**Performance Management**

Buckinghamshire Council recognise that this is a unique year with regards to staff performance management. However, as employers, school leaders have a responsibility to carry out performance management in a fair, transparent and flexible way that recognises these particularly challenging circumstances.

DfE’s guidance for the full opening of schools continues to advise headteachers *‘…to use their discretion and take pragmatic steps, to adapt performance management and appraisal arrangements to take account of the current circumstances’*. The DfE guidance makes clear that there should be no detriment to individuals.

Revised joint guidance from the ASCL, NAHT and NGA:

* Encourages schools, governing boards and trusts to respond flexibly and pragmatically.
* Advises against objectives that set targets for the ‘catch-up’ of individual pupils or groups or are based on measures related to performance tables and accountability measures, including Ofsted grades.
* Advises against basing objectives or performance evaluations around the use of online or remote learning lessons or platforms.
* Notes that both performance tables and Ofsted inspections remain ‘under review’ for the academic year 2020/21, making any link between these and objective setting even more problematic at this time
* Recommends the focus of schools should be to support a sustained, positive and productive return of pupils to the classroom, with a strong emphasis on the well-being of pupils and staff.
* Recommends that the approach to performance management and appraisal should remain flexible in order to take account of the possibility of part or full school closures, the need for ‘blended’ remote learning and / or circumstances where members of staff may need to isolate or shield.
* Advises that schools, governing boards and trusts should have due regard to the equalities advice contained in the DfE’s non-statutory guidance *Implementing your schools approach to pay* to ensure that teachers are not disadvantaged where absence is related to any of the protected characteristics.

With regards to pay progression, the guidance:

* Advises that schools should consider favourably those teachers and leaders eligible for pay progression for the academic year 2019/20, so that those who have been unable to successfully complete their performance management / appraisal objectives do not suffer a detriment.
* Advises that, given the unpredictable impact of the ongoing pandemic, schools should be prepared to operate a similar approach when reviewing pay progression for the coming academic year, if this is needed.

**Buckinghamshire Council HR advice:**

The appraisal cycle for staff on Bucks pay (schools) normally runs from 1 April to 31 March each year. Appraisal arrangements for staff should continue as normal from 1 September. It may be necessary to adjust objectives and outcomes to take account of the period of school closures.

Please seek advice from the HR Consultancy and Advisory team if you need specific support.