

**MINUTES OF THE MEETING OF THE TWENTY- NINTH MEETING OF THE GENERAL
TEACHING COUNCIL FOR WALES**

DATE: 9TH NOVEMBER 2007

LOCATION: ESIS – THE LEARNING CENTRE, TREFOREST NEAR CARDIFF

Present:

Members:

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

Apologies:

Goronwy Jones

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
Jo Harris	Corporate Support Officer (Secretariat)

1. Welcome and Preliminaries

1.1 The Chairperson welcomed members to the twenty-ninth meeting of the Council and confirmed the meeting would be conducted bilingually. No apologies had been received prior to the meeting.

1.2 The Chairperson welcomed new members to Council with effect from 1st November 2007. Assembly appointments following nominations by teacher unions were as follows:

- Mal Davies (Chairperson) – headteacher, Willows High School, Cardiff (re-appointment)
- Helene Mansfield – headteacher, Croesyceiliog Comprehensive School
- Tim Cox – teacher, Bryn Hafren Comprehensive School, Vale of Glamorgan
- Michael Edwards – headteacher, Maes-y-Coed Primary School, Pontypridd (re-appointment)

Assembly appointments following nominations from other organisations were as follows:

- Anne Robertson - Diocesan Director of Education, RC Archdiocese of Cardiff
- Jane Morris - Acting Director of Governors Wales
- Philip Bassett - Lecturer, Dean of Teaching and Learning, North East Wales Institute of Education
- Hugh Pattrick - Chair of Governors Wales (Hugh will take up his membership from 1st February 2008 and therefore attended as an observer)

Appointments made directly by the Assembly:

- Jacquie Turnbull (re-appointment)
- Ian Guy (re-appointment)
- Sheila Drayton (re-appointment)
- Jacky Tonge (re-appointment)

- 1.3 Members were informed that the Assembly had appointed 8 persons to the available 9 places reserved for appointed members following nominations. It is understood that the Assembly will seek nominations again from the organisations to fill the remaining place.
- 1.4 Tim Cox's appointment created vacancy within the membership of Council in the elected category. The Chief Executive would now write to the person who had received the next highest number of votes in the secondary teacher category in the 2004 elections inviting them to take up their place on the Council until 31 August 2008.
- 1.5 The Chairperson went on to welcome observers of the meeting: Judy Moorhouse (Chairperson, General Teaching Council for England), Irene Hunter (Director of Corporate and Legal Governance, General Teaching Council for Scotland) and Yvonne McCool (Corporate Services Manager, General Teaching Council for Northern Ireland). A further welcome was also offered to the persons observing from the public gallery.
- 1.6 Members were made aware that the papers for Agenda item 14 "GTCW Registration Fees" would be tabled and discussed in Private Session.

Chairperson's items:

- 1.7 The Chairperson reported that he and the Chief Executive had attended a meeting with Jane Hutt, Minister for Children, Education, Lifelong Learning and Skills, on 17th September 2007. Members were advised that the meeting had been very positive and the Minister supportive. The Minister had accepted Council's invitation to meet with Members and this would take place at Council's next meeting on 5th February 2008.
- 1.8 He also spoke of the further success of the fourth annual Wales Education Lecture which had taken place on 1st October and had been given by Baroness Estelle Morris. Printed copies of the lecture had been sent to all members and would be distributed to all schools and to those who attended. Members were reminded that Shirley Williams had agreed to give the 2008 lecture.
- 1.9 Members were made aware that both the Chairperson and Chief Executive had attended the Estyn stakeholder's consultation event on 23rd October 2007 on the development of future inspection methodology for Wales. The Chairperson suggested that Council might adopt a formal position on the methodology and that this might be remitted to the Policy Committee for development and in due course, for Council's consideration and agreement. Members were content with the report and the proposal.

2. Declarations of Interest

- 2.1 Phil Bassett declared his interest in Agenda item 10 "Professional Development Framework". He would withdraw from the meeting at the appropriate time.

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

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

Matters arising:

- 3.2 There were no matters arising.

4. To receive notification of any issues which members wish to raise in respect of the 'Information' Agenda items (16 to 19)

- 4.1 One member questioned if the increase costs of the Council's disciplinary function would be discussed during the meeting. The Chairperson confirmed this would form part of the "GTCW Registration Fees" paper during the Council's Private Session.
- 4.2 No other notifications were given.

5. Draft minutes of the Executive Committee meeting 5th June 2007.

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

Matters arising:

- 5.2 Minute 7: Draft Communications Strategy: Members were informed that an initial draft had been discussed by members of the Executive Committee in September. Council's PR and Marketing provider had been working closely with officers on further development of the document which would be reported to the Executive Committee on 7th December 2007 and then to Council on 5th February 2008.
- 5.3 Minute 9: International Teaching Councils Conference 2009: The Chief Executive advised members that Executive Committee members had given initial consideration to the feasibility of GTCW hosting the event. Further work would be undertaken by officers and reported to the Executive Committee on 7th December 2007 and then to Council on 5th February 2008
- 5.4 Members were invited to raise any other matters arising.
- 5.5 Minute 7.5: Meeting with LEAs to discuss the new Bichard vetting scheme: One member questioned whether the meeting with LEAs would incorporate the numerous recommendations made following the Bichard report. The Chairperson advised that this issue would be discussed as part of the Agenda item 13: "Safeguarding Vulnerable Groups Act".

5.6 Minute 9: International Teaching Councils Conference 2009: One member sought clarification on whether a policy had been agreed by Council with regards to future attendance at international events. It was confirmed this had been agreed at Council's meeting on 4th May 2006.

5.7 The unconfirmed minutes were noted.

5.8 There were no matters arising.

6. Draft minutes of the Registration Committee meeting 26th September 2007

6.1 Frank Bonello introduced these minutes and reported that the qualification certificates (QTS) had been issued to those students who had successfully completed their programme of initial teacher training on 30th July 2007 which complied with the target set by the Welsh Assembly Government. Induction certificates had also been sent to newly qualified teachers who had successfully completed their induction year by the targets appropriate to each sector.

6.2 He went on to thank Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) and Council officers for their work in this area.

6.3 Members were invited to raise any matters arising from the minutes

6.4 The unconfirmed minutes were noted.

6.5 There were no matters arising.

7. Draft minutes of the Policy Committee meeting 28th September 2007

7.1 The Chief Executive reported these minutes, informing members that all issues would be covered on the meeting agenda except one.

Matters arising:

7.2 Minute 5: ITET – Council's role: The Chief Executive drew members' attention to the oral item which, following a suggestion by a member at Council's meeting on 7th February 2007, had been opened up to Policy Committee members for discussion. Members felt that Council should develop its position on what its role might be in this area and that this could be formulated once further work had been undertaken by officers and further discussions at the next Policy Committee meeting on 13th December 2007. Current legislative restrictions would be kept in mind. A report would be made to Council on 5th February 2008. Members were content with this proposal.

7.3 The unconfirmed minutes were noted.

7.3 There were no matters arising.

8. Funding of Induction and EPD Report (GTCW 48/07)

8.1 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) provided a brief outline on this paper, reminding members that Council had assumed responsibility for administering the funding of Induction & EPD in Wales from 1st September 2006.

Induction:

8.2 Members' attention was drawn to the £4.3 million which the Council had administered on behalf of the Welsh Assembly Government. Paragraphs 5 to 8 of the paper outlined some teething problems which officers had experienced during the 'bedding in' stage of the new process which had led to a proposal that Council move to a school-based funded model. Hayden Llewellyn reported that these initial problems had significantly improved and were likely to continue to do so with officers' working closely with both schools and LEAs.

EPD:

8.3 Since the issue of the Council papers, further EPD funding had been settled with schools which increased the amount administered by the Council to almost £1.4 million. He highlighted paragraph 15 which outlined a significant number of teachers who had claimed less than their entitlement of £1000. This said, the amount of under-spend varied considerably in each case and Council had been very successful in achieving a high level of take-up of EPD funding amongst teachers in Wales. When administered by LEAs, take-up and awareness had been low.

Assembly Grant Funding:

8.4 Drawing attention to paragraph 19, Hayden Llewellyn reported that further funds would be required from the Welsh Assembly Government and that the Chief Executive would write to officials accordingly.

8.5 The Chairperson welcomed the report and recommended that the Council continue to work with LEAs using the existing funding model.

8.6 Members concurred with this proposal commenting that the process could be reviewed if necessary at a later date.

8.7 One member suggested that the Council might target individuals who had not taken up their allocation for EPD funding. Hayden Llewellyn assured members that this work was undertaken and emphasised the significant improvement on the previous EPD funding arrangements which had been administered by individual LEAs.

8.8 Another member reiterated a concern he had raised previously regarding the possibility that retrospective payments to schools for teachers EPD might cause budgetary problems and therefore affect take up of the funding otherwise readily available.

8.9 The Chairperson questioned whether the deadline set by Council of 14th September 2007 might have caused difficulties for some schools and teachers. Assurances were given that Council officers had worked closely with teachers and their mentors over the summer period to ensure that the timeframe was achievable. Hayden Llewellyn was keen for teachers to be given early notice of any ineligible activities so that, with appropriate support, changes could be made to enable the applications to be eligible for Council funding. He reported that no concerns had been received from teachers about the deadline and overall timeframe.

8.10 Members were content with the report.

9. Professional Development Funding Programme (GTCW 49/07)

9.1 In presenting this paper, Hayden Llewellyn (*Deputy Chief Executive, Qualifications, Registration and Professional Standards*) reminded members of the £3 million available to the Council for the funding of teachers' CPD in Wales which was administered on behalf of the Welsh Assembly Government.

- 9.2 The paper was in two parts, firstly providing a progress report on the current 2007-08 funding programme and, secondly, inviting members' comments on the analysis undertaken on activities funded by the Council over the five year period April 2002 – March 2007.

Funding programme 2007-08:

- 9.3 Hayden Llewellyn reported that the budget of £3 million had been successfully allocated by 1st November 2007. The Chief Executive would write formally to the Welsh Assembly Government for further funds and this had been preceded by positive, informal discussions with officials.

Dissemination:

- 9.4 Members' attention was drawn to the dissemination activities being encouraged and enabled by the Council during 2007-08. As in previous years, officers were working and funding jointly with LEAs a number of events across Wales and further collaborative events with new partners such as the National Museum of Wales, Autism Cymru and the National Botanic Gardens of Wales were scheduled. Members were made aware that the £200k budget set aside for dissemination purposes in 2007-08 would be fully utilised.

5 year evaluation:

- 9.5 Members were invited to note the statistical analysis of the activities which Council had funded along with an analysis of the questionnaire responses submitted by teachers when completing their financial claims in 2006-07.
- 9.6 Estyn had undertaken an independent evaluation of the impact of the CPD funding programme on participating teachers, their schools and in raising standards of pupil achievement based on the outcomes of completed CPD projects in 2005-06 and emerging outcomes from projects in 2006-07. The report was very positive, with only a small number of recommendations made had been provided to members (Annex D).
- 9.7 The Chairperson welcomed the report and echoed the positive observations made in the Estyn report. Officers were congratulated on the success of the programme. Questions were invited from members.
- 9.8 One member welcomed the progress made with the programme and went on to voice a concern regarding the use of Council bursaries for other school priorities, particularly those involved with the changes to the school curriculum and key stages. He was keen for a rigorous view to be taken on such applications as it appeared that some teachers were being guided into claiming CPD funding for the school's benefit rather than their own individual development. The Chairperson commented that it appeared that the £3 million budget administered by the Council was more accessible and effective to teachers in Wales than the £40 million in the Better Schools Fund (BSF). Another member felt that, whilst the Council continued to support 'low level' courses, it was condoning the way in which schools/headteachers were accessing the Council administered CPD budget as a means to finance statutory training courses.
- 9.9 A discussion took place of which the main points were: that, following the shift in BSF funding, the Council now appeared to be 'caught in the middle' and that it was understandable to some degree that some headteachers might encourage the use of funds from wherever available in order to train their staff; members would wish to raise this topic during the planned meeting with the Minister for Children, Education, Lifelong Learning and Skills on 5th February 2008; examples of 'misuse' of the fund should be collated to enable an evidence-based debate; consideration might be given to tightening the criteria for eligible activities and that Council might look at an additional category of funding as outlined in the Estyn report (page 11, paragraph 40).

- 9.10 The Chief Executive advised members that there were difficulties for an office-based team to be able to assess the motivation behind each individual application. It was therefore important to ensure headteachers in Wales knew that the funding available to teachers for individually-focussed CPD was special and should not be used for other purposes. He was personally aware from feedback offered by teachers at Professional Development Framework seminars of some pressures applied by some headteachers in persuading teachers to undertake certain courses in order to achieve school priorities. The foreword in the new edition of Teaching Wales from the Chief Executive contained an appeal to keep the fund for its intended purpose.
- 9.11 Hayden Llewellyn reminded members of the significant success of the programme, reporting that officers had worked closely with groups which had previously not benefited from CPD funding such as supply teachers, peripatetic teachers and those in the North and South East of Wales. Whilst it was acknowledged that some funds might be used for 'maintenance' training activities, it was difficult to assess where one teacher might be content to include that as benefiting their personal development and another might not. The majority of activities funded by the scheme were individually focussed.
- 9.12 Members went on to discuss the Estyn report. Members agreed that it was not always possible to measure the direct benefits of CPD on pupil standards. Council should work with Estyn to influence their perspective on measuring success. It would be a role for Council to guide teachers on how they might develop their skills of reflection. One member felt that much work was still to be done in terms of school engagement and that Council should still aim for the universal right for a teacher to access funding for their individual CPD.

10. Professional Development Framework (GTCW 50/07)

- 10.1 The Chief Executive introduced this report which presented Council's advice to the Welsh Assembly Government on strands 3 and 4 of a Professional Development Framework; a progress report on the Chartered Teacher pilot and invited comments on the draft tender specification of an independent evaluation of the Chartered Teacher programme.
- 10.2 This was in line with one of Council's functions, set out in the 1998 Act: to carry out activities pertaining to the professional development of teachers at the invitation of the Welsh Assembly Government.
- 10.3 The Chairperson advised members that an acknowledgement letter had been received from the Minister for Children, Education, Lifelong Learning and Skills upon receipt of Council's advice on strands 3 & 4 of the Professional Development Framework. These strands had focused on the recording of teachers' professional development and self reflection on this by teachers (strand 3) and the quality assurance of teachers' professional development and its providers (strand 4).
- 10.4 Members were made aware by the Chief Executive that the advice document for strands 3 & 4 was due for publication and distribution by the end of November 2007. He went on to speak about the progress of the Chartered Teacher pilot, reporting that the first pilot module *Talk for Thought* was underway. This module was provided by collaboration between Swansea Institute of Higher Education, North East Wales Institute and the Basic Skills Agency. He reminded members that a concern had been raised at the previous meeting regarding how teachers, who had registered interest in the Chartered Teacher pilot but had been unsuccessful, needed to be handled sensitively. Highlighting paragraph 9 of the paper, the Chief Executive gave assurances this had been achieved.

- 10.5 A further issue had been raised at the last meeting. In response, Welsh language or bi-lingual provision was a requirement in the remaining pilot module entitled *Leading the Learning* which would be re-tendered in November 2007.
- 10.6 He reported that a meeting of all the Chartered Teacher module providers had been hosted by the Council on 6th November 2007 and this had been successful.
- 10.7 Members were invited to provide comments on the independent evaluation of the pilots. Annex F of the paper was highlighted as it provided a draft Invitation to Tender and specification.
- 10.8 Finally, he reported that, following Jane Davidson's request that the Council explore the possibility of joint funding of the mainstreamed Chartered Teacher programme with LEAs, he had attended an initial meeting with the ADEW Executive which was generally positive in this regard. Further discussions would take place and be reported to members.
- 10.9 Phil Bassett withdrew from the meeting at this point.
- 10.10 One member questioned the rate of 'drop-off' for the pilot programme so far. Hayden Llewellyn (*Deputy Chief Executive, Qualifications, Registration and Professional Standards*) responded, commenting that the possibility of 'drop-off' had been of concern to officers and, for this reason, agreement had been gained with the module providers to initially accept a slightly higher number of candidates onto each module to allow for this.
- 10.11 The Deputy Chairperson provided a brief outline of her attendance of the second day of the *Talk for Thought* module at Swansea Institute of Higher Education. She reported that she had been assured that the model matched the concept developed by Council and that the candidates were seen to be developing with considerable enthusiasm. In particular assurance was sought and given on whether the development of leadership skills was an integral part of the module.
- 10.12 One member questioned whether the decision to combine the re-tendered module *Leading for Learning* with Welsh language provision might be an expectation too far. The comment was based on the fact that Council had not received any tenders from partnerships for the *Leading for Learning* module in the initial tender exercise and, members had discussed previously, that provision for the Welsh language in the pilot programme had not been as widely offered as would have been preferred. However, the Chief Executive expected more middle leadership modules to be offered once the Chartered Teacher programme was mainstreamed. For the pilot, he explained that, in putting the two requirements together, members' concerns raised at their last meeting on 10th July 2007 had been addressed.
- 10.13 Returning to the invitation to provide comments on the independent evaluation of the Chartered Teacher pilot, the Deputy Chairperson suggested that the assessment of how the programme had enabled teachers to develop might be developed in paragraphs 2.3 and 2.4. No other members had any specific amendments at this point. However, members were informed that detailed comments could be passed directly to Hayden Llewellyn prior to 19th November so that amendments could be incorporated prior to the issue of the invitation to tender.

11. GTCW Draft Disability Equality Scheme

(GTCW 51/07)

- 11.1 Kevin Pascoe (*Policy and Planning Manager*) presented this paper which provided members with a progress report on the development of Council's Disability Equality Scheme (DES) which was to be published and implemented by 3rd December 2007.
- 11.2 Once officers had undertaken an initial scoping study of the potential impact of the DES, it became apparent that there would be considerable impact across Council's operations as the scheme would not be limited to the role as employer and purchaser of services but also to the whole range of services provided by Council to current and potential registrants and the general public. The Chief Executive had requested a deferment of the implementation date towards the end of the first quarter of 2008, which would have allowed effective engagement with all relevant stakeholders in the development of a fully inclusive scheme, but this was not agreed by the Department of Work and Pensions.
- 11.3 Members were advised that development and implementation of the scheme would therefore be subject to a tight timescale. Extensive research had been undertaken by officers which included consideration of existing schemes. Kevin Pascoe reported that consultation with a diverse community of teachers and representative disability organisations was needed. A disabled teacher reference group had been identified. However, it was proving more difficult than hoped in engaging teachers and at the time of the meeting, only 8 teachers had agreed to become involved. Officers were conscious that it would be most valuable if the group was representative of a range of disability points of view. Current membership was thought to be representative of those with sensory impairments but not of dyslexia/ dyspraxia.
- 11.4 The formation of a Steering Group had been agreed by Executive Committee members on 19th September 2007 to oversee the development of the scheme. Within its membership were two members Tim Cox (Chair) and Nichola Jones (now a former member). The remainder of the Group was made up of 4 persons drawn from various disability stakeholder/user groups. Kevin Pascoe reported that there had been some difficulty convening the Steering Group due to availability problems however, in the interim, input from a liaison meeting with teacher unions had been very useful.
- 11.5 It was proposed that Council publish an interim DES by 3rd December 2007 which would have had very limited involvement from persons with disabilities but with a commitment to publish a disabled person-led scheme by July 2008. It was proposed that, due to the tight timescale available, that the decision on the adoption of the interim DES be delegated to the Chairperson and Chief Executive who would consult with the Executive Committee. Questions were then invited from members prior to discussion on the proposal.
- 11.6 One member commented that it was interesting that teachers with disabilities did not appear to wish to identify themselves. Another member questioned the methods used to offer invitations to the reference group. Members were advised that enquiries had been made through the teacher unions, through confidential contacts and some use of the press. Further suggestions were invited. Kevin Pascoe commented that, unlike other professions, no body existed as a voice for disabled teachers in the UK and yet, statistics were available from the Office of National Statistics (ONS) which reported that over 12% of secondary teachers had disabilities or long-term work limiting illness and over 9% of primary teachers.
- 11.7 A discussion took place about the scheme of which the main points were: that, although Council might hold details of teachers on its Register who had declared their selves as having a disability, it would be unacceptable to use this confidential information to contact teachers directly inviting their involvement in the teacher

reference group; teachers might object to use of the term 'disabled teacher' and that Council should be careful in the terminology used which was highly sensitive. There was a query on the length of time Council had been allowed in order to put in place its Disability Equality Scheme.

- 11.8 Kevin Pascoe assured members that guidance had been immediately sought from Disability Wales on the terminology which was considered acceptable when speaking about disabilities and that this had been adopted by officers.
- 11.9 Members were content with the report and concurred that the agreement on the adoption of the scheme should be delegated to the Chairperson and Chief Executive.

12. EU Directive on Recognition of Professional Qualifications (DIRECTIVE 2005/36/EC) (GTCW 52/07)

- 12.1 In presenting the paper, the Chief Executive assured members that the majority of the directive could be welcomed. An initial report on the EU Directive had been given at the Registration Committee on 26th September 2007 when a number of action points had been agreed. These had been undertaken and the outcomes were included in the paper.
- 12.2 The EU Directive on Recognition of Professional Qualifications (Directive 2005/36/EC) had been introduced on 20th October 2007. The directive pulled together various directives covering a range of professions into one document which, in the main, was thought would create a uniform and consistent approach to the mutual recognition of qualifications of all professions and, eventually a means for relevant authorities, such as the General Teaching Council for Wales, to communicate with each other across the countries of the EU.
- 12.3 However, a new area had been introduced by the directive, that of 'temporary provision of services', under which a migrant teacher wishing to work temporarily in a host country must be granted registration following the submission of certain specified documents. The designated authority, such as the General Teaching Council for Wales, would not be able to ask the person for extra documents or charge the person a registration fee. Crucially, the Council would not be able to apply the suitability criterion to a migrant teacher seeking to work temporarily in Wales and, it was this issue, which members were invited to discuss.
- 12.4 Members had been provided with a copy of the Council's response to the Department for Children, Schools & Families (DCSF) consultation on the Regulations introducing the EU Directive and a letter from the Chairperson to the Minister for Children, Education, Lifelong Learning and Skills outlining concerns on child protection issues.
- 12.5 The Chief Executive, pointing out the next agenda item *Safeguarding Vulnerable Groups Act*, reminded members of the UK Government's concern to protect children and vulnerable adults post-Soham. He commented that the reliability of record keeping across the EU varied significantly, which might cause concern, but that the Council would be able to check with the relevant authority of the emigrant teacher's state if any 'barring' was in place.

- 12.6 He went on to report on the action taken so far. A letter had been sent to all LEA Directors to outline the loophole and clarify both the action which would be taken by the Council in the event of an migrant entering the Welsh teaching profession under the ‘temporary provision of service’ category and the responsibilities of the LEA under current legislation when employing a new member of staff. Members were also informed that the Council’s PR agency, Merlin Marketing & Public Relations, had been asked to raise the issue in the media.
- 12.7 The Chairperson summarised the position faced by the Council following the introduction of the directive, assuring members that, to date, no such registrants had approached the Council under the ‘temporary provision of service’ route. He remained concerned, however, that the directive posed a serious loophole which might allow a person to take up a position as a registered teacher in Wales who was later found to be unsuitable. Questions were then invited from members.
- 12.8 Members sought clarification on a number of points. Firstly, the term ‘temporary’ was had been clarified by DCFS officials as being up to 12 months. Members also questioned whether officials from the Welsh Assembly Government had been involved in the development of the directive to ensure that the responsibilities of the General Teaching Council for Wales, i.e. that of suitability, were covered and if there were implications for teachers moving between England and Wales.
- 12.9 Members went on to make a number of comments, these were namely: that it might take as much as a year to complete enquires with a relevant authority before a migrant could begin work as a teacher; that it had been important to make the Directors of the 22 Welsh LEAs aware of the implications of the directive and that this should be passed onto schools; although it appeared that only a very small number of migrants might apply under the category, Council should be prepared for the possibility of an increased influx of migrant workers and the anomaly in that a registration fee could not be charged unlike the fee paid by other teachers registered with the Council.
- 12.10 Hayden Llewellyn (*Deputy Chief Executive, Qualifications, Registration and Professional Standards*) stated that the legal requirement was in place on employers to undertake Enhanced Disclosure checks on all who worked in school so this would provide a safeguard. He stated that the ‘temporary provision of service’ should apply to migrants who were working as teachers on a true temporary basis and not those who sought one-year contracts which were common in the profession.
- 12.11 One member suggested that Council officers should work with DCFS officials to address the lack of ‘joined-up-ness’ of the directive in terms of the concerns raised from the Bichard enquiry and the resultant *Safeguarding Vulnerable Groups Act*. She expressed a concern in the Council undertaking a PR campaign and felt that resolution of the issue should be resolved by Government officials.
- 12.12 Members concurred that Council officers should continue to monitor the situation closely both in terms of any migrants who sought to work in Wales under the ‘temporary provision of service’ ruling and resolution of the loophole. Developments were to be reported to Registration Committee and Council accordingly.

13. Safeguarding Vulnerable Groups Act (GTCW 53/07)

- 13.1 In presenting this paper, Hayden Llewellyn (*Deputy Chief Executive, Teachers’ Qualifications, Registration and Professional Standards*) highlighted paragraph 12 which outlined the implications of the new arrangements for the Council.

- 13.2 Following the Bichard enquiry into the Soham murders, the *Safeguarding Vulnerable Groups Act* had been passed introducing the Independent Safeguarding Authority. The Act received Royal Assent on 8th November 2007 and this laid the foundation for the new Vetting and Barring Scheme which, from autumn 2008, would manage and update the current arrangements for List 99 and other lists detailing those who should not work with children or vulnerable adults.
- 13.3 Hayden Llewellyn informed members that a number of changes would be made to the Council's operations following the introduction of the new arrangements. It was expected that there would be teething problems as there was a lot of detail to finalise prior to the implementation date. These would be reported to the Registration Committee and Council accordingly.
- 13.4 Members were advised that the Council would host a seminar on 19th November 2007 for HR representatives and other officials from LEAs to cover general regulatory issues. The arrangements for the Vetting and Barring Scheme would be covered in detail. The responsible official from Welsh Assembly Government had been invited to give a talk on the arrangements. Hayden Llewellyn also assured members that issues regarding the EU Directive on Recognition of Professional Qualifications would also be given coverage.
- 13.5 One member queried if further guidance was available to employers. Officers were unable to provide this information. Another member requested that the Assembly official be available to give an informal presentation to members at a future Council meeting and it was agreed that arrangements would be made.
- 13.6 Members were content with the report.

14. GTCW Registration fees (GTCW 54/07)

- 14.1 This item was deferred to Private Session discussion.

15. Election of teacher members to Council 2008 – progress report (GTCW 55/07)

- 15.1 Hayden Llewellyn (*Deputy Chief Executive, Qualifications, Registration and Professional Standards*) provided a brief introduction on this report. Members were made aware that arrangements for the Council's 2008 Election of Teacher Members was on track.
- 15.2 The General Teaching Council for Wales (Constitution) Regulations 1999 (as amended) provide for the Council to elect 12 members in accordance with its Election Scheme. Council had approved the timetable for conducting the 2008 elections at its meeting on 7th February 2007 and subsequently approved the Election Scheme at the meeting on 3rd May 2007.
- 15.3 Following the issue of the Council papers further actions had been completed. Members were advised that nomination papers had been received by ERS (Electoral Reform Services) that day and that membership of the appeals panel had been agreed. This would comprise Mal Davies, Jacquie Turnbull and Ian Guy.
- 15.4 He went on to report that 400 teachers had decided not to take up their right to vote in the election. Of these, the majority were retired teachers.
- 15.5 Finally members were reminded that, for the first time, teachers in Wales would be able to vote through the Council's website. A facility previously offered successfully by other teaching councils.

15.6 The Chairperson welcomed the information provided in the report. Members concurred and there were no questions.

16. Professionalising the Lifelong Learning sector (GTCW 56/07)

16.1 The Chief Executive presented this paper to members, reporting that, in practice, Council had been subject to an extremely tight turnaround to develop a response to the LLUK consultation on the Sector Skills Agreement in the Lifelong Learning Sector – *developing solutions*.

16.2 The Policy Committee had agreed that it was important for Council to respond to the consultation and that the submission should focus on that made previously to the Webb review of FE. Council's response was submitted, on time, on the 28th September 2007 and a copy provided at Annex B of the paper for information. Annex A comprised the consultation document itself.

16.3 Whilst the General Teaching Council for Wales is the statutory, self-regulating body for schoolteachers in Wales, it has not responsibility for teachers, tutors and trainers working in the post compulsory lifelong learning areas of: Further Education (FE), the adult and community based sector and the work based learning sector.

16.4 The paper invited members' initial comments on the possible regulation of the lifelong learning workforce in Wales and a proposal to develop a Council position. The Chief Executive explained that, although exploratory meetings had been held with Dysg and LLUK in March 2007, the then Minister for Education, Lifelong Learning and Skills had stated in her *Ministerial Decision Report*, that, "*work should begin to explore the legislative and delivery requirements needed to extend the current role of the GTCW to act as the body responsible for the licence to practice for teachers, tutors and trainers in the lifelong learning sector*"

16.5 Members were invited to consider whether the Council might have a wider role with regard to the lifelong learning workforce and if the Policy Committee should be remitted to develop a draft position.

16.6 A discussion took place. One member commented that the possibility that Council might have a formal role in the lifelong learning sector was welcomed. He reported that there was some confusion in the sector at present which included a lack of measurement of parity for recognition for the FE workforce; anomalies in relation to the accreditation of England and Wales qualifications and other issues on the status of qualifications.

16.7 Another member felt that, whilst the link with the 14-19 sector made sense, the practical operation of such a responsibility would be complex and require detailed consideration. Finally, policy discussions on this issue seemed timely as the post compulsory sector was subject to much debate at the current time.

16.8 Members agreed to remit the development of a position to the Policy Committee and report back to Council.

17. Any other business

17.1 There was no other business.

**The next Council meeting will take place on Tuesday 5th February 2008
at
The Hilton Hotel, Newport**