events

In person or online

Partnerships including ASCL

Conferences – National and Local –
DHTs/PTs

Current PL Programme

Strategies to Improve Attendance

Leading AI in Education

Learning from Insight Statistics

Supporting a Mentally Healthy school;

Curriculum Innovation Showcase

Leader as Coach

Equity in Education

HMIE – Inspection Quality Indicators

Business Managers Forum

Pressing pause: Professional reading group

Leading and managing the work of the Association

Relationships – Teamwork

Communication - Blog, Website and social media

Closer partnership with ASCL

Financial stability

Leadership

Collegiate

Communicative

Collaborative

Thank you for listening!

Any Questions?

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