



MINUTE of the meeting of the General Teaching Council for Scotland held by video conference on Wednesday 2 March 2022 at 10.00 am.

Present:

David Innes (Convener), Khadija Mohammed (Vice Convener)
John Bell, Thomas Britton, Lynsey Cleland, Allan Connell, John Devine, David Dodds, Lilian Field, Laurence Findlay, Nazim Hamid, Ben Horsburgh, Linda Jamieson, Omar Kettlewell, Iain Macmillan, Lorraine McBride, Jane McKeown, Ann Murdoch, Elaine Selley, Jon Vincent, Lyn Wilson

In Attendance:

Lindsey Furness (SSMFP), Katie Kearney (LA), Jean Laird (SSDO), Cheryl Loughbrough (CESC), Jennifer Macdonald (DRLS), Jacqueline Morley (SEO), Vikki Robertson (SEO), Gillian Robinson (SSDO), Victoria Smith (DERPL), Pauline Stephen (CEO), Donna Stewart (SEO)

Members of the Public: David Burgess (Education Scotland) [until Item 14].

PUBLIC SESSION

1 Apologies for Absence

Apologies for absence had been received from Coral Bain, Elaine Burt, Mary Lappin, Jane Malcolm, Adela Mansur, Patricia Scott, Neil Simco, Adam Sutcliffe and Carole Wilkinson. Joan Lennon, Catherine Nicol and Barrie Sheppard were also absent from the meeting.

2 Announcements

The Convener welcomed those present to the meeting and reminded them that they would need to switch to the Private Teams link when it came to the Private section of the agenda. Members noted that David Burgess, Education Scotland, was in attendance as an observer for the Public section of the agenda.

As this is the final meeting of the 2020-2022 Council, the Convener wished to thank Members who are not continuing on to the 2022-2024 Council for their time and work over the last two years. He passed on his good wishes to those who were continuing on to the new Council. Thanks were also made on behalf of Council Members to all GTC Scotland staff involved in the support of the Council work.

3 Intimation of any Other Competent Business

There was no intimation of any other competent business.

4 Declarations of Interest

John Devine made a declaration of interest with regards to items 9 and 16 on the agenda as he had put himself forward for co-option to the Reserved Secondary Headteacher seat on the 2022-2024 Council.

Jon Vincent made a declaration of interest under item 17 as the appendix makes reference to his employer, Glasgow Clyde College.

The Convener highlighted areas that Council Members may need to make a declaration of interest going forward, ie consultations where submissions have been made from a professional association that someone is a member of, any decisions made on registration fees and discussions around the professional code. It was suggested that this should be taken into consideration when providing

guidance at the Council Induction days being held on 16 and 17 March, in particular reminding members of the importance of ensuring their declaration of interests remain up to date.

For Discussion and Approval

5 Minute of the Council Meeting on 15 December 2022 (20-22Co(21)Min8)

The Minutes were received.

6 Matters Arising

There were no matters arising.

7 Chief Executive's Report (20-22Co(22)120)

The CEO introduced the presentation which had previously been circulated to Members with the Council papers. The presentation summarised activities undertaken during the period December 2021 to February 2022.

The CEO advised members that she wanted to focus on one main item in the summary which was the Education Reform call for evidence, in particular, system regulation.

Members noted that the output of that work is currently awaited. There continues to be an opportunity for GTC Scotland to clarify our core points in relation to system regulation in line with the feedback we have given to the call for evidence on Education Reform and the Scottish Child Abuse Inquiry. Some questions were also raised this week in Scottish Parliament about GTC Scotland's role in child protection. More information will be sent to Members about that soon.

GTC Scotland takes the role of public protection very seriously as a professional regulator. Our threshold policy determines those referrals we take forward and those we do not. This work is part of our focus on enabling teacher professionalism. Trust is central to any education system and some of the ways we enable that trust is through Professional Standards, Code of Professionalism, entry requirements to the profession and an ongoing requirement for teacher learning. This trust works alongside effective regulation. Where we have raised the need for clarification and change to do with system regulation is covered in three main themes:

- (i) Who identifies in the system where there has been systemic failures in child protection and who manages them?
- (ii) Who ensures employers are acting as good employers and undertaking their roles in that space appropriately?
- (iii) How could practices be improved in information sharing to enhance protection?

The CEO then summarised the information provided in the slides highlighting what work had been undertaken and what work was still ongoing with regards to the four Strategic Objectives.

Following clarification of points raised about the Court of Session decision on information sharing, members thanked the CEO for the update and noted the work undertaken and currently ongoing.

The CEO finished by thanking Council members for their engagement, support and challenge over the last year.

The CEO will report back to Council at the October 2022 meeting on the ongoing progress being made to meet the objectives in the strategic plan.

Action:	Update to be provided to members at next Council meeting in October.
By:	CEO
Date:	26 October 2022

8 Strategic Performance Report (20-22Co(22)121)

The CEO summarised the circulated report which provided an update as to progress in reporting period December 2021 to February 2022 against all four strategic objectives outlined in the Strategic Plan 2020 to 2023.

Following consideration and discussion members noted that:

- plans are in progress to scope our next strategic plan (2023 to 2028), which will be subject to registrant consultation in Autumn 2022;
- comprehensive planning has taken place to enable work to take place on progressing an organisational restructure and review of our pay and grading scheme, the detail of which was presented to Finance and Corporate Services Committee;
- information in relation to 2021's annual staff survey was presented to Finance and Corporate Services Committee;
- information in relation to revised registration rules is presented separately to Council.

Members endorsed the content of the report as assurance that GTC Scotland is meeting its obligations as a good employer and is maintaining progress in relation to strategic priorities.

Action:	Update to be presented to the October Council meeting.
By:	CEO
Date:	26 October 2022

9 Planning for Incoming Council (20-22Co(22)122)

The LA provided a summary of the circulated report which outlined the practical steps required for planning and preparation for the incoming Council (2022-2024).

Following the summary, Members homologated the decision taken by Executive Committee, on behalf of Council, to approve commencing a co-option process for the current vacant reserved head teacher 2-year term Council Member seat.

During discussion it was suggested that it would be useful to have more regular reviews of the changes that had been made to the schedule of Committee/Council meetings, to monitor the effects of the changes. Members were advised that the annual evaluation process would take place in the March 2023 cycle of meetings and that the new meeting schedule could be reviewed as part of that process. It was however highlighted that this is an item that sits within the Conveners Committee remit.

The LA also advised members that, as there was a period of time between this Council meeting and the next one being held in October, a professional learning session was planned for Council Members in May to ensure ongoing learning and contact for Council Members.

In relation to Committee Membership, in particular regarding there being no requirement for a Council Member to serve on a committee, it was suggested that member/officer working groups could be established if a piece of work needed to be taken forward at a specific time which fell outwith the meeting cycles. The CEO agreed that this could be an option and highlighted the importance of ensuring effective governance.

With regards to the possible oversubscribing to certain committees, it was suggested that a person's insight or skillset could be taken into consideration to best support a certain committee. The LA advised that the committee preference form would support Council Member choices and encourages them to consider their skillset when indicating their preferences.

Following discussion, Members approved the following recommendations:

- each committee (excluding Conveners Committee) will comprise no more than 13 and no fewer than 7 Council Members;

- the establishment of the membership of committees should follow the process outlined in the circulated report under paragraph 3.2;
- Council delegate authority to the Chief Executive and Registrar to approve and finalise committee membership;
- the election of Council Convener and Vice Convener and Committee Conveners (excluding Convener's Committee where such election process is not required) if necessary, will be done electronically.

Action:	Take forward the recommendations in the report.
By:	LA
Date:	April 2022

10 Financial Position as at 31 December 2021 (20-22Co(22)123)

The SSMFP provided Members with a summary of the circulated report and appendix.

Members noted the financial position as at 31 December 2021 and the forecast outturn for financial year 2021-22.

Following consideration of the updated position on the 2022-23 budget, Members noted the approval by Finance and Corporate Services committee to roll forward into 2022-23 the £100k transformational change budget.

A further update would be presented at the next meeting.

Action:	Update to be presented to the October Council meeting.
By:	SSMFP
Date:	26 October 2022

11 Review of Accounting Policies (20-22Co(22)124)

The SSMFP provided a summary of the circulated report and appendix.

Following consideration Members approved the proposed accounting policies to be applied for the year ended 31 March 2022.

For Noting

12 2022-2024 Council Membership Update (20-22Co(22)125)

Members noted the membership of Council for 2022-2024.

13 Any Other Competent Business

There was no other competent business.

The Vice-Convener thanked members for their work over the last two years, and in particular the Convener for his advice and support.

14 Date of Next Meeting

The next meeting was scheduled to take place at 10.00 am on Wednesday 26 October 2022.

Acronyms

- CEO – Chief Executive and Registrar – Pauline Stephen
- Convener – Convener of Council – David Innes
- Vice Convener – Vice Convener of Council – Khadija Mohammed
- DERPL – Director of Education, Registration and Professional Learning – Victoria Smith
- DRLS – Director of Regulation and Legal Services – Jennifer Macdonald
- SSMFP – Senior Strategic Manager: Finance and Procurement – Lindsey Furness
- CM – Communications Manager – Hannah Downie
- CESC – Corporate and Education Support Coordinator – Cheryl Loughbrough
- Educ Convener – Education Committee Convener – Iain Macmillan
- Educ Vice Convener – Education Committee Vice Convener – Jane Malcolm
- FCS Convener- Finance and Corporate Services Committee Convener – John Devine
- FCS Vice Convener – Finance and Corporate Services Committee – Lilian Field
- PRA – Professional Regulatory Assurance Committee – Lorraine McBride
- PRA Vice Convener – Professional Regulatory Assurance Committee – Thomas Britton