

**MINUTES OF THE MEETING OF THE THIRTY-SEVENTH MEETING OF THE GENERAL
TEACHING COUNCIL FOR WALES**

DATE: 20TH OCTOBER 2009

LOCATION: UNIVERSITY OF GLAMORGAN, PONTYPRIDD

Present:

Members:

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| Mal Davies (Chairperson) | Hélène Mansfield |
| Jacquie Turnbull (Deputy Chair) | Gareth Matthewson |
| Frank Bonello | Jane Morris |
| Beth Davies | Sue O'Halloran |
| Elwyn Davies | Hugh Pattrick |
| Susan Davies | Jane Setchfield |
| Roberto De Benedictis | Cleo Sollars |
| Mike Edwards | Anna Spokes |
| Angela Jardine | Sarah Stockford |
| Gareth Jones | |

Apologies:

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| Phil Bassett | Tim Cox |
| Sheila Drayton | Ian Guy |
| Suzanne Nantcurvis | |

Officers:

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| Gary Brace | Chief Executive |
| Hayden Llewellyn | Deputy Chief Executive (Qualifications, Registration and Professional Standards) |
| Julia Evans | Deputy Chief Executive (Finance, Personnel and Corporate Services) |
| Karen Evans | Policy and Planning Manager |
| Jo Read | Council Secretary |
| Joy Austin | Executive Assistant to the Chief Executive |

1. Welcome and Preliminaries

- 1.1 The Chairperson welcomed members to the thirty-seventh meeting of the Council. A particular welcome was extended to Gareth Matthewson who was attending his first Council meeting as a member.
- 1.2 Apologies had been received from Phil Bassett, Tim Cox, Sheila Drayton, Ian Guy and Suzanne Nantcurvis.
- 1.3 A welcome was then extended to Alan Meyrick (Deputy Chief Executive and Registrar, General Teaching Council for England) who was attending the meeting as an observer.
- 1.4 The Chairperson went on to remind members that the meeting would be conducted bilingually.

- 1.5 Members were then reminded that Jacky Tonge had resigned from Council for personal reasons. Officers had been advised by the Welsh Assembly Government that Council could continue with 24 members. The Assembly's appointments process had been commenced and persons appointed by the Assembly (direct appointments and those following nomination) would take up their membership from 1st September 2010. A replacement member would be needed for Jacky Tonge, Staff Whistleblowing contact. Members were invited to submit expressions of interest to the Chief Executive.
- 1.6 A brief report was given on attendance of the EUNEC conference in Budapest on 12-14 October 2009. The Chairperson, Angela Jardine and Anna Spokes had represented the Council. There had been two themes: firstly; Education Councils in the European Union with emphasis on forming advice for governments, including how to work with experts and government officials; and secondly, guidance through transition moments in the learning pathway which particularly looked at children who were in danger of leaving education systems early. A full report would be made to Council at its meeting on 4th February 2010.

2. Declarations of Interest

- 2.1 There were no declarations of interest.
- 2.2 Members were reminded to complete their annual Declaration of Members' Interest and submit them by 6th November 2009.

3. Chairperson's correspondence

- 3.1 The Chairperson drew attention to his letter to the Minister for Children, Education, Lifelong Learning and Skills of 24th July 2009 (wrongly dated 24th June 2009) and the Minister's response dated 25th August 2009.
- 3.2 He commented that any issues in the letters had been covered by the Minister's earlier address to members in private session. He added his concern that the timetable for the CPD Review, reported to members earlier by Jane Hutt, appeared too tight and could impact on its quality. The Chief Executive pointed out that Council had taken three years to develop and consult on its Professional Development Framework, which covered teachers only not the wider workforce and teachers in post-compulsory settings as intended with the Welsh Assembly Government's review.
- 3.3 One member voiced her concern about the depth and quality of the Assembly review and considered if there might be some foregone conclusions. Members were unclear if the review had already commenced and by whom it would be undertaken. Two members reported they had attended School Effectiveness Framework events at which Welsh Assembly Government officials had invited comments on CPD review arrangements.
- 3.4 The Chairperson noted members' frustration regarding the arrangements for the review. One member suggested that Council's concerns should be raised at this early stage so that it was not too late to influence the way in which the review would be conducted. He added that clarification should be sought on the membership of the review group. The Chief Executive added that he had made input into the terms of reference for the review based in Council's experience of developing the Professional Development Framework. He assured members that an update would be provided at the committee meetings in December and agreed that the "Terms of reference" for the review body would be circulated to Council.

3.5 Members noted the correspondence. No further issues were raised.

4. Draft minutes of the Council meeting held 9th July 2009

4.1 The minutes of the meeting were confirmed as a correct record.

Matters arising:

4.2 Minute 16.9: Council Self Assessment Exercise: Members were informed that opportunities for members' training were being considered and feedback was sought on the School Effectiveness Framework in Wales presentation which had been given by Chris Tweedale on 14th September 2009. Members concurred that the presentation had been beneficial and that similar events would be useful.

4.3 Members welcomed the circulation of the weekly electronic Dysg newsletter and agreed that it should continue. Members were invited to contact the Council Secretary should they require further information or wish to attend advertised events.

4.4 One member suggested that a day's informal training session on topical education issues might be beneficial and that this might take place as an additional day to the annual disciplinary refresher training. The Chairperson pointed out that it was difficult to secure members' attendance for the annual one day event and that an alternative time might be found. The Chief Executive suggested that an informal session following a Council meeting might be preferred.

4.5 There were no other matters arising.

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

5.1 There were no items notified.

6. Draft minutes of the Executive Committee meeting 14th September 2009

6.1 The Chief Executive introduced these minutes and advised members that all issues would be covered on the meeting agenda bar one.

Matters arising:

6.2 Minute 4.5: Funding of Induction & EPD progress report: Members were assured that the lack of urgency from Assembly officials in seeking ministerial approval for the change to existing funding arrangements had been conveyed to the Minister for Children, Education, Lifelong Learning and Skills by the Chairperson and Chief Executive at their annual meeting on 22nd September 2009.

6.3 Minute 5: Professional Development Funding Programme progress report & Minute 6: Review of CPD Funding Programme: The Chief Executive suggested that any discussion on CPD Funding Programme matters be deferred until agenda item 14.

6.4 Minute 7: Disciplinary costs: Members' attention was drawn to this report which had also been made to the Registration Committee and was provided in full as a 'For information' paper at agenda item 18. The Chief Executive said that the report was drawn up as a result of negative press coverage during summer 2009. The information would be shared with teacher unions at the next liaison meeting on 4th November 2009.

- 6.5 Minute 8.3: Wales Education Lecture 2010: The Chief Executive reported that the lecture given by Sir William Aitkinson on 5th October 2009 had been very well received. He added that an invitation had been extended to Lord Puttnam to give the 2010 lecture but, to date, no response had been received.
- 6.6 Minute 9: Council effectiveness: stakeholders' perceptions in other professions: Members were informed that this was an area of ongoing discussion for the Executive Committee. The Chief Executive pointed out that further discussion would be needed on communicating with the profession once the link through the Professional Development Funding Programme was lost. This would be agendered for the December meeting.
- 6.7 Minute 11: Calendar of meetings 2010-11: A reminder was given that the calendar had been circulated to all members for future reference.
- 6.8 Minute 2.3: Revised Communications Strategy: One member suggested that priority be given to engaging with educational spokespersons of opposition political parties. The Chief Executive reported that meetings had been scheduled for November 2009. The outcomes would be reported to members.
- 6.9 There were no other matters arising.
- 6.10 The unconfirmed minutes were noted.

7. Draft minutes of the Policy Committee meeting 14th September 2009

- 7.1 These minutes were introduced by the Chief Executive who informed members that all issues bar one would be covered on the meeting agenda.

Matters arising:

- 7.2 Minute 4.8: Draft GTCW Research Strategy: Members' attention was drawn to a publication which Professor Andrew Pollard was keen on working on with the UK GTCs which would include Teaching & Learning Research Programme (TLRP) case studies spanning all four countries. TLRP would need to provide the bulk of the funding and GTCW would fund a Welsh language version of the document.
- 7.3 There were no other matters arising.
- 7.4 The unconfirmed minutes were noted.

8. Draft minutes of the Registration Committee meeting 17th September 2009

- 8.1 Hugh Patrick presented these minutes and drew members' attention to the main points.

Matters arising:

- 8.2 Minute 4: Revised Draft Code of Professional Conduct & Practice: The Chairperson drew attention to the consultation on the draft Code of Professional Conduct & Practice which had been launched that day. He reported that engagement from key stakeholders had already commenced and that media coverage was to be expected.
- 8.3 One member sought clarification on the Council's arrangements for proactive press coverage. Members were informed that a full statement from the Chief Executive would appear soon in the Western Mail, followed by a commentary piece in TES Cymru and BBC coverage later in the week.

- 8.4 There were no other matters arising.
- 8.5 The unconfirmed minutes were noted.

9. Draft minutes of the Audit & Scrutiny Committee 23rd September 2009

- 9.1 Beth Davies, who had chaired the Committee in Sheila Drayton's absence, presented these minutes, highlighting the main points.

Matters arising:

- 9.2 Minute 9.2: Internal Audit Reports: Members were informed that substantial assurance had been given in Internal Audit reports which covered: Code of conduct of members, Indemnity Insurance and Risk Maturity follow up. No recommendations had been made.
- 9.3 Members were also informed that the committee had welcomed a fourth meeting of the Committee to the annual calendar and recommended that this should be continued. Council was invited to approve this arrangement and members concurred.
- 9.4 There were no other matters arising.
- 9.5 The unconfirmed minutes were noted.

10. Draft Revised Standing Orders (GTCW 38/09)

- 10.1 The Chief Executive presented this paper which invited members to consider further changes to Standing Orders and, if seen fit, to adopt.
- 10.2 Members' attention was drawn to the proposed amendments which covered: continued absence of a member (Standing Order 5), where it was proposed that the member be given opportunity to be heard in private session; re-ordering paragraphs to clarify that business could be proceeded with in cases of urgency where the Council or a Committee was not quorate (Standing Order 18); and, detail on voting arrangements (Standing Order 20) where a new subsection had been inserted to describe situations where a vote might be needed, the means of voting and recording of a vote.
- 10.3 Members were informed that comments had been received from one member who was unable to attend the meeting. These comments were read out for members' consideration.
- 10.4 Another member sought clarification on the procedure which would be applied in the event of a tied vote and whether the Chairperson would use a casting vote. It was agreed that this should be included in Council's Standing Orders.
- 10.5 Members concurred that the revisions and additional comments should be delegated to the Executive Committee for further development. This would take place at its next meeting on 1st December 2009. The revisions would be brought back to Council for consideration at the meeting on 4th February 2010.
- 10.6 No other issues were raised.

11. Draft Registration Rules

(GTCW 39/09)

- 11.1 In presenting this paper, Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) informed members that a first draft of this document had been discussed at the Registration Committee and that members' comments had been included in the current version. Members were informed that a number of other professional bodies had Registration Rules in place to complement and supplement Regulations.
- 11.2 On establishment of the Council, members took the view that *the General Teaching Council for Wales (Functions) Regulations 2000* were sufficiently detailed to negate the need for such Rules. However, the Council's legal advice was that as the Council's registration and professional standards work has evolved, the Council should establish Registration Rules which clearly set out its practices, in particular in areas which were not covered by the Regulations. An example of this was the need to set out Council's arrangements in respect of restoration to the Register following a Suspension Order, which had been subject to a small number of challenges. Members were informed that the majority of arrangements set out in the draft were, in fact, processes already carried out by the Council. The document would provide further clarity on a number of issues.
- 11.3 Members were invited to offer comments and then to provide a steer on whether it was felt appropriate to consult with key stakeholders before finalisation and adoption. A number of points were raised.
- 11.4 One member sought clarification on the definition of 'school age' and another member sought reassurance on the process in place when teachers complete the registration process and had held alternative surnames. Hayden Llewellyn confirmed that robust systems were in place at both GTCW and CRB to competently handle this common occurrence.
- 11.5 Clarification was also sought on the length of time a list of formerly registered teachers could be retained by the Council. It was explained that it was necessary to hold such information as a number of formerly registered teachers would re-register at a later date. Members were assured that Council would comply with the Data Protection Act and legal advice would be sought. The text would be amended accordingly.
- 11.6 Assurance was also sought on the limitations of public access to the Register. Confirmation was given that public enquirers could only find out if a particular teacher was registered with GTCW or not. One member questioned if teachers could complete their registration on-line. Hayden Llewellyn said that, whilst the Council hoped to adopt an on-line payments system in the future, the application for registration had to be paper-based due to the CRB Enhanced Disclosure Application form which had to be completed in hard copy.
- 11.7 Further information was also sought on the definition of a 'relevant employer' in terms of voluntary aided schools where it was unclear if the employer responsibilities sat with the Governing Body. Legal advice would be sought on this point and fed into the revised draft.
- 11.8 No further points of clarification were sought and members were content for the draft to be taken forward subject to the suggested amendments.
- 11.9 With regards to the issue of consultation, the Chief Executive suggested that, in line with Council's steer on increasing communication, it might be appropriate to undertake a short consultation with key stakeholders. Members concurred.
- 11.10 No other points were raised.

12. Implications of White Paper: Registration Issues (GTCW 40/09)

- 12.1 The Chief Executive briefly introduced this paper which provided a first opportunity for Council to discuss the possible implications of a White Paper which might have implications for GTCW as well as GTCE. The Secretary of State for Children, Schools and Families in England, Ed Balls, published the White Paper entitled '*Your Child, Your Schools, Our Future: Building a 21st Century Schools System*' in June 2009. It was anticipated that the Bill would be published in late 2009.
- 12.2 Members were invited to consider that legislative developments coming out of the White paper might lead to two substantial changes to current arrangements. These were namely: that the grant of full registration might, in future, follow successful completion of the statutory induction period; and, that registration might become an active rather than passive process, with registrants required to re-apply for registration every five years.
- 12.3 The Department for Children, Schools and Families (DCSF) had consulted with the Welsh Assembly Government to determine how it might be applied in Wales, if at all. The Assembly had indicated to DCSF that it wished the Bill to provide the Assembly with a more general "legislative competence" in relation to registration. That is, the legislation would need to be "enabling" in Wales in order for the Assembly to, firstly, develop its own thinking on these matters and consult upon them rather than having the proposals in England automatically imposed in Wales. It would enable the Welsh Assembly Government to respond to issues arising from its planned review of professional standards, regulation and professional development across sectors.
- 12.4 The Chief Executive reported that, at the annual meeting with the Minister for Children, Education, Lifelong Learning and Skills on 22nd September 2009, Jane Hutt had indicated that it was not the Welsh Assembly Government's intention to pursue 'licence to practice'.

Categories of registration:

- 12.5 Members were invited to commence the development of its position on categories of registration. Members were informed that GTCE, GTCS and GTCW shared the same view that full registration should be linked to the passing of the Induction standard. Consideration would need to be given to the principle of provisionally registering persons who were able to undertake the specified work of a teacher, for example instructors and overseas trained teachers. Additionally discussion would be needed on the principle of whether those who support the work of teachers, for example HLTAs, Teaching Assistants and Cover Supervisors, should be regulated.
- 12.6 Alan Meyrick (*Deputy Chief Executive & Registrar, General Teaching Council for England*) offered some supplementary information. He suggested that the Bill might retain full registration at the point of QTS rather than move full registration to post Induction. The Chief Executive commented that this highlighted the problems and impact of primary legislation introduced without full consultation with Wales. Later in the discussion, Mr Meyrick added his view that instructors and overseas trained teachers in England would remain provisionally registered.
- 12.7 A general discussion then took place during which a range of views were expressed. Whilst one member was concerned that Council should not be seen to suggest that HLTAs had the same status as teachers by registering them, thus potentially devaluing the profession, another member gave his view that there was a need for the wider workforce to be represented. A view was also offered that all those registered with the Council should receive the same level of CPD support.
- 12.8 At this point Hayden Llewellyn pointed out that this might be an opportunity to resolve the issue of how the group of persons who were able to undertake the specified work

of teachers, for example, instructors and overseas trained teachers, might be regulated. There were approximately 100 such individuals working in Wales. He illustrated the need for consistency by describing an anomaly that existed comparing the consequences of the dismissal of a registered teacher with that of an unregistered instructor or overseas trained teacher doing the same work. Members concurred that this group of individuals should be provisionally registered and therefore regulated by the Council.

- 12.9 Members then went on to discuss the principle of registering those who support the work of teachers which included, for example, HLTAs, Teaching Assistants and Cover Supervisors. A range of views were expressed of which the main points were: that consideration could be given to establishing a category of associate registration so that a distinction would exist between the registration status of teachers and that of support staff whilst enabling the teaching profession to be registered as a whole; that it might be beneficial for this group of individuals to be regulated by the Council which now had 9 years experience in such matters as opposed to a new regulatory body; and, that there was a pressing need for the regulation of HLTAs and Teaching Assistants. Hayden Llewellyn said that, since the introduction of the Independent Safeguarding Authority (ISA), this group of individuals were no longer regulated. The work had been previously been undertaken by DCSF but not assumed by the ISA as part of the new arrangements.
- 12.10 Members also pointed out that associate membership was common in other professions and that it would be more economically viable for the GTCW to take on the regulation of this group rather than the costs of setting up a separate body. One member gave her opinion that, in principle, the Council should assume responsibility for HLTAs, Teaching Assistants and Cover Supervisors. Another member did not support this and gave his opinion that the GTCW was a 'teaching Council'. In response, another view was offered that GTCW was not solely a Council for teachers and that the wider workforce could be included.
- 12.11 The Chairperson said that research should be undertaken to look at the arrangements other regulatory bodies had in place for their wider workforce. It was also suggested that the Council should consult on any such proposals as this group of teaching support staff might have aspirations to regulate themselves and that all policies to date had been developed with solely the needs of teachers in mind. Considerable work would be needed should the Council's policies need also to cover the wider workforce. A member also pointed out that, should Council assume this additional responsibility, that representation of the other categories on the Council would be needed. The Deputy Chairperson gave her support for assuming responsibility for the registration and regulation of HLTAs, Teaching Assistants and Cover Supervisors and said that it made sense for the Council's experience to be used in this way.
- 12.12 The Chief Executive summarised that there appeared to be wide support for the regulation of the wider workforce but that there were varying opinions regarding whether the Council should be the body to undertake that work. He confirmed that consultation would be needed and that considerable work would be needed. Further discussion was delegated to the Registration Committee.

Licence to practice:

- 12.13 Members then discussed the issue of active registration which incorporated the possibility that, in future, teachers might be required to achieve a 'licence to practice' every five years. The Chief Executive drew attention to an address which had been given to delegates at the International Teaching Councils' Conference in June 2009 by Keith Bartley, Chief Executive of GTCE which outlined a range of possible motives for introducing active registration. Members were informed that this matter had been discussed by Policy and Registration Committees at their September 2009 meetings and that most members had taken the view that they did not support the principle of a

licence to teach and noted the considerable work which would be needed to develop a model which would be acceptable to teachers.

- 12.14 The Chairperson gave his opinion that it was important for teachers to keep up to date with their skills and practice and that it was also important to consider the perspective of those from outside the teaching profession. He added his view that ongoing CPD entitlement should be part of a licence to teach.
- 12.15 A discussion took place on these issues, during which a range of opinions were given. One member voiced his concerns and said that the teaching profession was already the most scrutinised, he added that the proposals appeared to be a knee-jerk reaction when there was in fact no problem. Other points raised were namely: that wide support existed for a right to CPD but not for it to be necessarily linked to a licence to teach; that numerous methods of scrutiny existed such as performance management, disciplinary procedures and inspections and that it was difficult to see what would be achieved for the teaching profession itself; that it might appear that, particularly with the withdrawal of funding for individually focussed CPD, teachers were expected to 'go through' an increasing number of hoops with decreasing levels of support: related to the final point, members added that no CPD funding now existed for supply teachers and, that in some professions, individuals were required to pay their own CPD costs.
- 12.16 Clarification was sought on the likelihood that the Bill would be applied to Wales if passed into legislation in England. The Chief Executive said that it would not. He reported that extensive discussion had taken place between DCSF and the Welsh Assembly Government with regards to the legislative arrangements which would be needed as a result of the Bill.
- 12.17 No other points were raised. Further discussion was delegated to the Registration Committee.

13. Suitability for Registration arrangements (GTCW 41/09)

- 13.1 Hayden Llewellyn (*Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards*) presented this paper which provided opportunity for members to discuss the Council's existing suitability criteria and the arrangements for determining suitability where criminal offences or other matters were shown on a disclosure.
- 13.2 In accordance with the *Education Act 2002* and the *Education (Specified Work and Registration) (Wales) Regulations 2004* every qualified teacher who carries out the 'specified work' of a teacher in Wales must be registered with GTCW. A teacher is not eligible for registration with the Council unless it is satisfied that he or she is suitable to be a registered teacher. As the existing suitability criteria and arrangements had been introduced in 2006, it was now timely for a review to take place.
- 13.3 Hayden Llewellyn pointed out that Suitability Committees were sometimes called upon to consider other issues which might bring an applicant's suitability into question as a result of other concerns which come to light when considering disclosure reports. There appeared to be merit in the Council being able to consider wider matters such as a pending prosecution or a criminal offence which had been previously committed by the applicant whilst employed as a teacher but which had not been referred to GTCW by the police or DCSF, where they were deemed to be potentially relevant to the applicant's suitability. Legal advice had been sought and it was thought that the Council's position could be strengthened in two ways: firstly, that minor revision could be made to the *Suitability Procedures and Rules* so that it would be clear that the Council could include in its assessment of suitability, non-disclosure information which may come to its attention; secondly, that the Council's registration form could be bolstered. Members were informed that no changes to Regulations would be required.

Members concurred that Council's existing suitability criteria should be broadened in order to strengthen its position.

- 13.4 Council had decided in 2006 to introduce a two-stage suitability process which broadly mirrored that used for registered teachers in respect of cases of unacceptable professional conduct, serious professional incompetence or where a teacher had been convicted of a relevant offence. Members were informed that the current process was lengthy and costly. Members were invited to discuss the existing process and to consider delegation to the Registration Committee further discussion on future arrangements. These would still need to achieve the required balance between fairness, efficiency, cost, transparency and robustness of process and the public interest.
- 13.5 Members sought clarification on a number of points. One member questioned the process for right of appeal should a one-stage process be adopted. Hayden Llewellyn said that ultimately this would remain with the High Court, but consideration might be given to a process where by the main application might be paper-based and an appeal would be to a GTCW Suitability Committee. Information was sought on the potential costs of additional resources which might be required to handle additional officer work load as a result of changes to procedures. Officers said this would be provided once calculated.
- 13.6 No further issues were raised with regards to consideration of changing the suitability process and this work was also delegated to the Registration Committee.

14. Professional Development Funding Programme (GTCW 42/09)

- 14.1 The Chief Executive introduced this paper which invited members to discuss the Welsh Assembly Government's decision to close the individually focussed Professional Development Funding Programme from the end of the 2009-10 financial year.
- 14.2 The Council had administered the individually focused CPD funding programme on behalf of the Assembly since 2001. Between 2001 and 2004, the programme ran on a pilot basis. The programme was mainstreamed by the Assembly in 2004. Since 2001, around 35,000 teacher development opportunities had been funded and the Assembly has invested £24 million in the programme. Estyn had published a positive report on the programme in 2006.
- 14.3 Members' attention was drawn to a number of issues for discussion, namely: any campaign to influence the Minister's decision; how teachers' needs might be protected in any new arrangements; staffing issues; arrangements for phasing out the programme; wider implications for the Council in terms of re-establishing positive engagement with teachers; and, financial repercussions for registration fee income.
- 14.4 One member gave his opinion that the Minister for Children, Education, Lifelong Learning and Skills had already made her decision and that the Council would not be able to influence a change. He felt it important that Council should write to the Minister to express its disagreement and to make it clear to teachers that this was not a problem of the Council's making. This was supported by another member who expressed her view that the Minister should be clear that the decision would compromise the health of the teaching profession in Wales.
- 14.5 Members concurred that the Council should campaign on behalf of teachers in Wales for there to be a fund for teachers' CPD. One member said that it should be clear that the Council was not looking to protect its position when making its case for a CPD fund. Members concurred that there had been negatives in administering the programme on behalf of the Welsh Assembly Government, particularly when funds

had been fully allocated and, when no further monies were available, the programme had been closed mid-year. In such circumstances, negative press comment had been aimed toward the Council. Another member then highlighted the continued misconception within the profession that the registration fee had been linked to the amount of funding available for professional development funding. The Deputy Chairperson added that, any consideration of future programmes to be administered on behalf of the Welsh Assembly Government should be carefully thought through and a clear exit strategy planned. She added that Council's independence was important and enabled it to be able to campaign rigorously on behalf of the teaching profession.

- 14.6 The Chairperson highlighted improvements needed on the Council's Communications Strategy in order to engage teachers in Wales with GTCW. The Chief Executive pointed out the significant work which would be needed on the Corporate and Operational Plans in light of the impact on the Council's reduced engagement. At this point, one member congratulated officers for communicating the news of the closure of the programme to teachers and schools quickly.
- 14.7 With regards to the registration fee, members were informed that arrangements to offset office costs against resources for Welsh Assembly Government work had enabled the fee to be kept lower than it would have been.
- 14.8 Finally members offered suggestions for handling communication to the profession and general public regarding the closure of the programme. One member suggested that communication focus on the arrangements Council had decided upon for the Professional Development Funding Programme from 2010 onwards, in particular the move away from supporting one-off courses to focus on mentoring and networks. Another member suggested that some positive case studies be used to support any communications issued by the Council.
- 14.9 There were no further issues raised.

15. Any other business

- 15.1 There was no other business in the Public Session.
- 15.2 The Council then moved into Private Session.

**The next Council meeting will take place on Thursday 4th February 2010
at
ESIS, Treforest near Cardiff**