

Minutes of the Seventeenth Meeting of the General Teaching Council for Wales

Date: 5 October 2004

Location: Trinity College, Carmarthen

Attending

Frank Bonello	Jean Campion*	Tim Cox
Elwyn Davies	Mal Davies	Michael Edwards
Ian Guy	Anthony Hughes*	Angela Jardine
Sue Jenkins	Gareth Jones	Nichola Jones
Valerie Merriman*	Suzanne Nantcurvis*	Rosemond Nelson*
Gareth Roberts	Jane Setchfield*	Jacky Tonge*
Jacque Turnbull	Gwen Williams	Peter Williams

* New members of Council

Apologies

Ron Carrotte	Richard Parry Jones
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Not present

Goronwy Jones	Sheila Drayton
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Officers

Gary Brace	Chief Executive
Hayden Llewellyn	Deputy Chief Executive Officer (Teachers' Qualifications, Registration and Professional Standards)
Julia Evans	Deputy Chief Executive Officer (Finance, Personnel and Corporate Services)
Karen Evans	Policy and Planning Manager
Darren English	Publications Officer

Observers

Eddie McArdle	GTC Northern Ireland
Gerry Devlin	GTC Northern Ireland

Apologies were also received from Valerie Hallam, observer from the GTC Scotland

Welcome and Preliminaries

The Chairman, presiding over his first meeting of the GTCW, welcomed members to the 17th meeting of the Council. A special welcome was extended to the seven new members of Council (*).

A welcome was also extended to the two observers from GTC Northern Ireland, Eddie McArdle and Gerry Devlin.

The Chair informed members that there would be one matter under the 'Any Other Business' section of the agenda, to discuss an issue requested by a member of Council.

1. Draft Minutes of the Council Meeting of 8 July 2004

1.1 The minutes were agreed as an accurate record.

Matters arising

1.2 [Minute 1.3] the Chief Executive informed members that the Council had written to the Assembly expressing interest in being involved in any Task Group established to formulate the review of initial teacher training in Wales, as announced by the Minister.

1.3 [Minute 6.2] the Chief Executive appraised members of a recent meeting he and Mike Harper had had with GTCS and Scottish Executive officials to examine the Scottish model of a guaranteed training placement for the induction year. Following a brief discussion, the Chief Executive agreed to provide members with a more in-depth report to include information on how the Scottish model is funded.

1.4 [Minute 12] the Chief Executive laid before members the revised remit of the Audit and Scrutiny Committee. The revised remit was agreed by Council.

1.5 [Minute 13.1] during the previous Council meeting (in Brecon) the necessity of having Welsh speaking members of Council who could be utilised for Welsh language media interviews was discussed. The Chief Executive informed members that following that meeting, and now that the new Council members were in place, he would be writing to Welsh speaking members inviting expressions of interest in being a Council spokesperson for Welsh language media interviews.

2. To receive notification of any issues which members wish to raise in respect of the 'information' Agenda items (12-16)

2.1 A member requested to discuss two minor issues relating to papers 12 (QTS and Registration - GTCW 34/04) and 15 (Quarterly Review 1 April to 30 June 2004 - GTCW 37/04).

3. Progress Report on Registration Database arrangements - GTCW 27/04

3.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the report providing members with an update on the progress in respect of the replacement of the existing Register of Qualified Teachers database. Members were informed that the Project Plan timescale (outlined in Annex A) might slip by a few weeks but as contingency time had been built into the period between the phasing out of the old system and the new system becoming operational, this would not be a problem.

Matters arising

There were no matters arising.

4. Strategy for Reviewing the Professional Code for Teachers - GTCW 27/04

4.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the report setting out the proposed strategy for

reviewing the Professional Code for Teachers. Members were invited to discuss, and, if considered appropriate, agree the proposals made. Members' attention was drawn to paragraphs 9 and 10, remitting the development of the review to the Registration Committee and setting out a proposed paper to the Committee providing guidance on development of the review.

Matters arising

4.2 During discussion of the paper members raised the following issues:

- Should the Policy Committee also be involved in the process to provide an oversight function? Members agreed that this was not necessary as any review would be overseen by full Council;
- A member suggested that a mechanism should be created to enable members to feed views in to the Registration Committee on the development of the code. Members agreed and the Deputy Chief Executive said this would be established;
- A member suggested that legal opinion should be sought as part of the Code's development.

4.3 The proposal to remit to the Registration Committee to develop a strategy to review the Professional Code for Teachers was agreed. Members' views would be sought to feed into the Committee's considerations.

5. CPD Report - GTCW 28/04

5.1 The Chief Executive introduced the paper, providing a progress report on the Council's work in administering a CPD Funding Programme in Wales. Members were invited to discuss the report and, if appropriate, to agree to delegate responsibility for developing draft proposals for the 2005-06 Funding Programme to the Executive Committee. In addition members' attention was drawn to the private nature of the annexed report from Estyn. Members were also informed of an increase in applications for CPD funding following the recent re-launch of the programme.

Matters arising

5.2 During discussion of the report members raised the following issues:

- A member commended officers for the response drafted to the Estyn analysis of the GTCW CPD Funding Programme;
- Members felt that the two reports (Estyn and Tribal Education) offered useful guidance for the development of future plans for the 2005-06 programme;
- A member felt that the analysis of the CPD Programme raised issues with regard to teacher career milestones, which needed discussion as part of the future CPD framework. The Chief Executive replied that these valuable points would feed in to an Action Plan, as had happened after previous years evaluation of CPD;
- A member asked why there had been a slow take up of CPD in the beginning, and questioned whether the process of applying for funding was too bureaucratic. Another member suggested that the slow take-up was possibly due to the early confusion over how much funding would be available from the NAFW. The Chief Executive said that the previous year's evaluation report on non-participation demonstrated that the perception of bureaucratic procedures

was amongst non-participants. The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) replied that work was being done to review the application process for the future;

- A member referred to table 12 on page 67, which indicated that only a small percentage of classroom teachers were undertaking CPD funded development in comparison to Heads, Deputies, Team Leaders or Curriculum Leaders and expressed concern that the Programme may be missing the primary target market for the CPD funds. The point was discussed with the view surfacing that in primary schools, due to their smaller size, classroom teachers often also fulfil the role of 'leaders/managers' in some capacity. The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) agreed to revisit the data to attempt to break down the categories further to see if that was the case;
- A member raised concerns that the Estyn report into the funding programme was too wide and did not focus on the needs of the individual, which was the underpinning principle with regards to the GTCW funding programme;
- Members agreed to remit the further consideration of the CPD Funding Programme proposals to the Executive Committee.

6. Professional Development Framework - Draft consultation on professional milestones and standards - GTCW 29/04

6.1 The Chief Executive introduced the paper, providing members with a first draft of the Council consultation on stage 1 of a Professional Development Framework, covering the professional milestones and standards in a teacher's career. In addition to the report, the Chief Executive appraised members of a recent meeting of the Task Group assigned to develop the framework. Members were invited to a) agree the revised timetable in developing the framework, and b) comment on the draft and, if appropriate, remit the finalising of the document to the November meeting of the Policy Committee.

Matters arising

6.2 During discussions members raised the following issues:

- A member asked about the composition of the Task Group. The Chief Executive replied that the group was made up of representatives from Council; LEAs; Teacher Unions; HE; ITET; NAFW and Estyn and that the majority of members were also practising teachers;
- The issue of pay being linked to milestones was raised along with teachers' willingness to achieve milestones if there was no financial incentive. Council's view was that the framework was not related to pay, which, in any case, was not devolved to Wales. The Council had no remit for pay/terms and conditions. The framework was about the recognition of the professional development that teachers gained during the course of their careers;
- A member asked why, in chapter 6 of the report, there was no mention of threshold as a career milestone. The Chief Executive replied the threshold was an important point in a teacher's financial progression but the framework was concerned with identifying professional milestones which would be owned by the profession. The professional milestones, a member pointed out, were not time constrained.
- During discussion of the revised timetable, members felt that there was

insufficient time between the Task Group meeting and the Policy Committee meeting. In addition, members wanted a further opportunity to contribute to the development before the draft went to Policy Committee for finalising. It was agreed that the date of the Policy Committee would be moved to a date to be notified to members, and that the version of the document to be presented to the Task Group would be copied to members and any comments would be fed into the Policy Committee discussions;

- Members agreed a) the timetable, subject to the revision of the date of the Policy Committee, and b) to remit the finalising of the document to the Policy Committee.

7. Nominations Sub-group - GTCW 30/04

7.1 The Chief Executive presented the paper inviting members to consider and agree amendments to the agreed procedure for nominating Council members to external bodies and to formalise the sub-group's role in nominating members for specific internal groups.

Matters arising

7.2 A member expressed concern that the amendment did not ensure that there would always be a balance of 'headteacher', 'teacher' and 'non-teacher' within the group. It was agreed that a sentence would be added regarding the balance and composition of the group.

8. Progress Report on Induction - GTCW 31/04

8.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the report providing members with an update on the Council's work concerning Induction. Members were invited to note the progress made and asked to agree the dissemination of the information.

Matters arising

8.2 Members felt that the information was very useful and an excellent source of data.

8.3 Members agreed the methods of dissemination outlined in paragraph 6 of the report:

- Inclusion in the Annual Statistics Digest;
- Articles for inclusion in the press and *Teaching Wales*;
- The provision of information to teacher unions, LEAs, headteachers, ITET institutions and others, with an appropriate commentary;
- The development of specific advice to the Welsh Assembly Government. This might simply involve a discussion or correspondence between the Chairman of Council and the Minister for Education and Lifelong Learning or be more substantive.

9. Calendar of Meetings 2005 - GTCW 32/04

9.1 The Chief Executive introduced the proposed Calendar of Meetings for 2005 and invited members to agree or amend the proposed timetable.

Matters arising

9.2 Members agreed the timetable - subject to two minor amendments:

- The date for the July meeting of Council needed to be earlier in the month to avoid clashing with the end of the school year;
- The date for the October meeting of Council needed to be slightly earlier in the month to avoid clashing with the half term;

The dates of 13 July and 18 October respectively were proposed and accepted.

10. Annual Lecture 2004 - GTCW 33/04

10.1 The Chief Executive introduced the report providing members with an update on progress in preparing the Council's inaugural annual lecture. In addition an oral report was given on the lecture held the previous evening, and members were invited to suggest possible speakers for future lectures.

Matters arising

10.2 During discussion of the lecture members raised the following issues:

- Why was the event 'invite only'? The Chief Executive replied that the event was open in that invitations could be downloaded from the Council's website, and this had been mentioned in the press release;
- Members felt the event had been a great success and praised the arrangements, management, timing and venue;
- Members felt the lecture text was interesting and wanted to pass on the Council's written thanks to Professor John Andrews for delivering the keynote speech;
- A member praised the networking section of the evening saying it had been of great value to have such a wide selection of parties from all aspects of the education profession gathered together. It was suggested that a female speaker be considered for next year's event;
- A member asked whether venues outside of Cardiff might be considered in future and another member suggested that the venue remain the same but that video broadcasts to other locations be considered.

11. Any Other Business - GTCW 33/04

11.1 Under Standing Orders, matters wishing to be raised under the AOB section of the agenda have to be notified to the Chief Executive 72 hrs in advance. One issue was requested by Council member Tim Cox, who requested a discussion on the Assembly consultation on the Assessment Arrangements for 11 to 14 year olds.

Matters Arising

11.2 Tim Cox asked why the Council had not been presented with a discussion paper to Council on the consultation. The Chief Executive replied that the Council meeting had fallen at an awkward time before the end of the consultation period. Members' views had been sought to inform the drafting of the response. The draft response could be circulated to members for postal agreement.

11.3 During discussion of the issue the following issues were raised:

- A member reiterated the question raised previously and asked whether the Council would be providing a full written submission or just filling in the Assembly's tick box for responses. The Policy and Planning Manager replied that a full written submission would be drafted.
- A member asked how differing members' views would be incorporated in to a submission. The Chief Executive replied that, as with all other consultations, any draft response would go to members for agreement/comment and officers would incorporate views in finalising the response;
- A member asked if Standing Orders could allow for a special meeting to be held to for a discussion on the consultation. The Chief Executive replied that whilst provision for special meetings of Council was provided for under Standing Orders, a consultation response did not warrant calling such a meeting;
- Another member of Council stated that he would be very unhappy if the Council started to take such a direction in handling its business;
- A member suggested that the Council, in its response should comment on the incomplete nature of the Assembly document and the basic response method it used;
- The Chief Executive informed members that copies of the previous Council submission to the Daugherty Review would also be distributed to members.

12. For Information Items - GTCW 34/04

12.1 A member had requested to discuss two minor issues relating to papers 12 (QTS and Registration - GTCW 34/04) and 15 (Quarterly Review 1 April to 30 June 2004 - GTCW 37/04)

Matters arising

12.2 Item 12, QTS and Registration - GTCW 34/04, there was an error on page 2, para 10 in that 'XXXX' had been left in the document instead of an actual number. The Deputy Chief Executive confirmed the figure as approximately 2,130;

12.3 Item 15, Quarterly Review 1 April to 30 June 2004 - GTCW 37/04, referring to press coverage - a member mentioned that the Times Educational Supplement was giving good coverage of education issues in Wales.

The public meeting was declared closed.