

GENERAL TEACHING COUNCIL FOR WALES
CYNGOR ADDYSGU CYFFREDINOL CYMRU

**Minutes of the Thirteenth Meeting of the
General Teaching Council for Wales**

Date: 24 September 2003

Location: The Cleddau Bridge Hotel, Pembroke Dock

Attending

John Andrews	Ian Guy	
Neil Hendry	Angela Jardine	Gareth H Jones
Moirá Shepstone	Frank Bonello	Gwen Williams
Elwyn Davies	Peter Williams	Mal Davies
Tim Cox	May Castrey	Richard Parry Jones
Jacqueline Turnbull	Gareth Roberts	Steffan ap Dafydd
Goronwy Jones	Ruth Coward	Ron Carrotte
Nichola Jones	Michael Edwards	Sue Jenkins

Apologies

Diane Farmer	Sheila Drayton
--------------	----------------

Officers

Gary Brace Chief Executive	Tegryn Jones Policy and Planning	Hayden Llewellyn Registrar
Zoe Grundy Corporate Support Officer	Darren English Publications & Press Officer	

Chairman's welcome

The Chairman welcomed the five new members of council, Ruth Coward, Ron Carrotte, Nichola Jones, Michael Edwards and Sue Jenkins, to their first full Council meeting. Members were then appraised of the resignation of the Director of Finance & Personnel and informed that a recruitment process was being undertaken to fill the vacancy as soon as possible.

1. Draft Minutes of the Council Meeting of 19th June 2003

1.1 The minutes were agreed as an accurate record.

Matters Arising

1.2 Minute 1.2, The Chief Executive informed members that the GTCW/UCET Cymru/HEW application to the ILTHE had been accepted and that there was now an accredited route into the ILT for teacher educators in Wales.

1.3 Minute 1.3. A member appraised the Council of progress regarding the current position of the Assembly Research in Education and Training Group, informing them that the next meeting would be during the autumn half term. To date, progress had been slow.

1.4 Minute 9, Draft Action Plan for Teacher Recruitment and Retention in Wales. The

Chief Executive updated members on the status of the plan, informing them that there had been substantial, positive press coverage on its launch. Additionally, the plan had been presented to the Welsh Assembly Government and the Minister for Education & Lifelong Learning had responded positively with a wish to discuss the plan at a later date.

2. To receive notification of any issues which members wish to raise in respect of the 'information' Agenda items (13-15)

2.1 No issues were notified.

3. Draft Minutes of the Registration Committee of 14 July 2003

3.1 Gwen Williams introduced the minutes of the meeting and explained that the majority of issues raised during the Registration Committee meeting were on the Council agenda for discussion.

Matters Arising

3.2 Minute 3.1. A member asked why teachers were requesting more information be included on the registration database with regard to qualifications. The Registrar replied that teachers had been adding in additional qualifications when they returned their database record mailed to them for checking. This had started the discussion of the possible need for further expansion of the qualifications filed on the database. The Chief Executive informed members that Welsh Assembly Government officials had been asked for guidance on the issue and referred members to minute 3.4, which mentioned the Committee's decision to ask the Registrar to examine the possibility of adding postgraduate qualifications to the database records, in consultation with GTCE.

3.3 Minute 4.6. A member suggested that thought should be given to extending the mandatory qualifications listing for the hearing or visually impaired to be increased to specify qualifications for teaching the speech impaired and physically impaired. The Registrar responded that this would be looked at by the Registration Committee.

4. Draft Minutes of the Executive Committee of 17 July 2003

4.1 The Chief Executive introduced the minutes of the meeting and explained that the majority of issues raised during the Executive Committee meeting were on the Council agenda for discussion.

5. Progress report on registration and QTS (GTCW 27/03)

5.1 The Registrar introduced this report providing members with an update on the Council's registration and QTS work. Members were asked to receive the report for information and agree the recommendation that the Council writes to employers who it is aware are employing unregistered teachers on commencement of the new school year.

5.1.1 Members agreed the recommendation.

Matters arising

- 5.2 The Register database - the Registrar informed members that a report would be presented to the next Registration Committee outlining the options for the future of the database with regards to whether the GTCW should develop its own outside of the current contract with GTCE.
- 5.3 Routes to QTS and other matters - a member asked if the teacher unions were to be a part of the consultation process. The Registrar confirmed they would be involved.
- 5.4 A member asked if by endorsing the GTP route to QTS for teachers with PGCE(FE), this was undermining standards in the profession. The Chief Executive responded that the route already existed and was far from being a typical route into teaching in Wales. Additionally, the Council had already endorsed flexible routes into teaching as part of its response to the NAFW document the 'Learning Country'. However, the GTCW support for the GTP was based on the presumption of the maintenance of standards.
- 5.5 PGCE courses run by the Open University (OU) - a member asked how many students in Wales were taking the OU route to teaching qualifications. Following discussion about the consequence of the DfES/TTA requirement that accredited providers of teacher training in England must ensure that 51% of a trainee teacher's teaching practice be in a school in England, members voiced concern that the actions of the OU in respect of their advice to new applicants from Wales was discriminatory.

6. Revised Standing Orders (GTCW 28/03)

- 6.1 The Chief Executive introduced this paper inviting members to revisit the Council's Standing Orders with a view to adopting a revised set of Standing Orders as from the Council's December 2003 meeting. Members were taken through the revisions and asked to discuss the changes.

The proposed changes to the Standing Orders were agreed subject to the following amendments:

Matters arising

- 6.2 Page 6, Standing Order 18, section a). The final line should read "...**are** absent;" not "...is absent;"
- 6.3 Page 8, Standing Order 24. A member asked whether all members should automatically receive the agendas of the committees of which they were not members. Most members considered that this was unnecessary but did agree that members could request copies of the agendas on an individual basis if they so wished.
- 6.4 Page 11, Standing Order 30 (2) membership of committees. This paragraph was rewritten as follows:

Members will normally serve on Committees for a maximum of three years. This may be extended with the agreement of the Chief Executive.

- 6.5 Page 11, Standing Order 32, "...approving any capital expenditure in excess of £50,000;". A member expressed concerns that an amount below £50,000 was also a high amount without requiring Council/Committee approval. The decision was taken to refer the matter for further consideration to the Audit Committee.
- 6.6 Page 12, Standing Order 33, "...make proposals for changes to the Standing Orders;". This to be amended to include "to review and" at the start of the bullet point.
- 6.7 Page 14, Standing Order 35. An additional bullet point referring to the development of teaching as a profession to be added.

7. Committee Membership (GTCW 29/03)

- 7.1 The Chairman presented this paper inviting members to agree the proposed membership of committees from November 2003.

Matters arising

- 7.2 A member asked if the Deputy Chair of Council could also be deputy chair of the Policy Committee. The Chief Executive responded that this would have to be referred to Executive Committee for discussion as it would require an amendment to the Standing Orders.
- 7.3 It was agreed that copies of the new dates for committees from November 2003 be circulated to all members.

The new committee membership proposals were agreed, to take effect from the beginning of November 2003.

8. Update on Council Elections (GTCW 30/03)

- 8.1 The Registrar introduced the progress report and asked members to receive it for information.

Matters arising

- 8.2 A member thanked officers for the hard work undertaken to ensure that the election process was running in a professional manner.
- 8.3 A member asked whether members elect would be allowed to attend Council meetings. The Chief Executive replied that members elect would be invited to attend as observers at Council and Committees to help familiarise them with the workings of the Council as part of their induction programme.

9 Council's Disciplinary Procedures and Rules (GTCW 31/03)

- 9.1 The Registrar introduced the paper, outlining a number of procedural matters relating to the Council's disciplinary responsibilities and invited members to consider the report and agree the recommendations.
- 9.2 The recommendation to use former members in disciplinary hearings, due to their

experience and training gained whilst serving as GTCW members, was agreed subject to an updated record of interest being maintained.

- 9.3 The second recommendation, to agree the Guidance to the Chief Executive or duly authorised officer pursuant to Rule 11 (1) (a) was agreed, subject to a few minor amendments:

9.3.1 The introductory text should have a reference to community sentencing. The Registrar replied that possible text would be drafted for inclusion.

9.3.2 Section 1 (c) - the last sentence needed "minor" added between "most" and "road".

Matters arising

- 9.4 A member asked whether the mention of road traffic offences indicated a plan to build up a list of offences. The Registrar replied that this was not the case. Instead additional offences could be included as a descriptive guide as precedents were set.

10 CPD funding from April 2004 (GTCW 32/03)

- 10.1 The Policy & Planning Officer introduced the paper which set out to address recommendations arising from the evaluations of Phase 1 and 2 of the project. The evaluation recommendations were concerned with:

- Quality Assurance of applications, mentoring, co-ordinators, and reports;
- Feedback on reports;
- Eligibility for Teacher Research Scholarship;
- Addressing under-represented areas;
- Disseminating activities
- Funding arrangements, timescale, flexibility, programmes;
- Sustainability.

Members were invited to discuss the evaluation and to use the proposed response to the recommendations to guide the administration of CPD projects from April 2004.

Matters arising

- 10.2 During discussion of the paper, members raised the following issues:

10.2.1 Why was the current budget £5m, but then £3m and then £12m in following years? The Chief Executive responded that 2004-05 and 2005-06 were indicative figures from last year's Assembly budget only as the actual figure would not be known until November when the Assembly Government announced its draft budget. However, the matter would be discussed with the Minister at the Chairman's next meeting with her in October.

10.2.2 A member asked that congratulations be passed on to officers for their hardwork in administering the CPD projects.

10.2.3 The Council should look at developing the role of the mentor in Teacher Research Scholarship projects.

- 10.2.4 The dissemination of CPD experience should be given higher priority.
- 10.2.5 Consideration should be given to amending the Teacher Research Scholarship application form to include a tickbox indicating whether the funding was towards a higher degree.
- 10.2.6 Consideration should be given to moving to a two year funding cycle as it would make budgeting easier with respect to the difference between the school year and the financial year.
- 10.3 After discussion of the proposal, a member asked if the CPD Reference Group would continue in its current role. The Chief Executive replied that the Executive Committee would consider the role of the CPD Reference Group at its next meeting as part of the consideration of the Council's CPD oversight arrangements from April 2004.

11. Professional Development Framework - Progress Report (GTCW 33/03)

- 11.1 The Chief Executive introduced the report inviting members to discuss the contents of Annex A, which outlined a basis for draft terms of reference for the GTCW Task Group, and to provide a steer to officers and the task group. Members were asked to comment on the defining sections of the draft terms of reference:
- What might the framework look like;
 - Professional Recognition/Accreditation;
 - Recognising excellence in the classroom;
 - Spreading good practice;
 - How the framework might be used;
 - What will be the evidence of achievement of success?

Additionally, members were asked to discuss paragraphs 11 to 14 regarding teacher union representation on the task group.

Matters arising

- 11.2 During discussion of Annex A, members raised the following issues for the Task Group to take into account:
- what is the definition of excellence with regard to teaching?;
 - how might good teachers be retained in the classroom instead of seeing career development as into management;
 - a clear differentiation is needed between threshold and excellence;
 - how long is 'excellence' valid for?;
 - care must be taken to avoid conditions of service issues;
 - new Council members could be involved as they would provide fresh ideas.
- 11.3 In respect of union representation, teacher union officials had argued that individual unions should be represented on the Task Group rather than through SCEW. Members discussed teacher unions' concerns about representation. The proposal that the Task Group be expanded from 10 to 13 by inviting 4 unions not already represented through other teacher members to join the group, was put to the vote. 20 members were in favour of the proposal, with 1 member against and 2 abstentions.
- 11.4 It was made clear that the decision did not set a precedent for future Council task

groups. It was agreed that nominees should be serving teachers and not delegated to represent a union position, although nominees were, of course, free to feedback on progress to their respective organisations.

12 Draft paper 'The Teaching Profession of the Future' (GTCW 34/03)

12.1 The Policy & Planning Officer introduced the paper and invited members to discuss the draft structure and contents.

Matters arising

12.2 During discussion of the draft paper members raised the following issues:

- the draft structure of the paper did not set out the rights of teachers - should it include a 'charter of teachers' rights'?
- there needs to be more mention of the responsibilities of the employer;
- the document is about aspects of the future of the profession. Whilst reference to a charter of rights should be included it must not dominate or become the whole document. One possibility would be to have two documents - the current draft and a separate one in relation to teachers' rights;
- a new paragraph needed adding to the section on 'Relationships' on the need for society and the community to value teachers.

12.3 Following discussion, members were invited to send in any further issues to officers after the meeting.

12.4 Policy Committee would to discuss a further draft structure including a 'charter of teachers' rights'.

13 Any Other Business

13.1 The tabled timetable of meetings for the Council and its Committees in 2004 was agreed.

The meeting was declared closed.