

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

Date: 18th April 2005

Location: The North Wales Conference Centre, Llandudno

Attending

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

Apologies

Goronwy Jones, Nichola Jones.

Officers

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

Welcome and Preliminaries

The Chairman welcomed members to the nineteenth meeting of the Council and welcomed the persons observing in the public gallery, and the observer from the GTCS, Dr Dean Robson.

1. Draft Minutes of the Council Meeting of 17th January 2005

- 1.1 The minutes were agreed as an accurate record subject to the following amendment of minute 12.2: 'There was a proposal made by a member to look at whether a specific category of registration for advisory staff might be helpful.'

Matters arising

- 1.2 Minute 7: *Operational Plan 2005-06*. The Chairman explained that under Objective 5.1.2 of the Operational Plan, when requested to do so by the Welsh Language Board, the Council would begin the process of developing a Statutory Welsh Language Scheme. Such a request had since been received and the Council was required to consult on and submit a Statutory Welsh Language Scheme to the Board by 31 January 2006. Council agreed that this would be overseen by the Executive Committee.

- 1.3 Minute 12: *Finalisation of report on GTCW Elections 2004*. The Chairman noted that the GTCW had received a response from the Minister stating that the Assembly would consider the recommendations regarding the GTCW Constitution Regulations with a view to making any necessary amendments by April 2006 in time for the appointments process due that year.
- 1.4 Minute 14.2: *Induction*. Members noted that the Council report has been forwarded to Assembly officials.
- 1.5 Minute 18.2 *Dissemination of TLRP findings*. Members noted that the Welsh Assembly Government was to liaise with the GTCW on this.

2. To receive notification of any issues which members wish to raise in respect of the 'information' Agenda Items (15-20)

- 2.1 A member informed Council that a paper had been incorrectly copied at agenda item 20: *GTCW Response to the Assembly Consultation on Individual Pupil Data Project: Expanding Electronic Data Management*. It was agreed to distribute the correct version to all members.

3. Draft minutes of the Policy Committee of 3rd March 2005

- 3.1 The Chief Executive introduced the minutes of the meeting.

Matters Arising

- 3.2 Minute 3: *Professional Development Framework Consultation*. The Chair congratulated the Council on the success of the Professional Development Framework Consultation Conferences held in March 2005.
- 3.3 Min 4.2: *Charter of Rights*: The Chief executive commented that the Charter of Rights could be published alongside other documents as part of a group of publications regarding teachers' rights and responsibilities such as the Professional Code and 'Professionalism in Practice'.

4. Draft minutes of the Executive Committee of 3rd March 2005

- 4.1 The Chief Executive introduced the draft minutes of the meeting.

Matters Arising

- 4.2 It was noted that the members in attendance should list Gareth Jones, not Goronwy Jones.

- 4.3 Minute 3.2: *Operational Plan 2005-06 - Recruitment & Retention Action Plan*. It was noted that Peter Black AM, the Chair of the Assembly Education & Lifelong Learning Committee had written to the Chief Executive inviting the Council to monitor the Action Plan for Recruitment and Retention on the Committee's behalf. In monitoring the Action Plan, the Council might need to survey schools' progress towards the recommendations. The Committee Clerk had indicated that there was precedent for the Committee to fund any costs incurred in the process. The first report would be made to the Assembly Committee in July 2006. Council agreed that the Policy Committee should oversee the outcomes of the monitoring but the Executive Committee should, in the first place, consider the approach to be taken to the monitoring.
- 4.4 Minute 6.3 *Council members: Payment of Additional expenses*. Council agreed the revised tabled paper: Additional expenses: Claims by Council members'.

5. Draft minutes of the Registration Committee held 17th March 2005

- 5.1 Suzanne Nantcurvis, who chaired the meeting in the absence of the Committee Chair and Deputy Chair, introduced the minutes.
- 5.2 Minute 3: *Report on the Implementation of new Registration database*: Members were impressed with the presentation on the new database and on the QTS application process as given by Bethan Stacey, Registration Team Leader.
- 5.3 Minute 6: *Draft Indicative Sanctions Guidance*: It was noted that Officers would be producing a draft for the next meeting of the Registration Committee. The Disciplinary Training Refresher Session which was scheduled to be held on 19th May 2005 would assist in the drafting of this document.
- 5.4 Minute 7: *Professionalism in Practice*: Members' discussion on this document drew in previous discussions regarding the proposed 'Charter of Rights'. The following points were made:
- Members noted that this document could be a practical interpretation of the Professional Code of Conduct.
 - One member stated that the balance regarding teachers' rights and responsibilities needed redressing;
 - One member reminded that the Registration Committee would need to cooperate with the Policy Committee with regard to the production of the 'Charter of Rights' document;
 - One member stated that there needed to be clarity on the weight and tone of the documents - either they would be rights or aspirational documents;
 - It was noted that the 'Professionalism in Practice' document could be useful in disciplinaries and in clarifying the conduct and practice of teachers;

- It was agreed that the document would not necessarily need to be produced in a leaflet form;
- All agreed that the document would need to be written sensitively in order not to dissuade new teachers from the profession;
- The language of the documents would be vital in ensuring its application and its purpose would need to be explicit;
- One member stated that the Charter of Rights could assist in raising the status of teachers and defining professionalism.
- Members agreed that the GTCW should produce its own version of the leaflet and that drafts would be referred to Council in due course;
- Further copies of the GTCS 'Professionalism in Practice' leaflet would be re circulated to all members for information;
- Members agreed that the Charter of Rights would be remitted to the Policy Committee. 'Professionalism in Practice', as well as the Professional Code would be remitted to the Registration Committee. One member drew attention to the fact that a significant number of documents were being referred to the Registration Committee and suggested that it would not be wise to overload that committee.

6. Draft minutes of the Audit & Scrutiny Committee of 17th March 2005

- 6.1 The Committee Chairman, Mike Edwards introduced the draft minutes of the meeting.

7. Registration Process (GTCW 1/05)

- 7.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the paper.
- 7.2 Members noted that this was the Council's most successful year in the collection of registration fees.
- 7.3 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) explained that there would follow a 'deregistration' process, for example for retired teachers, which would commence in June. It was estimated that this would decrease the total number of registered teachers by around 2,000. Final statistics could be presented to the July meeting of Council. An estimated 1500 NQT's would then register in August/September and some teacher movement from England into Wales could be expected - an expected 150 in total.
- 7.4 Members noted that greater LEA compliance was evident this year, including an increased number of voluntary registrations of teachers from independent schools.
- 7.5 Copies of the Council's Annual Statistics Digest March 2005 were made available for members. The Digest included statistics on the induction cohort for the first time and a press release for the induction year statistics had been issued. The Digest would be distributed to schools together with the Corporate Plan once printed.

8 CPD Progress Report (GTCW 2/05)

- 8.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the paper.

Funding Programme 2004-05

- 8.2 Members noted that it had been a difficult funding year due to an initial reduction in funds from the Welsh Assembly Government followed by an increase of an extra £440,000 in June and a further £100,000 in November. The Programme had been relaunched in September and all money had been allocated by the end of the financial year. However, as in previous years, teachers underclaimed or withdrew and this had meant that some funding would have to be returned to the Assembly.
- 8.3 The Deputy Chief Executive (Finance, Personnel and Corporate Services) clarified that the 2% carry forward to 2005-06 financial year was 2% of the total amount of grant.
- 8.4 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) stated that the officers would again overallocate monies this year. There was an issue of the lack of applications for Network funding.
- 8.5 One member requested that three-year figures be provided for the funding statistics at Annex A.

Funding Programme from April 2005

- 8.6 New booklets had been issued to all teachers for 2005-08 funding and around 250 applications had already been received. There was, however, a higher level of return of those applications that had not met the criteria because of the new questions in the application form inserted at the request of the Assembly and Estyn. The Council was providing guidance to teachers when returning these documents for resubmission.
- 8.7 One member questioned whether the revised criteria would deter some teachers from applying for funds. The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) stated that applications would be monitored but that some applications were simply unsuitable/impossible to fund.
- 8.8 One member congratulated officers on the success of the Professional Development Funding Programme particularly on minimising the administrative costs.
- 8.9 Members noted that the form was valid for three years. This would ease the application process
- 8.10 A member stated that with the disappearance of the GEST fund and the focus of the Better Schools Fund, it could be predicted that CPD applications would grow. It was to be remembered that CPD funding was a politically-sensitive issue.

- 8.11 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) stated that teachers were reminded that the CPD team were always on hand to offer advice via the telephone and during school visits.

Dissemination

- 8.12 £100k had been set aside in the budget for dissemination and a full report would be produced in due course

9. Professional Development Framework Progress Report (GTCW 3/05)

- 9.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the paper.
- 9.2 Thanks were given to those members who were involved in the national consultation conferences held in March 2005. The consultation responses had been passed onto an external agency for analysis and once available, results would be distributed to members. An estimated 65-70% of the responses were supportive of the Framework and it was helpful to have received comments which would allow the identification of areas requiring further work (eg middle leader milestones).
- 9.3 One member asked why there had been negative responses co-ordinated by a particular teaching union if all unions had been represented during PDF discussions.
- 9.4 The Chief Executive stated one of the issues that came through in the consultation and which would need to be included in the advice was the refunding of CPD. A coherent funding strategy would be important for Professional Development (following on from the Council's advice in 'CPD - An Entitlement for All' document). The advice could focus on the need for clarity and coherence, given the focus of BSF and the lack of clarity on where funding for 'maintenance'/information giving CPD was located in budgets..
- 9.5 The timetable to develop advice on issues arising out of Strand One was discussed and amended. To allow for the half-term break, it was agreed that postal comments from members on the first draft were to be returned by a later date. The ELL Committee date of 6th July 2005 (subsequently amended to 8th June) had been set by the Assembly and the Chair and Chief Executive would ensure that their presentation did not commit the Council prior to the finalisation of the advice on 13th July. It was agreed to distribute the revised timetable to members.
Subsequently, the Policy Committee members met and agreed an extra Committee meeting to be held on 22nd June 2005 from 12pm to 3pm. The timetable was revised to give all Council members extra time to consider a revised draft.

9.6 It was noted that the Strand Two Task Group had been convened, with the first meeting date set for 27th April 2005.

10. Teaching Profession of the Future (GTCW 4/05)

10.1 Karen Evans, Policy and Planning Manager introduced the paper which had been revised and finalised following discussion at Policy Committee and was now at pre-design stage.

10.2 The online timetable for the consultation was noted and the Policy Committee would examine the process in more detail at its meeting 12th May 2005.

10.3 It was noted that at point 6, another bulletpoint should have been included listing 'other stakeholders'. This list could also include employers eg LEA's; Diocesan Directors and other GTC's.

10.4 One member noted that entrepreneurship was important and that Council should bear in mind that young people were the future employers as well as employees. The debate should include other educational organisations such as ELWa and also the Welsh Assembly Government..

10.5 One member stated that the Council should remember "education for educations' sake" rather than for the sake of employers and the economy.

10.6 Rather than revise the document further, members acknowledged that the document was doing the job it was designed to by eliciting discussion. It was agreed that the document would need to go to consultation at some point to allow feedback and revision from the profession. One member proposed inviting a sample of teachers to give their views.

10.7 The Deputy Chair noted that the questions had been reworded well and that perhaps involving a Focus Group would be of value. Including a Focus Group in the consultation/discussion process was agreed.

11. Provisional Registration - Establishing Principles (GTCW 5/05)

11.1 The Deputy Chief Executive (Teacher's Qualifications, Registration and Professional Standards) introduced the paper and invited members to give preliminary consideration to the matter, including the perspectives in GTCS and GTCE. In Scotland, teachers who have an initial teaching qualification but who are in their induction year are provisionally registered. GTCE on the other hand was considering whether students in ITET and overseas trained teachers should be provisionally registered.

11.2 The Deputy Chair stated that the future of teaching would involve greater movement between FE and schools. One member suggested that those on employment-based routes to QTS, such as GTP or RTP or Overseas Trained Teachers could be registered provisionally.

11.3 It could be that those in educational advisory roles and instructors in

schools could benefit from provisional registration. It would need to be made clear what the benefits of registration would be for the Council and for the general public.

- 11.4 It would be necessary to consider what would happen if those granted provisional registration never reached full registration.
- 11.5 One member suggested that perhaps 'associate registration' may be a more suitable term.
- 11.6 If the option of giving provisional registration to trainee teachers and those without QTS was pursued, the application of disciplinary regulations would need to be considered eg perhaps conduct but not competence rules would need to be applied.
- 11.7 One member stated that he was not inclined towards the proposed England approach of registering trainee teachers.
- 11.8 It was agreed to remit further discussion to both the Registration and Executive Committees.

12. GTCW Disciplinary Functions - issues to be addressed (GTCW 6/05)

- 12.1 The Chief Executive introduced the paper which has been drafted to encourage initial discussion on the merits and demerits of the Council taking on responsibility for all cases of professional misconduct and possible recommendations to the Assembly for legislative change. Members' initial views on the possibility of the Council taking on all cases of professional misconduct were invited.
- 12.2 Although there were concerns over the workload of the Registration Committee, it was recommended that this matter be passed there for further discussion.

13. GTCW response to the Assembly Consultation on Induction Regulations (GTCW 7/05)

- 13.1 The Deputy Chief Executive (Teacher's Qualifications, Registration and Professional Standards) introduced the draft response, bringing members' attention to point 1a of the Response itself which was the main part of the return.
- 13.2 It was noted that the response date to the Welsh Assembly Government had been extended in order to allow full discussion at Council.
- 13.3 Some members agreed that the proposed five year period for completing induction would be preferable. Carrying out induction on a part-time basis should also be made possible.
- 13.4 It was noted that the review of ITT in Wales was being carried out which might lead to the introduction of the arrangements as in Scotland where

trainees are guaranteed a teaching post which enables them to complete statutory induction with appropriate support.

- 13.5 One member stated that it would be unwise to extend supply teaching periods where teachers had a lack of a supportive school environment and appropriate CPD. It would not assist any long-term raising of the status of teaching.
- 13.6 Another member suggested that the lack of CPD support for supply teachers should be tackled by LEAs who should be responsible for increasing such support.
- 13.7 The Chief Executive stated that induction should be the start of a supportive career and, therefore, he expected headteachers on the whole would, and do, co-operate with the induction process. Statistics on this could be examined after five terms since the introduction of statutory induction. He indicated that two-thirds of trainees complete their induction within two years, so five years would mark a considerable increase.
- 13.8 One member suggested that the Welsh Assembly Government need to address the induction arrangements as some schools only allowed the redeployed teachers rather than NQT's.
- 13.9 It was agreed that the Council response should propose a three year induction period for completion of induction and that this arrangement be reviewed within three years.

14. Any other business

There were no other items of business

15. For information items

15.1 The following items were received for information without discussion:

- Final Corporate Plan 2005-08 and Operational Plan 2005-06 (GTCW 8/05);
- Quarterly Review 1st Jan - 31st March 2005 (GTCW 9/05) and tabled financial annex A;
- Reports from Council Representatives on Externals Groups (GTCW 10/05);
- GTCW Response to the Assembly Consultation on National Basic Skills Strategy (GTCW 11/05);
- GTCW Response to the HEFCW Consultation on ITT Partnerships (GTCW 12/05);
- GTCW Response to the Assembly Consultation on Individual Pupil Data Project: Expanding Electronic Data Management (GTCW 13/05).