



## **GTC Scotland**

### **Election and Appointment Processes Consultation Responses**

#### **Election Process**

##### **A Pre-school/non-school category**

Four respondents indicated that the pre-school/non-school category should be retained because it provides an important voice for those that provide education to a large number of children.

##### **B Retention of Other Existing Election Categories**

No respondents disagreed with the proposal that the primary/nursery, secondary, further education and university categories should be retained in line with the existing election category arrangements.

##### **C Allocation of Seats**

Three respondents provided comments relating to the allocation of seats generally. These may be summarised as follows:

- An additional seat for those teaching within the Additional Support Needs sector should be considered.
- The outcome of the Donaldson Review should be considered.
- Teachers who have retired from teaching within the last four years should be eligible to stand for election.
- Head teacher seats forming part of the secondary/primary school category is a detrimental and backward step. Head teachers should be elected by other head teachers and have a distinct category.
- Concern was expressed that the two places reserved for head teachers within each of the secondary/primary school categories provided head teachers with a more influential position.
- There should be sufficient seats for the Council to carry out its duties.

##### **D Election Scheme Rules and Election Policy**

One respondent provided a comment on the proposed Election Scheme Rules relating to the use of the first past the post voting system. The respondent suggested that such a system was not properly democratic and the single transferable vote system should be used in its place.

Another respondent expressed concern about the rolling programme of elections envisaged in that this would be detrimental to election participation.

#### **Appointments Process**

##### **A Appointments Committee**

All but one of the respondents agreed that an independent Appointments Committee should be responsible for making appointments and that it should include a registered teacher and "external independent representative" in its membership. One of these respondents commented further, however, that the composition of the Appointments Committee should be made clearer.

The/...

The dissenting respondent was of the view that the Council itself should carry out all of its functions and not use an appointments process.

All but one of the respondents agreed that the method of appointing the "external independent representative" set out in the proposed Appointments Scheme is appropriate. One of these respondents commented that the method of appointing the Appointments Committee itself should be explicitly stated and described.

## **B Appointment Eligibility Criteria**

One respondent disagreed with the proposed appointments eligibility criteria, this was the same respondent that considered the Council itself should carry out all of its functions and not use an appointments process.

## **C Appointments Governing Principles**

All but one of the respondents agreed with the principles set out in the Appointments Scheme to govern appointments. Again, this was the same respondent that considered the Council itself should carry out all of its functions and not use an appointments process.

## **D Additional Comments**

One respondent suggested that the Appointments Process Guidelines supporting the Appointments Scheme, and setting out the operational detail, should also be subject to consultation.

## **Summary and GTC Scotland Conclusions**

The majority of consultation responses were supportive of the proposals put forward. Responses to the comments received are set out below.

### **Election Process**

#### **A Pre-school/non-school category**

The Council has reflected on the four responses provided that the pre-school/non-school category should be retained but based on the extensive efforts that have been made to increase registration within this sector to date with very little success, the decision has been taken that the category should be removed in accordance with the original proposal. Any such teachers would still be eligible to stand for election in the primary/nursery category.

#### **B Allocation of Seats**

The Council has considered the allocation of seats in view of the comments received but does not consider it appropriate to make any changes to the proposals outlined. The Order lays down that only 19 elected registered teacher seats are available and the Council believes that the categories proposed provide the best solution in seeking to achieve fair and appropriate representation given the composition of the Register of Teachers.

The Council noted that recently retired teachers would be eligible to stand for election given the less restrictive employment eligibility criteria that was proposed in the Election Scheme.

#### **C/...**

## **C Election Scheme Rules and Election Policy**

The Council is not in a position operationally to move to the single transferable vote system for its next election but will review this and consider introducing such a system in the near future.

The Council acknowledge the concerns regarding the rolling programme of elections but note that this was prescribed by the Order and therefore not a matter over which the Council has control.

## **D Appointments Process**

The Council notes the response received that an appointments process should not be necessary but would highlight that as an integral part of GTC Scotland achieving its independence from Scottish Ministers, the Order sets out that GTC Scotland must appoint its 7 lay members. In addition to that, given the Order also directs that the independent Council will be composed of 37 members (a reduction from the 50 at present), and in view of an increasing Council workload, it is essential that individuals are appointed to assist.

The Council accepts the comments provided that the composition of the Appointments Committee should be made clearer and that the method of appointing the Appointments Committee should be explicitly stated and described. The Appointments Scheme has been revised accordingly.

The Council does not consider it appropriate or necessary to consult upon the Appointments Guidelines given that this document is concerned with operational details, not matters of principle or policy. The Appointments Guidelines will, however, be published and any comments received on them may be considered at the appropriate review points.