



MINUTE of the meeting of the Eleventh General Teaching Council for Scotland held in Clerwood House, 96 Clermiston Road, Edinburgh, on Wednesday 3 June 2009 at 10.30 am.

- Present:** Ms Ferries (Convener)
 Mr Anderson, Mrs Barnett, Mr Borowski, Professor Bourne, Mr Boyle, Mrs Bryce-Stafford, Mrs Devaney, Mr Devine, Ms Fisher-Dougan, Mr Forbes, Mrs Fraser, Mrs Fyfe, Mr Gorrie, Mrs Gray, Mr Hyslop, Mr Jackson, Mrs Kydd, Ms Macaslan, Mr Mackay, Mr Malloch, Mr Manson, Mr McTaggart, Mr Milne, Professor Munn, Mrs O’Kane, Mr Paterson, Ms Prior, Miss Quinn, Mrs Sischy, Professor Smith, Mrs M Smith, Mrs M C H Smith, Ms Strong, Mr Thewliss, Ms Wilson
- Assessor:** Mr Michael Kellet, Scottish Government
 Mr David Roy, Scottish Government
- Observer:** Dr Wray Bodys, HMIE
 Ms Judy Moorhouse, Chair, GTC England
- In Attendance:** Mr Finn, Mrs Barker, Mr Hamilton, Ms Hunter, Mr Scott, Mr Adams, Mr Anderson, Mrs McAra, Mr Matheson, Mrs Murray, Miss Dobie, Mr Paxton, Miss Forbes (Communications Officer – Staff Observer).

1 Opening of Meeting

- (a) The Convener welcomed members to the meeting.

The Convener also welcomed Ms Judy Moorhouse, Chairperson, the General Teaching Council for England. Members noted that Ms Moorhouse had been Chair for the past five years and that her term of office would come to an end in September 2009. The Convener thanked Ms Moorhouse for her support to GTC Scotland during her time of office and extended to her the best wishes of Council for the future.

- (b) The Convener advised that some filming would be undertaken in the open session part of the meeting, with a view to obtaining clips for the proposed GTC Scotland corporate DVD.

2 Sederunt and Apologies for Absence

The sederunt list was checked. Apologies for absence had been received from Mr Burnett, Mr Cassidy, Professor Conroy, Mr Ford, Mr Gotts, Mr Gunstone (Scottish Government), Mr Kirk, Mr Maguire and Mr Minty.

Members noted that apologies had also been tendered by the General Teaching for Northern Ireland, the General Teaching Council for Wales, the Teaching Council of Ireland and by Mrs Ann Ballinger (as an observer).

3 Intimation of Any Other Competent Business

- (a) There were no items of other competent business.
- (b)/...

- (b) However the Convener drew members' attention to the following papers which had been tabled:
- (i) paper 11Co(09)60 – Confidential Employment Follow-Up Survey – Results from Analysis of Survey Responses;
 - (ii) paper 11Co(09)62 – further revision to the Chartered Teacher application form;
 - (iii) paper 11Co(09)63 – press release dated 3 June 2009 relating to the Employment Statistics for Newly Qualified Teachers;
 - (iv) list of the membership of the discussion groups for the Council annual evaluation session to follow after the conclusion of the Council meeting.
- (c) The Convener also drew members' attention to the following Minutes which had been posted on a separate basis from the main agenda papers:
- (i) Education of 13 May 2009;
 - (ii) Appeals Board of 26 May 2009.

4 Announcements

On behalf of the Council, the Convener extended congratulations:

- (a) to Mrs Kay Barnett, Convener of the Professional Standards Committee, who had recently been elected as Vice President of the Educational Institute of Scotland (EIS);
- (b) to Mrs Ann Ballinger who had been appointed as General Secretary of the Scottish Secondary Teachers' Association (SSTA). Members noted that, as a result of her appointment, Mrs Ballinger had resigned from the membership of the Council with effect from 29 May 2009 and that, although she had hoped to attend the Council meeting as an observer, she had had to submit her apologies. The Convener extended the thanks of Council members to Mrs Ballinger for her service to the Council during her term of office;
- (c) to Mrs Margaret A Smith, Convener of the National Assessment Panel, who had recently been elected as Vice President of the SSTA;
- (d) to Professor Matthew M MacIver, former Chief Executive/Registrar of GTC Scotland, who had recently been appointed as the next Chair of the Board of Governors of the prospective University of the Highlands and Islands, the UHI Millennium Institute.

5 Declaration of Interest

There were no declarations of interest.

6 Minute of Meeting held on Wednesday 4 March 2009 (11Co(09)Min14)

The Minute was approved.

7 Business Arising from Minute (11Co(09)Min14)

There was no business arising from the Minute.

8/...

8 Chief Executive's Report

The Chief Executive gave an oral report to Council. In so doing, he highlighted a number of issues relating to:

- (a) the Scottish Government consultation document on the Future Status of GTC Scotland launched on 2 April –
 - (i) This was a constructive document which provided opportunities for serious discussion about the coherent development of GTC Scotland's role in partnership with other key stakeholders. Members would be invited to consider the Council's draft response to the consultation;
 - (ii) On Thursday 28 May 2009 the Public Services Reform (Scotland) Bill had been introduced to the Scottish Parliament. This contained the enabling powers which would be used to make the appropriate changes to establish GTC Scotland as an independent body.
- (b) the election of registered teachers to serve on the Twelfth Council from 1 November 2009. At the closing date of noon on 31 May 2009 for receipt of nominations, a total of 43 nominations had been received. Nominees would be informed by 5 June 2009 if their nomination was valid and would be sent a list of the candidates confirmed in each category.

No nominations had been received in the category for Teachers of pre-school children elsewhere than in a Primary School or Nursery School. However at present it looked like there would be a ballot in most other categories.

- (c) two highly successful conferences held the previous week, ie the GTC Scotland National Education Conference on "*Professional Culture in the Teaching Profession in Scotland*" held in Stirling on 28 May, with over 230 delegates in attendance, and the Chartered Teacher Conference held in Glasgow on 30 May, with almost 300 delegates in attendance. These had significantly raised the profile of GTC Scotland in line with the Council's Communications Strategy and the investment of time and finance had been very worthwhile.
- (d) Chartered Teacher discussions which were nearing conclusion. Council members would be asked to ratify the revised Standard for Chartered Teacher and guidelines relating to access to the Chartered Teacher Programme. The Scottish Negotiating Committee for Teachers (SNCT) would also be producing a Code of Practice which would link to the Standard. This was against a backdrop of 787 fully qualified Chartered Teachers, with 791 teachers still on the accreditation route and approximately 2,700 teachers who had already completed one or more Chartered Teacher modules.
- (e) Professional Recognition and Registration, both of which had had an extremely encouraging uptake by teachers. 479 teachers had gained Professional Recognition awards covering 30 different professional areas. Professional Registration in at least one new subject or in a different stage (eg secondary teachers training for primary) had been awarded 343 times to 317 teachers over 46 subject areas.
- (f) decluttering in terms of simplifying the Council's structures, where progress continued to be made in respect of access under the Data Protection Act to information held. Meetings had taken place with the Crown Office and Procurator Fiscal Service and the Scottish Information Commissioner and a pilot was being undertaken with two local authorities to ensure that the Council's data and the local authorities' data was consistent.

(g)/...

- (g) probationer teachers –
 - (i) looking forward – information had just been published on the places allocated to 2,125 primary and 1,308 secondary student teachers looking to embark on the Teacher Induction Scheme in the coming school year;
 - (ii) looking back – in the GTC Scotland report of its follow-up survey of probationer teachers who completed their Induction year in June 2008 and who obtained full registration, the number of teachers who had not yet had the opportunity to put their skills into practice remained disappointing.
- (h) the operating result for the year to 31 March 2009 which was slightly better than projected and the reserves position which remained strong and relatively stable.

9 Minutes of Committees

(a) Appeals Board

Ms Fisher-Dougan presented the following Minutes and in so doing drew members' attention to a number of points:

(i) Of 17 March 2009 (11AB(09)Min20)

Item 7 – Annual Evaluation Exercise

In the course of undertaking its annual evaluation exercise, the Board had agreed that:

- (1) its remit remained appropriate. Ms Fisher-Dougan pointed out the wide-ranging nature of the Board's remit and that this was an issue for consideration in terms of the new Council about to take up office;
- (2) training required to be implemented for those areas in which no appeals had yet been received but which could arise at any time, eg appeals against decisions of the Disciplinary Sub-Committee to issue a reprimand or a conditional registration order, of the Standard for Headship Panel conducting a professional interview as part of the Standard for Headship Alternative Route (Pilot), and of the Professional Standards Panel in respect of Professional Recognition.

(ii) Of 26 May 2009 (11AB(09)Min21)

Minute Item 5 was considered in the absence of the press.

Item 6 – Review of Standing Orders of the Appeals Board

Members approved a number of amendments to the Standing Orders of the Appeals Board (attached to the Appeals Board Minute as an Appendix) which clarified the decisions open to the Board in relation to each of the Council's functional areas of appeal.

These Minutes were received.

(b) Professional Standards

Mrs Barnett presented the following Minutes and highlighted a number of issues:

(i)/...

(i) Of 18 March 2009 (11PSTD(09)Min14)

The Professional Standards Committee had undertaken its annual evaluation exercise at its meeting held on 18 March 2009. This had been chaired by Mr Tom Kirk, Vice-Convener –

Item 1 – Remit of the Committee

Whilst noting the wish of the Professional Standards Committee to avoid any possible overlap with the remit of the Education Committee, members endorsed a recommendation by the Professional Standards Committee that its remit be expanded to include a responsibility to comment on trends and challenges to the development, use and status of Professional Standards in Scottish teacher education.

Item 2 – Report Prepared by the Servicing Officer

Members noted the terms of the report in respect of the Committee's annual evaluation exercise and the issues highlighted in the course of discussion. The latter represented issues which had already been raised in previous discussion at Council, eg the next steps to be taken by the Council in terms of its accreditation of Initial Teacher Education programmes, and programmes leading to the award of Chartered Teacher and the Standard for Headship, how panel work could be further improved, and the need to develop support for students with registered disabilities.

(ii) Of 6 May 2009 (11PSTD(09)Min15)

Item 2(b) – Teacher Induction Scheme (TIS) Ongoing Review Group

The current difficulties in relation to the funding of extensions for probationer teachers and moves which the Government was considering it might take in balancing payments to preference waivers against top-sliced funding to support extensions had been acknowledged at a meeting of the Teacher Induction Scheme Ongoing Review Group held on 18 March 2009. Against this background the Committee had stressed that:

- (1) all types of extensions should be dealt with equitably and the needs of probationer teachers outwith the TIS should also be considered;
- (2) the current funding difficulties could lead to local authorities, headteachers and others involved in the process feeling under greater pressure;
- (3) extensions should be an entitlement as opposed to an option, but this largely depended on funding.

Item 2(d) – Developing the Probationary Service of Scottish Teachers – The Alternative Route

Members endorsed a recommendation by the Professional Standards Committee that a change in terminology was appropriate in terms of 'The Alternative Route', ie by renaming it as 'The Flexible Route'. Appropriate steps would now be taken to facilitate this change.

Item 2(e) – Draft Policy Relating to Deferral Requests

A draft policy relating to deferral requests prior to and following commencement of a Teacher Induction Scheme post had been presented at the March 2009 meeting of Council, when members had requested that further consideration be given/...

given to the appeals framework. Members now approved a revised draft policy which had been amended accordingly (attached to the Professional Standards Committee Minute as Appendix II).

Item 3(a) – University of Strathclyde – BEd (Hons) Primary Education

At an Accreditation Panel meeting held on 30 April 2009 the University of Strathclyde – BEd (Hons) Primary Education programme had been accredited unconditionally, albeit with recommendations. Subsequent to that event, however, changes to the University's Education Faculty structure had been proposed; the position would be kept under review.

Item 3(b) – Future Accreditation Schedule

Members noted that Panel members were being sought for an Accreditation Panel to consider a further programme in June 2009, and that two other programmes would be referred to GTC Scotland, once the respective university processes had been concluded.

Item 4(f) – Chartered Teacher Programme Review – Draft Standard for Chartered Teacher

One of the recommendations from the Government's Review, as endorsed by the Cabinet Secretary for Education and Lifelong Learning, had been that all educational stakeholders should be promoting the Chartered Teacher programme. GTC Scotland had been pro-active in this respect in terms of the recent Chartered Teacher Conference and in respect of the breadth of the consultation exercise conducted in relation to revising the Standard for Chartered Teacher.

At the core of the revised Standard were the Professional Actions which would encourage Chartered Teachers to make their own valuable and individual contribution in a variety of different contexts in their own schools and learning communities.

The details of the revised Standard articulated with the work done by other associated groups looking at the recommendations of the report of the Government's Chartered Teacher Review Group. In this regard the focus of the Professional Actions was directly linked to the work undertaken by the Sub-Group of the Professional Standards Committee established to consider Recommendation 2 of that report.

Members approved the revised Standard for Chartered Teacher (attached to the Professional Standards Committee Minute as Appendix V).

Item 4(g) – Chartered Teacher Review Recommendation 2 Sub-Group

The Sub-Group of the Professional Standards Committee established to consider Recommendation 2 of the June 2008 report of the Government's Review Group report (ie that "..... The GTCS will issue guidelines on the construction of a portfolio") had met on two occasions. It had considered the eligibility criteria linked to Recommendation 2 and had proposed a model similar to the process of the GTC Scotland Framework for Professional Recognition and linked to existing systems of Professional Review and Development which at the same time maintained the principle of self-nomination.

The/...

The Sub-Group had expended considerable effort to find forms of words which both maintained the principle of self-nomination and met the requirements contained with the Review Group's recommendation.

In turn the Professional Standards Committee had spent much time considering the appropriateness of the terminology in terms of upholding the principle of self-nomination and in the context of teacher/line manager support. Following further reflection, a paper had been tabled (**11Co(09)62**) proposing further amendments to the Chartered Teacher application form to clarify the foregoing.

Following discussion, a motion was lodged by Mrs O'Kane to remove the requirement for the line manager's signature and to revisit the definition of the nature of 'support'. This was seconded by Mr Forbes.

A vote having been taken, the motion was defeated by an overwhelming majority of the members present.

In conclusion, the Sub-Group's paper (attached to the Professional Standards Committee Minute as Appendix VI) and the tabled further amendments to the Chartered Teacher application form were approved by members.

Item 7 – Standard or Programme for Leadership

Members noted that the internal Sub-Group to be convened to consider the initial paper prepared by the Chief Executive had yet to meet. However a redrafted version of the paper would be a key item for consideration at the Committee's August 2009 meeting.

Item 9 – Standing Orders and Rules & Appendix VIII

Members approved a number of amendments to the following Standing Orders and Rules, principally arising from an exercise to clarify the decisions open to the Appeals Board in relation to each of the Council's functional areas of appeal:

- (1) Standing Orders of the Professional Standards Committee and Panels;
- (2) Standing Orders of the National Assessment Panel;
- (3) Chartered Teacher Accreditation Route Rules;
- (4) Standing Orders of the Standard for Headship Professional Interview Panel;
- (5) Standard for Headship Alternative Route (Pilot) Rules.

These Minutes were received.

(c) Exceptional Admission to the Register (EAR) of 28 April 2009 (11EAR(09)Min19)

Ms Ferries presented this Minute and focused on a number of matters:

Item 2 – Revised Paper on EAR Policies & Appendix I

Members noted that the EAR Committee had inherited a number of separate policies which had merged over time often in the context of particular cases. The Committee had subjected these policies to rigorous examination to ensure that they were coherent. As a result the Committee had recommended a number of policy changes. These were approved by Council members.

Item 3/...

Item 3 – EAR Statistics

Members noted the most recent statistical report relating to the number of applications from and registration granted to teachers qualified outwith Scotland for the period from January to April 2009. In comparison with the same period in 2008, a marked reduction in the number of applications was noted as a result of the current financial climate.

Item 4 – 2009 Annual Evaluation Exercise

Members noted the terms of the report and issues raised as a result of the annual evaluation exercise undertaken by the EAR Committee (attached to the EAR Committee Minute as Appendix IV).

The Minute was received.

(d) Professional Conduct of 30 April 2009 (11PCC(09)Min14)

Mrs Devaney presented the Minute, Item 9 of which was considered in private session.

Reference was made to the following items:

Item 5 – Annual Evaluation Exercise & Appendix I

Members had rated the launch of the Code of Professionalism and Conduct as a key success, with the document having been well received by the teaching profession.

Item 8 – Guidance and Precedent Framework for Investigating Sub-Committee and Disciplinary Sub-Committee

Members noted that a Working Group, consisting of the Conveners of the Professional Conduct Committee, Disciplinary Sub-Committee and Investigating Sub-Committee and their respective Servicing Officers, was to consider a proposal for a framework to assist new Council members with the process of considering future cases. The Working Group would consider the issue of achieving consistency in decision-making, whilst at all times upholding the key principle that, in the interests of justice, individual cases would continue to be considered on their own merits. Council would be updated on further developments.

Item 10 – De-Cluttering of Processes

On the basis of the number of disciplinary hearings which took place, the availability of members to attend, and a number of recent case delays for procedural reasons, members endorsed a recommendation by the Professional Conduct Committee that the legal quorum for the Disciplinary Sub-Committee be reduced from five to three, on the clear condition that –

- (i) at the start of every case the operational quorum must be at least five members and reduction below five could only occur as the hearing progressed in exceptional circumstances and on cause shown (eg where for some reason a member might leave the Council or become indisposed or a conflict of interest might emerge after the case had started and the presentation of evidence had commenced);
- (ii) the teacher majority and appropriate sectoral representation was maintained.

It was noted that a reduction in the quorum would require to be effected by a change to the Council's Conduct and Disciplinary Rules which would be subject to approval by the Lord President of the Court of Session.

Item 12/...

Item 12 – Public Complaints Process

A revision of the form and leaflet relating to public complaints had been approved by the Professional Conduct Committee, together with a number of further minor amendments, to ensure the process was fair. A draft, incorporating the amendments proposed by the Professional Conduct Committee, would be presented at the next meeting of the Investigating Sub-Committee for further consideration and finalisation.

Item 14 – Disciplinary Sub-Committee Case Backlog

It was noted that the backlog of cases which had arisen as a result of difficulties in contacting respondents and locating witnesses had now been substantially reduced. The Disciplinary Sub-Committee and relevant staff were commended on their effective management of the backlog.

Item 15 – Disciplinary Sub-Committee (DSC) Temporary Suspension Protocol

Members approved a Temporary Suspension Protocol setting out the basis on which a hearing would be arranged by the Council's Disciplinary Sub-Committee to consider the possibility of a Temporary Suspension Order in cases involving instances of serious conviction and misconduct where it was considered that a person should not be in a classroom (attached to the Professional Conduct Committee Minute as Appendix II).

Item 16 – Scottish Negotiating Committee for Teachers (SNCT) Memorandum of Understanding (MoU)

Reference was made to the proposed Memorandum of Understanding between GTC Scotland and the SNCT. In this regard members would be invited to approve the draft MoU text later in the meeting when the Policy and Strategy Committee Minute was under consideration. Once approved, it would become an SNCT National Circular. It was hoped that further Memorandums of Understandings would be drawn up with other key stakeholders in the future.

The Minute was received.

(e) Education of 13 May 2009 (11Educ(09)Min14)

Professor Smith presented this Minute and drew members' attention to the following items:

Item 1(a) – Annual Evaluation Exercise – Remit of the Committee

The Committee had agreed that it remained important that it should have responsibility for further education matters, GTC Scotland's research strategy, the review of entry requirements, giving advice on workforce planning, and debate on educational issues such as the development of A Curriculum for Excellence.

Members endorsed the decision of the Committee that its remit should remain in its current form, with one minor amendment at Item 8(b), fourth bullet point, ie the amendment of 'Association of Scottish Colleges' to 'Scotland's Colleges'.

Item 1(b) – Annual Evaluation Exercise – Report Prepared by Servicing Officer & Appendix I

A generally very positive evaluation of the work carried out by the Education Committee in the last year had resulted from the Committee's annual evaluation exercise. For the future it had been suggested that the Council should consider the size of the Committee, with a view to the possibility of reducing its membership, but with the option of adding additional/...

additional categories of membership when indepth consideration of particular areas was planned. Training for the Education Committee of the Twelfth Council would also be a pressing need.

Item 2 – University of Glasgow’s Research on Professional Culture Among New Entrants to the Teaching Profession

Members noted that Moira Hulme from the University of Glasgow had given a presentation to the Committee on the commissioned research on Professional Culture Among New Entrants to the Teaching Profession. The presentation had been helpful. The discussion which had ensued had emphasised that this particular research raised issues which would continue to be important in terms of professional development for early career teachers and issues, such as what constituted collegiality, which would be important for the future development of the teaching profession.

Item 6 – A Curriculum for Excellence

Monitoring and reflecting on A Curriculum for Excellence continued to form a major part of the Committee’s remit. The representation of GTC Scotland on the Curriculum for Excellence Management Board by the Chief Executive was viewed as a positive development and the Chief Executive had given a very clear report to the Committee in respect of the most recent meeting of the Board.

A Curriculum for Excellence would be given further indepth consideration at the Committee’s September 2009 meeting. In this regard Mr Ken Muir, HMI Chief Inspector, had been invited to give a presentation on Improving Scottish Education at that meeting and his presentation would be linked to the ongoing consideration of A Curriculum for Excellence by the Committee.

Item 7(a) – Teaching Qualification Further Education (TQFE) Subject Specificity

Discussions with the Educational Institute of Scotland (EIS) and the Scottish Government were on-going against the background of the EIS advocating that removal of subject specificity from the TQFE should be balanced by a move to compulsory GTC Scotland registration for those teaching in the sector. The Committee had agreed that the Council should continue to support developments in the area.

Item 7(b) – Strategy to Encourage Registration in Further Education

The Chief Executive and the Director of Educational Policy had met with Chris Jarvis and Jane Polglase from Scotland’s Colleges and discussions had been very positive. The Director of Educational Policy would monitor what was happening, encourage Scotland’s Colleges to move forward and report back to the Committee in September 2009.

Item 8 – Research: Confidential Employment Follow-up Survey – 2007–2008 Probationer Teachers

Following on from its annual autumn survey on the employment status of probationer teachers who completed their Induction year in June and obtained full registration, for a second year GTC Scotland had carried out a further anonymous follow-up survey in the spring. A report summarising the results of the follow-up survey in relation to the employment status at May 2009 of the 2007/2008 group of probationers (**11Co(09)60**), together with a related press release (**11Co(09)63**), had been tabled for members’ information and consideration.

At the invitation of the Convener, the Educational Planning and Research Officer presented the key findings.

Members/...

Members noted that the response rate was down from 44% in the autumn to 39.4% and that comparisons should therefore be made with caution. Members also noted that the overall proportion of teachers in some form of employment increased by over 10%, from 79% to 89.4%. However, almost 20% of all respondents reported that they were teaching in supply posts, with many of these obtaining only occasional work. The proportion of all those responding who were in permanent posts was 44.2% (autumn survey – 42.3%). A further 30.2% were in temporary posts (autumn survey – 21.6%).

It was also noted that the format of question relating to teachers on supply would be re-examined for the coming year to obtain clearer information.

The Minute was received.

(f) Finance and General Purposes of 13 May 2009 (11FGP(09)Min14)

Mr Boyle presented this Minute and highlighted the following:

Item 1(a) – Annual Evaluation Exercise – Remit of the Committee

Members noted that the Finance and General Purposes Committee had agreed to consider a draft amendment to its remit at its September 2009 meeting to include reference to the Audit Sub-Committee. It had been agreed that the amendment should also strengthen the Committee's role with regard to organisational risk and risk management in view of GTC Scotland's likely move towards increased independence from Government.

Item 1(b) – Annual Evaluation Exercise – Report Prepared by the Servicing Officer and Appendix

Members noted the terms of the report and the issues raised in the course of the annual evaluation exercise undertaken by the Committee.

Item 5(a) – Finance – Pre-Audit Financial Position at 31 March 2009

As previously indicated by the Chief Executive, the financial position remained stable and strong. The Director of Finance and Administration and his team were to be commended in this regard.

Item 5(b) – Finance – Investments

GTC Scotland's investments continued to fluctuate in line with stock market movements.

Item 6 – Risk Management Annual Review

The Committee had considered the increase in the registration fee previously recommended for 2010/2011. Although the economic outlook was not positive, the Committee had recognised that a salary increase for teachers had already been agreed as part of a three-year agreement and therefore no change to the fee recommendation would be made at this stage.

The Minute was received.

(g) Policy and Strategy of 20 May 2009 (11PS(09)Min18)

Ms Ferries presented this Minute. Minute Item 18(a) and Appendix VII were considered in private session. Ms Ferries drew members' attention to the following:

Item 6/...

Item 6 – Policy and Strategy Annual Evaluation Exercise and Appendix I

Members of the Policy and Strategy Committee had been content with the Committee's remit in its current format and had been satisfied with the way in which the Committee had functioned during the past year.

Item 8 – Future Status of GTC Scotland

Members noted the summary of the March 2009 Council group discussions on independence (attached to the Policy and Strategy Committee Minute as Appendix II). The Convener acknowledged that one of the strengths of the Council was its breadth of views.

Members were referred to paper 11Co(09)59 – *Draft Response to the Consultation on the Future Status of the General Teaching Council for Scotland* which had been circulated prior to the agenda papers for the meeting. The Convener reminded members that they had all been given an opportunity to submit comments on the draft response in advance of the Council meeting.

The Policy and Strategy Sub-Group on Independence had met on three occasions to consider the detail relating to independence issues and had reported to the Policy and Strategy Committee. This in turn had led to the development of the draft GTC Scotland response. The Convener highlighted a number of the key principles underpinning the draft response, including:

- (i) the strong partnership model between GTC Scotland and other stakeholders which was one of the reasons why the Government thought the Council was worthy of future trust;
- (ii) the need for flexibility for the future, so that GTC Scotland would be able to carry out what other partners might wish it to do;
- (iii) the need to have appropriate people to deliver its functions, given the current difficulties in terms of the availability of members, whilst at the same time emphasising the strength of having a Council with diversity of membership;
- (iv) the retention of the teacher majority as set out in the Scottish Government consultation document;
- (v) the reservation of places on Council for employers of teachers and further education lecturers and those responsible for teacher education;
- (vi) the need to widen the public interest representation on the Council;
- (viii) the need for a new body to appoint members to the Council. The Committee had acknowledged that this would be a complex process and one of a range of issues concerning which the new Council would require to engage in discussion with the Scottish Government prior to the secondary legislation being put in place.

Members approved the Council's draft response which would now be sent to the Scottish Government.

Item 10 – GTC Scotland Remit and Responsibilities

Members noted the terms of a paper setting out the functional areas and related committees within the Council's remit, with particular reference to the need to ensure an appropriate degree of independence and separation of responsibilities in terms of setting standards and adjudicating in such functional areas (attached to the Policy and Strategy Committee Minute as Appendix III). Members also noted the suggestion that a version might be placed on the GTC Scotland website.

Item 11/...

Item 11 – GTC Scotland Skills and Knowledge Framework

Members approved a draft GTC Scotland Skills and Knowledge Framework prepared by the Working Group, comprising the Conveners of the Investigating Sub-Committee, Disciplinary Sub-Committee, Professional Standards Committee and Appeals Board, set up to develop such a framework for those committees, together with an introductory paragraph relating to Council members (attached to the Policy and Strategy Committee Minute as Appendix IV). The Framework would now be developed for each of the individual committees.

Item 13 - Annual Plans

Members approved:

- (i) draft Annual Plan 2008 – 2009 End-of-Year Review;
- (ii) draft Annual Plan 2009 – 2010 presented in a more high level format;

(attached to the Policy and Strategy Committee Minute as Appendices V and VI respectively).

Item 14(a) – Joint Memorandum of Understanding (MoU) between GTC Scotland and the Scottish Negotiating Committee for Teachers (SNCT)

Members approved the draft text of the proposed joint Memorandum of Understanding between GTC Scotland and the SNCT (attached to the Policy and Strategy Committee Minute as Appendix VII), to which reference had been made earlier in the meeting. They noted that this had also been approved at a recent meeting of the SNCT.

The Minute was received.

(h) Sub-Committee Minute Extracts

Members noted the terms of the reports and the issues raised relating to the annual evaluation exercises of the following Sub-Committees:

- (i) Audit Sub-Committee of 25 February 2009
(11ASC(09)Min7, Item 6 and Appendix);
- (ii) Disciplinary Sub-Committee of 29 April 2009
(11DSC(09)Min4, Item 8 and Appendix) (the Annex of which was considered in the Private Session);
- (iii) Investigating Sub-Committee of 30 April 2009
(11ISC(09)Min33, item 16 and Appendix).

10 Council Membership

Members noted the resignation of the following members:

- (i) Mr Thomas Burnett, member in the elected Primary/Nursery Headteacher category, with effect from 13 August 2009 following his retirement from his post as Headteacher of Holmston Primary School;
- (ii) Mrs Ann Ballinger, member in the elected Secondary Teachers category, with effect from 29 May 2009, following her appointment as General Secretary of the Scottish Secondary Teachers' Association (SSTA).

The/...

The thanks of Council had been extended to Mrs Ballinger earlier in the meeting. Members now took the opportunity to express their gratitude to Mr Burnett for his service to the Council during his term of office.

11 Council Dinner: Tuesday 29 September 2009

Members were reminded that the 2009 Council dinner would take place in Howies Restaurant, Waterloo Place, Edinburgh, on the evening of Tuesday 29 September 2009, with the Council meeting scheduled to take place on Wednesday 30 September 2009. They were asked to return their completed pro formas to the Council Administrator as soon as possible.

12 Correspondence

There were no items of correspondence to report.

13 Any Other Competent Business

There was no other competent business.

14 Annual Evaluation Exercise

The Convener invited members to remain for the Council's annual evaluation exercise which would be undertaken in discussion groups following the conclusion of lunch after the Council meeting. A paper prepared by the Servicing Officer and approved by the Convener of Council **(11Co(09)61)** had been circulated for members' information and reference when undertaking the exercise.

15 Date of Next Meeting

Members noted that the next meeting of Council would be held in Clerwood House on Wednesday 30 September 2009 at the earlier time of 10.00 am (as the Council dinner was scheduled for the preceding evening).