

**MINUTES OF THE MEETING OF THE THIRTIETH MEETING OF THE GENERAL
TEACHING COUNCIL FOR WALES**

DATE: 5th FEBRUARY 2008

LOCATION: THE HILTON, NEWPORT

Present:

Members:

Mal Davies (Chairperson)	Angela Jardine
Jacque Turnbull (Deputy Chair)	Valerie Merriman
Phil Bassett	Jane Morris
Frank Bonello	Suzanne Nantcurvis
Neil Butler	Rosemond Nelson
Elwyn Davies	Hugh Pattrick
Sheila Drayton	Anne Robertson
Mike Edwards	Jane Setchfield
Ian Guy	Jacky Tonge
Anthony Hughes	Gwen Williams

Apologies:

Tim Cox	Helene Mansfield
Sarah Stockford	

Officers:

Gary Brace	Chief Executive
Hayden Llewellyn	Deputy Chief Executive (Qualifications, Registration and Professional Standards)
Julia Evans	Deputy Chief Executive (Finance, Personnel and Corporate Services)
Kevin Pascoe	Policy & Planning Manager
Amy Pike	Executive Officer, Administration (Secretariat)

1. Welcome and Preliminaries

- 1.1 The Chairperson welcomed members to the thirtieth meeting of the Council and confirmed the meeting would be conducted bilingually. Apologies had been received from Tim Cox, Helene Mansfield and Sarah Stockford.
- 1.2 The Chairperson welcomed new member Neil Butler who was taking his place as an elected member of Council for the duration of the current term through to 31 August 2008.
- 1.3 The Chairperson went on to welcome Keith Bartley (Chief Executive, General Teaching Council for England) who was attending the meeting as an observer, and thanked him for his hospitality during a recent visit to GTCE. A further welcome was offered to the persons observing from the public gallery.

- 1.4 The Chairperson offered congratulations to Hugh Patrick for his MBE in the New Year's Honours and who officially became a member of Council on 1 February 2008. He went on to notify members that Matthew McIver (Chief Executive, General Teaching Council for Scotland) had been awarded a CBE in the New Year's Honours. Council's congratulations had been passed on.

2. Declarations of Interest

- 2.1 Phil Bassett declared his interest in Agenda item 14 "Chartered Teacher update" and that he would withdraw from the meeting at the appropriate time.

3. Chairperson's correspondence

- 3.1 The Chairperson referred members to the tabled letter from Council member Tim Cox to the Chief Executive, dated 1 February 2008. The letter expressed strong objections to the recent increase to the registration fee and accompanying letter to all teachers. The Chairperson addressed each objection in turn.
- 3.2 The Chairperson referred members to Item 5 in the minutes of the Private Session of the previous Council meeting on 9 November 2007. Item 5 detailed the case for the fee to be set at £45 (5.7-5.11) and the difference between England and Wales in terms of economies of scale (5.5) which meant that comparisons between the two countries was unhelpful. He reminded members that the large increase of 37% resulted from years of delay in addressing the issue (5.4).
- 3.3 Following a full discussion, Council had agreed to remit the decision in setting its 2008/09 fee to the Executive Committee (5.21). As requested, invitations to attend the meeting of the Executive Committee on 9 December 2007 had been extended to all Council members; three non-Committee members had accepted the invitation.
- 3.4 The Chairperson referred members to Item 6 in the minutes of the Executive Committee meeting of 9 December 2007, and in particular 6.5 where Committee members agreed that GTCW must be prepared with a 'positive campaign' and 6.3 where members had agreed GTCW must take care not to encroach upon the work of the teaching unions on matters of pay and terms and conditions.
- 3.5 In summary, the Chairperson explained that the GTCW had briefed all unions, presenting the case for the increase to the fee and comparing the GTCW's position in relation to other GTCs. He concluded that the GTCW's letter to all teachers following the increase in the registration had presented a balanced view.
- 3.6 One member voiced her endorsement of Tim Cox's letter and opposition to the increase in fee, adding her fear that it would damage the credibility of the Council, given the negative response from teachers that she had experienced. Members discussed the response with some reporting that they had received no negative comments at all. The Chief Executive confirmed that the GTCW had received very few negative responses and far less than had been anticipated. One member suggested that the bulk of responses would come when teachers received their April pay packets and realised they had not been fully reimbursed.
- 3.7 One member voiced his support of the decision to increase the fee, arguing that £12 a year was a small price to pay for a self-regulating body working hard to gain recognition for the teaching profession in Wales. Another member agreed and added that the good work of the GTCW needed to be highlighted to the profession and the Council should not be afraid to be positive about its achievements. A third member added that the GTCW was professionalising the profession; she reminded the Council

that malicious and unfounded allegations against teachers were dealt with robustly by the Professional Standards team and discounted – teachers might be unaware of the GTCW's work in protecting the profession because this information by its nature was unavailable in the public domain.

- 3.8 One member requested clarification on the GTCW functions that were funded by teachers' registration fees. The Chairperson confirmed that the Professional Standards function was funded by registration fees and the gradual increase in workload required an increase in fee. He confirmed that Professional Development funding was cost-neutral as it was funded entirely by the Welsh Assembly Government. The Chartered Teacher Programme had also been funded by the Welsh Assembly with a contribution of £7,500 from GTCW in 2007-08.

4. Draft minutes of the Council meeting held 10th July 2007

- 4.1 The minutes of the meeting were confirmed as a correct record. There were no amendments to the minutes.

Matters arising:

- 4.2 Minute 10.8: Professional Development Framework: The Chief Executive confirmed that no further discussion with ADEW had taken place since the meeting referred to but that joint funding was still an option. He added that there was a need to develop ideas on how the mainstream Chartered Teacher Programme might be funded.
- 4.3 Minute 12.6: EU Directive on Recognition of Professional Qualifications: One member enquired as to whether Merlin had raised the issue in the media. The Chief Executive confirmed that there had been good coverage in the Western Mail within a week of the previous Council meeting. He promised to pass a copy on to the member who had not seen the article.

5. To receive notification of any issues which members wish to raise in respect of the 'Information' Agenda items (19 to 27)

- 5.1 No notifications were given.
- 5.2 The Chairperson explained that as the new members of the four committees had met for the first time in December, no members were in a position to confirm or otherwise whether the previous minutes of the Committees were an accurate record. He therefore proposed that minutes of the September 2007 meetings of the Policy, Executive and Registration Committees and the June 2007 meeting of the Audit & Scrutiny Committee be circulated to the previous members of those Committees for their approval; members agreed with the proposal.

6. Draft minutes of the Executive Committee meeting 7th December 2007.

- 6.1 The Chief Executive introduced these minutes and advised members that all issues, except two, would be covered on the meeting agenda.

Matters arising:

- 6.2 Minute 4.2: 6 monthly financial review: One member queried whether Council Officers had succeeded in finding a suitable insurance policy for maternity cover; Julia Evans stated that she was looking in to this issue and would update Council at a later date.

- 6.3 Minute 6.3: Registration Fee: One member requested that the minutes be amended to read 'the Committee was in agreement bar one member' as he was opposed to the decision to increase the fee and had not agreed with other Committee members on this issue.
- 6.4 Minute 9.4: International Teaching Councils Conference: The Chief Executive reported that the Executive Committee had agreed the conference in principle, subject to Council's approval. Members were content that the GTCW go forward and make arrangements to host a conference in 2009.
- 6.5 The unconfirmed minutes were noted.

7. Draft minutes of the Audit & Scrutiny Committee meeting 4th December 2007

- 7.1 Sheila Drayton introduced these minutes, reporting that committee had received the Wales Audit Office audit of the 2006-07 Financial Statements, Management Letter and Grant Certification report. These had found GTCW's systems and processes to be satisfactory with no significant issues. Internal auditors, Bentley Jennison, had found GTCW to be fully compliant with PAYE systems and gave substantial assurance on the role of the Audit Committee and Risk Management systems. She offered congratulations to Julia Evans and the finance team.
- 7.2 She informed Council that the Committee was giving consideration to the co-option of a non-council member with a financial, accounting or auditing background, to offer it advice.
- 7.3 She informed Council that the Committee had decided to extend the contract with Bentley Jennison for a further 2 years and that this had been accepted.
- 7.4 There were no matters arising.
- 7.5 The unconfirmed minutes were noted.

8. Draft minutes of the Registration Committee meeting 7th December 2007

- 8.1 Hugh Patrick introduced these minutes to Council, and invited members to raise any matters arising.

Matters arising:

- 8.2 Minute 4.3: Update on Registration: One member informed Council members of a recent HEFCW circular on Intake Targets 2008/09 which had been sent to all Initial Teacher Training providers in Wales. An accompanying letter from the Assembly explained the reasons for the large reduction in in-take targets and these had, in his opinion, potentially serious implications.
- 8.3 Minute 4.4: Update on Registration: One member requested an update on the pilot teacher supply model for Wales. Hayden Llewellyn explained that GTCW had assisted in providing statistical information for the pilot, but as it was Assembly-led he was not in a position to provide any further update.
- 8.4 Minute 6: Safeguarding Vulnerable Groups Act: Hugh Patrick explained to Council members that the new Act would mean a big change to registration processes. Following discussion at Committee level, a draft response had recently been circulated to all members: any queries or comments should be addressed to Hayden Llewellyn.
- 8.5 The unconfirmed minutes were noted.

9. Draft minutes of the Policy Committee meeting 13th December 2007

- 9.1 The Chief Executive introduced these minutes and advised members that all issues would be covered on the meeting agenda.
- 9.2 There were no matters arising.
- 9.3 The unconfirmed minutes were noted.

10. GTCW Committee Membership (GTCW 01/08)

- 10.1 The Chief Executive introduced this paper, informing Council that the Audit & Scrutiny Committee had still to formally appoint a fourth member. He went on to confirm the new staff 'whistle blowing' contacts as Jacky Tonge and Mike Edwards. Council members noted the new membership of Council Standing Committees, CPD Editorial Board and whistle blowing contacts.
- 10.2 The Chief Executive invited discussion on the role of the CPD Advisory Group. The group, made up of both Council members and external reference points, had been set up to steer the CPD funding programme which had since become well-established. Its importance as a liaison group was debatable, due to the existence of the Teacher Education Liaison Group which provided a forum for liaison on a variety of issues including professional development. Considering the weaknesses as set out in paragraph 12, Council were invited to give a steer on the future of the CPD Advisory Group. Following some discussion, members agreed that the Group had served its purpose and that it should be dissolved with the understanding that it could be reconvened, if necessary, in the future. The Chief Executive agreed to write to members of the group informing them of the dissolution of the group and giving the reasons as set out above.

11. Draft Corporate Plan 2008/11 & Operational Plan 2008/09 (GTCW 02/08)

- 11.1 The Chief Executive introduced the paper, explaining that the aim had been to make the new plans less wordy than previous plans and to be clear about the function each had. He took members through each plan by objective, inviting comments, and asked that any detailed comments and/or annotations be supplied to officers.

Corporate Plan:

- 11.2 One member proposed that the rationale under the section entitled 'Our role and remit' (p.4) be repeated under each objective. She argued that reinforcing the rationale throughout the document would strengthen GTCW's role and remit. The Chief Executive added that a statement could be included under each objective to explain how each one helped GTCW meet its overall aim. Another member proposed that as the role, remit and rationale was so important, it ought to be repeated on the contents page, so that it did not escape readers skimming the document. Members were in agreement with all proposals.
- 11.2 One member drew Council's attention to the aim under 3.2 (p.12) and asked how GTCW planned to ensure that the needs of individual teachers were met. Council officers explained that individually focused EPD funding could ensure teachers had financial means to meet their professional needs, but agreed that individual needs might vary and that the sentence should be rephrased.

- 11.3 Council officers agreed to remove the reference to the CPD Advisory Group (Objective 3.3 - p.13) in light of the previous discussion.
- 11.4 One member drew Council's attention to the table on p.19 and queried the predicted deficits given the registration fee had been increased to £45. The Chief Executive explained that GTCW had not recommended that the fee be £45 for 3 years: it had been fixed for 3 years by the Minister and this illustrated the consequence. He added that small incremental increases would be a better way to move forward in the future and members had heard the Minister's response to this suggestion earlier in the morning. The member insisted that GTCW approach the Welsh Assembly to request more money and the Chief Executive stated that the time to do this would be with the submission of the plan.
- 11.5 Council members were satisfied with the Corporate Plan 2008/11 and were content to remit it to the Executive Committee for finalisation.

Operational Plan:

- 11.6 One member commented on the usefulness of including tables under each heading which linked the objectives to the costs involved. She stated it was good to know what GTCW was putting into each objective, as well as the expected results.
- 11.7 One member observed that the plan was very detailed and queried whether GTCW ought to concentrate on a development plan rather than one reporting on day to day activities. The Chief Executive replied that much of the work carried out by GTCW was cyclical and process-driven, hence the need to detail day-to-day activities. He explained that, unlike the Corporate Plan, the Operational Plan was an internal document and was used to identify detailed operational activity, allocate resources and monitor the delivery of objectives.
- 11.8 Council officers agreed to remove the reference to the CPD Advisory Group (Operational Objective 3.3, e. - p.18) in light of the previous discussion.
- 11.9 The Chief Executive explained that the Operational Plan 2008/09 was a work in progress and would be tightened up over the next 2 months. Members were satisfied with the Plan and were content to remit it to the Executive Committee for finalisation.

12. Funding of Induction & EPD report (GTCW 03/08)

- 12.1 Hayden Llewellyn presented the progress report on the GTCW's work administering Induction & EPD funding. Members were invited to receive the report for information and to clarify any points.
- 12.2 Referring to paragraphs 12-16, he confirmed that consecutive half terms would now count towards a teacher's Induction period.
- 12.3 Members were invited to note the request made to the Assembly for additional funding in the current financial year (paragraphs 30-32).
- 12.5 There were no points of clarification and members were content with the report.

13. Professional Development Funding Programme report (GTCW 04/08)

- 13.1 Hayden Llewellyn presented the progress report on the GTCW's Professional Development Funding Programme. Members were invited to receive the report for information and to clarify any points.

- 13.2 Referring to paragraph 7, he reminded members that officers had made a request in December 2007 to the Welsh Assembly for additional funding. He reported that a further £175,000 had since been allocated to the programme, making a total of £400,000 in supplementary funding to date for the current financial year. He added that officers were now calculating what final supplementary funding may be needed to 31 March 2008 and were liaising with Assembly officials. There were no points of clarification and members were content with the report.
- 13.3 The Chief Executive informed members that Assembly officials had drawn attention to the tight budget for 2008-09 and the possible lack of flexibility in similar end of year circumstances.
- 13.4 Hayden Llewellyn updated members on staff changes within the Professional Development Funding team. He reported that Maria Boex, Professional Development Manager, had been seconded out of the team to take up the role of Chartered Teacher Manager, another member had stepped up to take her role and another had left the organisation; therefore the team had been reduced from 5 members to 3.
- 13.5 There were no points of clarification and members were content with the report.

14. Chartered Teacher Update

(GTCW 05/08)

- 14.1 Hayden Llewellyn presented the paper updating members on the Chartered Teacher Programme. Members were invited to receive the report for information and to clarify any points.
- 14.2 He informed members that the pilot programme was well underway, with the first module (Talk for Thought) reaching its conclusion, the recent commencement of modules in Newport and UWIC and a further two modules due to start at the end of February.
- 14.3 It was confirmed that the *Leading the Learning* module referred to in paragraphs 13-16 would include delivery through the medium of Welsh.
- 14.4 It was confirmed that two tenders had been received for the independent evaluation of the pilot programme and that Council would be updated in due course once the selection panel had reached its decision.
- 14.4 Hayden Llewellyn drew members' attention to paragraphs 31 to 35 and explained that the decision made by the Privy Council, namely that GTCW would no longer need a Royal Charter to award Chartered Teacher status, would result in a far simpler process involving considerably less work for officers.
- 14.5 One member expressed concerns that the lengthy assignments written by teachers on some of the pilot modules seemed to contradict earlier assurances he had that the pilot would be work-based, involving portfolios, and would not impact on teachers' workloads. Hayden Llewellyn explained that the pilots were enshrined in teacher practice and that teachers would not be out of the classroom for a significant time (e.g. a maximum of 3 days); teachers on the pilot were working together outside of school time and using their combined knowledge and experience in the classroom. The Deputy Chairperson offered reassurance that she had attended a session on the *Talk for Thought* module with similar misgivings but had been satisfied that all activities were very much classroom-based and the teachers involved were finding it a very stimulating and practical experience. A second member added that the alternative accreditation route, which was portfolio-based, was due to commence shortly.

- 14.6 There were no further points of clarification and members were content with the update report.
- 15. Estyn Future inspection arrangements – developing a council position
(GTCW 06/08)**
- 15.1 The Chief Executive presented this report which proposed the development of a Council position on school inspection arrangements following a recent consultation by Estyn. Taking into account the views of the Policy committee, GTCW officers had compiled and submitted an interim position statement in response to the consultation at considerable short notice (Annex A). Members were invited to receive the interim position statement and, if considered appropriate, agree the establishment of a Task and Finish Group to develop a comprehensive policy position for the Council.
- 15.2 One member pointed out that there was no reference in the interim position statement to the role of local authority advisors and consultants. He added his view that with the support given by consultants and LEAs, the role of Estyn and private inspection would be minimised.
- 15.3 Referring to interaction with parents in paragraph 7 of Annex A, one member explained that, from a primary perspective, the older a child became the harder it became to secure parental involvement. A variety of reasons and strategies were often put in place by the school to tackle the problem but might well prove unsuccessful. She expressed concern that a school might be measured on poor interaction with parents despite its best efforts.
- 15.4 With reference to paragraph 8 of Annex A, one member voiced her opinion that Estyn inspections should be complimentary to schools' self-evaluations. She added that looking at the family of schools and the entire educational experience would be far more challenging for Estyn than current arrangements and would re-invigorate its processes. Another member agreed and added that, in his view, Estyn's philosophy ought to be less punitive and more developmental.
- 15.5 Referring to paragraph 9 of Annex A, one member expressed her concern that in future only Chartered Teachers would be considered for the role of consultants or advisors within local authorities.
- 15.6 The Chief Executive proposed that the time was opportune for GTCW to put together a comprehensive position policy on the issue and recommended the creation of a Task and Finish Group to develop the position and report back to Council for agreement. The Deputy Chairperson agreed that it was an excellent opportunity for GTCW to influence the rationale of Estyn and its mode of operation on this highly important issue. Members agreed that GTCW's ideas needed to be developed into a comprehensive strategy through a Task and Finish Group.
- 15.7 The Chief Executive proposed that the Task and Finish Group be formed as soon as possible so that the Council's comprehensive position policy could be promptly be passed on to Dr Maxwell when he assumes his post as Chief Inspector.
- 15.8 One member proposed that, given budget restraints, the Task and Finish Group should be made up of Council members rather than individuals from external organisations; members agreed that there was a sufficient range of expertise within the Council itself. Members were invited to forward expressions of interest to the Chief Executive; Task and Finish Group members would be selected by the reference group.

- 15.9 The Chair referred members to paragraph 8 of the paper and members agreed to the proposed composition of the Task and Finish Group.
- 15.10 The Deputy Chairperson proposed that, given the high position of the issue on the agenda, the group be chaired by the Council Chairperson; this was seconded and agreed.
- 15.11 Members discussed whether or not it would be appropriate to include perspectives from external members representing governors, local authorities, pre-school and post-16 sectors etc; some thought it would be valuable whilst other felt the GTCWs position policy should exclusively represent the views and perspective of the teaching profession. This was left open to respond to expressions of interest from members. Members were reminded that all work developed by the group would be submitted to Council for agreement in due course, so all members would have an opportunity to add their views.

16. Professional Standards update (GTCW 07/08)

- 16.1 Hayden Llewellyn updated members on the work of the Professional Standards Team, taking them through each section of the paper in turn.
- 16.2 Members were invited to note the appointment of 5 additional lay members to sit on Professional Standards committees; a training day had been scheduled for 14th April 2008.
- 16.3 Hayden Llewellyn drew members' attention to the Safeguarding Vulnerable Groups Act and the implications this had on GTCW processes. He added that a likely delay in the implementation of the scheme, of up to a year, should leave the Council sufficient time to make the necessary changes. He reminded members that a draft consultation response to the DCFS on the Independent Safeguarding Authority had been distributed for comment.
- 16.4 He referred members to the proposed amendment to GTCW Disciplinary Procedures and Rules at Annex A and invited comments. One member requested that '(standard ban and fine)' be clarified and added to the bullet points rather than being referred down; Council agreed to this amendment.
- 16.5 There were no further points of clarification and members were content with the update report.

17. Professionalising the Lifelong Learning sector (GTCW 08/08)

- 17.1 The Chief Executive presented this paper to the Council, explaining that it had been prompted by the outcome of the Webb Review which had made no recommendations on the issue of professionalisation despite the GTCW submissions. He informed members that he was currently awaiting a response to his letter to Sir Adrian Webb (Annex A).
- 17.2 Members were invited to note the position on the Lifelong Learning sector being developed by the Policy Committee as set out in paragraphs 7-9. In brief, the GTCW would argue that all those teaching in the post-compulsory (14-19) sector be treated as teachers in terms of CPD, professional standards, and have an appropriate umbrella body. Members were invited to make observations and comments on the developing position.

- 17.3 One member was not keen on the title, in particular the use of the phrase ‘Lifelong Learning’. Members discussed other possibilities including ‘post-14’, as used by the Webb Review, but decided on the use of ‘FE sector’. With reference to paragraph 8, it was agreed that Council’s position should focus on the FE Sector, rather than attempt to encompass all the diverse roles found within the lifelong learning sector.
- 17.4 The Deputy Chairperson reminded members of the Minister’s response that morning to the Lifelong Learning sector i.e. the Minister had stated that officials would be watching developments in England. Referring to paragraph 9, the Deputy Chairperson warned against linking the situation in Wales with that in England.
- 17.5 A discussion took place on the status of those in the FE sector and qualified schoolteachers. One member expressed concern that GTCW might apportion status to tutors etc. who may not be particularly qualified, as well as providing access to professional development funding which had been assigned to qualified teachers. The Chief Executive suggested that a distinction could be made around professional standards, by requiring those in the FE sector to adhere to the same expectations of conduct, but not competence. The Deputy Chairperson put forward her view that young people aged 14-19 should be guaranteed similar standards regardless of delivery setting. Another member agreed that individuals working in the FE sector should not be excluded but instead encouraged to aspire to the same professional standards as qualified teachers; it was only reasonable to expect that the same standards should apply in terms of such things as marking and inter-student relationships, regardless of setting. Another member urged members to look upwards and outwards at the changing education system and stated that Council needed to be constantly alert to the way policy is developed and the agenda changed. A further member informed Council that some professionals working in the FE sector had qualifications similar in nature to PGCEs but with different sets of standards which needed to be met; it was essential, in his opinion, that one set adapted to ‘match and marry’ with the other.
- 17.6 He went on to put forward his view that there was considerable confusion around the issue of professionalising the FE sector and as there was no authority in Wales on the matter Lifelong Learning UK inappropriately appeared to be taking the lead. This needed to be corrected by GTCW. The Chairperson proposed that taking a lead in the professionalisation of the FE sector was a logical step forward for GTCW and the Deputy Chairperson added that it must reinstitute discussions with Fforwm and take a proactive stance on the issue. Council members were in agreement with proposals.
- 18. Statistical analysis: secondary teachers’ subject training and subjects taught (GTCW 09/08)**
- 18.1 Hayden Llewellyn presented this paper to Council accompanied by detailed statistical analysis: the first of its kind produced for Council. Detailed findings were presented graphically using a PowerPoint presentation. The analysis was based on data drawn from the GTCW register, which was able to provide unique information on teachers in Wales and could be used as a valuable policy tool. Hayden Llewellyn explained that there was now confidence in the accuracy of this data and a press release would be issued shortly on the key findings of the analysis. He invited members to make observations on the presentation and identify other issues for analysis in the future.
- 18.2 One member commented on her surprise that so many teachers trained in Science continued to teach the subject, a total of 73.6%, a figure she had expected to be infinitely lower; she added that she found this information very encouraging.

- 18.3 One member queried whether the number of individuals teaching subjects which they had not trained in was borne out in applications for professional development, i.e. were these teachers looking to up-skill? Hayden Llewellyn informed members that this was an area which warranted further analysis, but added that the number of teachers applying for funding for SEN training appeared to support this. Another member added that the rise in the number of qualified teachers attending his higher education institution for SEN training also supported this.
- 18.4 He went on to query whether the age profile peaks coincided with periods of recession. Anecdotally, he informed members that the number of individuals training for shortage subjects at his higher education institution rose during times of recession.
- 18.5 There were no further observations or comments and members were content to receive the analysis for information.

19. Any other business

- 19.1 There was no other business.

**The next Council meeting will take place on Thursday 1st May 2008
at
Lamphey Court Hotel, Pembroke**