



**Equality and Diversity Action Plan 2010 – 2011
Executive Summary**

Key Actions

The Council's strategic objectives and priorities (in its Strategic Plan 2009-2013) are supported by the following key equality and diversity actions:

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
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Priority	Action
1.1 Prepare for the transition to a reconstituted independent, profession-led, regulatory body	❖ To ensure that equality issues are addressed in preparing for the transition to independence and any real or perceived barriers are minimised or removed in terms of changes involving: <ul style="list-style-type: none"> ○ GTC Scotland functions ○ legislation; ○ corporate governance structures and processes.
1.2 Work in partnership with the Scottish Government and other stakeholders to facilitate a smooth and timeous transition within the legislative timescale	

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
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Priority	Action
2.1 Develop, enhance and publicise the Council's guidance to the profession, the Scottish Government and to other relevant organisations	❖ To ensure that the Council's advice and guidance relating to the Teaching Standards and maintaining and enhancing the quality of teaching and learning supports the promotion of equality and diversity, and is inclusive and fair to all, providing equality of opportunity both for the development of teachers and for the benefit of learners, and, in consultation with diverse groups, that any barriers to any particular groups are identified and addressed
2.2 Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	
2.3 Enhance professional awareness of the centrality of the Standards in the maintenance of quality educational provision	

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
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Priority	Action
3.1 Maintain and enhance the integrity and quality of information on the register	❖ Recognising the high quality of data relating to age and gender, to seek to improve the completeness and quality of data on the register in relation to equality, with a view to providing an appropriate evidence base to inform the Council as it seeks to address and report on equality and diversity considerations in carrying out its functions ❖ To ensure that equality of treatment is accorded to all teachers within the Council's regulatory procedures and that any adverse impacts are identified and addressed as a matter of urgent priority
3.2 Develop and apply appropriate regulatory procedures within the legislative framework	

Objective 4: To enhance the status and standing of teaching and the teaching profession		Outcome: A consistent quality process of professional governance is in place which will ensure the maintenance of a high standard of continuing professional development	
Priority		Action	
4.1 Develop the Council's role as an advocate for the teaching profession		❖ To put in place measures to make the Council's core information and guidance accessible to all relevant audiences and ensure that it is supportive and representative of teachers from a diverse range of backgrounds, experiences and approaches	
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: To develop the strengths and expertise of Council members and staff		Outcome: 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		Action	
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		❖ To ensure that equality and diversity considerations are an integral part of recruitment, development and support services for Council members and staff, with a view to maintaining a wide range of representation, and so that members and staff understand equality and diversity issues in relation to their roles and have the skills and knowledge to deliver a function/service free from discrimination on any grounds	
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: To run an effective and cost-efficient organisation		Outcome: Over the period of the Council, stakeholders will express satisfaction that GTC Scotland provides high quality services that are valued by the profession	
Priority		Action	
6.1 Make effective use of the Council's resources through careful planning, monitoring and financial control		❖ To keep under review and continue to enhance the Council's systems, policies, processes and working practices in line with equality and diversity requirements to ensure they are fair to all concerned and take reasonable steps to remove barriers which might prevent any teacher or stakeholder engaging effectively with GTC Scotland	
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			

Detailed plans for the year to 31 March 2011 are set out in the full GTC Scotland Annual Plan 2010-2011 and Strategic Plan 2009-2013 available from the website at www.gtcs.org.uk.