

Key Achievements

From 1 April 2010 to 31 March 2011 the majority of activities were either achieved or were on target within the agreed timelines. Priority was given to preparations and planning for the transition to GTC Scotland, with the timeline for one or two other activities of lesser urgency extended or deferred to allow for these priorities.

Objective 1: To facilitate the transition of GTC Scotland to an independent, profession-led, regulatory body	Outcome: Following careful and sensitive planning of new structures which reflect the interest of the profession and of the wider public, an independent, self-regulating GTC Scotland is able to build on previous good practice to maintain and improve teacher professionalism, while offering appropriate advice and guidance for teachers at different stages in their careers. The Council's position as a key player in the promotion and development of high standards in Scotland's schools and colleges is recognised and valued
Priority	Key Achievements
1.1 Prepare for the transition to a reconstituted independent, profession-led, regulatory body	<ul style="list-style-type: none"> ❖ Ongoing work on equal opportunities continues to be undertaken, with the Memorandum on Entry Requirements to Courses of Initial Teacher Education in Scotland to be suitably updated when next reviewed to include reference to equality of opportunity and access of entry to the profession for all
1.2 Work in partnership with the Scottish Government and other stakeholders to facilitate a smooth and timeous transition within the legislative timescale	<ul style="list-style-type: none"> ❖ Equal opportunities matters feature as part of the GTC Scotland programme accreditation process, with the Professional Standards Committee recently having agreed to update what is asked of universities ❖ Advice occasionally given to universities on specific issues

Objective 2: To maintain and enhance the quality of teaching and learning in Scotland	Outcome: Using appropriate measures such as Her Majesty's Inspectorate of Education (HMIE) reports and international comparisons, the quality of teaching and learning in Scotland will be judged positively. The Council's role in setting and maintaining Standards for teachers and in enhancing the leadership capacity within Scottish education will be positively acknowledged
Priority	Key Achievements
2.1 Develop, enhance and publicise the Council's guidance to the profession, the Scottish Government and to other relevant organisations	<ul style="list-style-type: none"> ❖ Legislative references in corporate publications updated to take account of the Equality Act 2010 overtaking the Disability Discrimination Act and other similar legislation, with the Code of Professionalism and Conduct (CoPAC) and the Standard for Full Registration to be similarly updated at their next review ❖ Ongoing discussion of general understanding of the concept of reasonable adjustment, plus specific consideration given to individual cases as and when necessary
2.2 Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	<ul style="list-style-type: none"> ❖ Ongoing audit process in place to ensure the new GTC Scotland website complies with agreed accessibility, equality and diversity policies and meets agreed standards ❖ New GTC Scotland Equality and Diversity Statement and Policy published on the website ❖ Published information made available in different formats on request
2.3 Enhance professional awareness of the centrality of the Standards in the maintenance of quality educational provision	<ul style="list-style-type: none"> ❖ Work to ensure hearings guidance and information is accessible to all and presents no barriers to any particular group to be undertaken as part of independence preparation ❖ Equal opportunities regularly raised with providers of professional development in the leadership area to ensure equal access to leadership opportunities for all teachers ❖ As systems develop, consultation to be undertaken with equalities and other specific groups in relation to leadership, including teachers with disabilities; teacher re-accreditation mechanisms; and further education

Objective 3: To maintain standards of professional conduct and competence in teaching	Outcome: Quality teaching and learning for Scotland's children and young people is provided by competent and suitable teachers who, within the framework of the Standard for Full Registration, and GTC Scotland's Code of Practice on Teacher Competence and Code of Professionalism and Conduct, meet and maintain the set standards
Priority	Key Achievements
3.1 Maintain and enhance the integrity and quality of information on the register	<ul style="list-style-type: none"> ❖ Plans to take account of published information gathered in the Scottish Government teachers census deferred due to independence priorities ❖ No barriers identified to gender/disability issues in relation to the processes for teachers returning to the profession after a lapse of registration/cancellation/restoration/Time Limit; consideration in respect of lapsed teachers completing a period of CPD returning to the register overtaken by deliberations on Professional Update
3.2 Develop and apply appropriate regulatory procedures within the legislative framework	<ul style="list-style-type: none"> ❖ In completing the website upgrade, steps taken to ensure that the public and employer facility to search the register is accessible to all ❖ Government contacted regarding impact of the Equality Act 2010 on student preferences and conditions of the Teacher Induction Scheme which do not allow part-time employment. Due account given to the impact of the Act in respect of deferrals due to extended family circumstances ❖ Hearings documentation updated regarding reasonable adjustments ❖ Respondents invited to indicate any reasonable adjustments requiring to be made as part of the hearings process

	<ul style="list-style-type: none"> ❖ Issues arising as a result of the Equality Act 2010 to be considered in the development of processes and procedures under the new Rules for the independent Council ❖ Monitoring of cases within the hearings process through existing equality information on the register (ie age, gender and ethnicity, within the limitations of the data available relating to the latter) to be taken forward as part of independence rules / procedures
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Objective 4:		Outcome:
To enhance the status and standing of teaching and the teaching profession		A consistent quality process of professional governance is in place which will ensure the maintenance of a high standard of continuing professional development
Priority	Key Achievements	
4.1 Develop the Council's role as an advocate for the teaching profession	<ul style="list-style-type: none"> ❖ Steps taken to ensure case studies of teachers (together with more general copy) published in Teaching Scotland are representative of teachers from a diverse range of backgrounds ❖ Range of communications created to deliver independence in Teaching Scotland / website / publications / events and facilitate inclusive communications across all of GTC Scotland's engagement practices until the new independent Council is formed 	
4.2 Speak authoritatively on education and teaching matters in ways which reflect the experiences and professionalism of teachers		
4.3 Further develop the Council's corporate Media and Communications Strategy		

Objective 5:		Outcome:
To develop the strengths and expertise of Council members and staff		Based on survey responses, Council members and staff are confident that they have the skills and expertise to carry out the Council's functions and the opportunities to develop further in the future
Priority	Key Achievements	
5.1 Continue to review and develop the Council's staff policies and personnel review and development process to ensure that all staff have the necessary skills and expertise to enable them to carry out their responsibilities expeditiously	<ul style="list-style-type: none"> ❖ Needs of different groups taken into account in a review of GTC Scotland's flexible working procedures, following which no changes were made ❖ Policies and procedures updated to align with the Equality Act 2010. New Equality and diversity Statement and Policy in place (as referred to at Objective 2 above) ❖ Equality and diversity to be included in development of GTC Scotland core values when this initiative (currently deferred due to independence priorities) is taken forward ❖ Equality and Diversity Awareness training provided for the majority of staff, with further training planned for Autumn 2011 ❖ Equality and diversity awareness training included in two day induction event for Council members at the start of the Twelfth Council and new members joining the Council mid-term given such training ❖ Planning in hand to continue to build equality and diversity awareness into committee/panel training for the new, independent Council 	
5.2 Build upon achievements so far in the standard of Investors in People programme in relation to organisational development		
5.3 Develop the skills of Council members to enable them to carry out their duties and functions		

Objective 6:		Outcome:
To run an effective and cost-efficient organisation		Over the period of the Council, stakeholders will express satisfaction that GTC Scotland provides high quality services that are valued by the profession
Priority	Key Achievements	
6.1 Make effective use of the Council's resources through careful planning, monitoring and financial control	<ul style="list-style-type: none"> ❖ Initial review partly undertaken to establish whether there may be gender inequalities in salaries. Scheduling extended due to internal restructuring and independence taking priority ❖ Decision of Scottish Ministers awaited as to whether to introduce specific duties under the Equality Act 2010 for Scottish public bodies. If direction is that GTC Scotland will be subject to the specific duties, equality impact assessments to be undertaken to identify areas of risk and action points identified in organisational Annual Plan ❖ Marketing and advertising strategies in place to attract a wider range of potential candidates to stand for election or apply for appointment as Council or panel members. Scheme of compensation payment for Council members and panel appointees in order to remove potential barriers in respect of attendance at Council / panel events developed ❖ Online consultation on election and appointment processes and registration and standards rules undertaken in order to ensure openness and transparency with a view to attracting wider participation ❖ Revised GTC Scotland website has improved access and publications in varying formats made available on request as under Objective 2 	
6.2 Review and develop systems and processes to underpin the Council's functions and policies and to evaluate and measure performance		
6.3 Promote effective communications, and teacher/stakeholder care		

A detailed review from 1 April 2010 to 31 March 2011 (including qualitative assessment) is set out in the full GTC Scotland Equality and Diversity Action Plan 2010-2011 End-of-Year Review available from the website at www.gtcs.org.uk.