

Minutes of the Twenty first Meeting of the General Teaching Council for Wales

Date: 18th October 2005

Location: The Royal International Pavilion, Llangollen

Attending

Mal Davies (Chair)	Sue Jenkins
Jacquie Turnbull (Deputy Chair)	Gareth Jones
Frank Bonello	Valerie Merriman
Ron Carrotte	Suzanne Nantcurvis
Tim Cox	Rosemond Nelson
Elwyn Davies	Richard Parry Jones
Gareth Roberts	Jane Setchfield
Michael Edwards	Jacky Tonge
Ian Guy	Gwen Williams
Anthony Hughes	Peter Williams
Angela Jardine	

Apologies

Sheila Drayton, Goronwy Jones, Jean Campion, Nichola Jones

Officers

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

Welcome and Preliminaries

The Chairman welcomed members to the twenty first meeting of the Council and welcomed the persons observing in the public gallery.

The Chairman asked members to vary the order of business so that 'Declarations of Interest' (agendum 2) be taken first. This would be a new standing item on agendas following the recommendation of auditors. Members agreed to the variation in the order of business.

- 1. Draft Minutes of the Council Meeting of 13th July 2005**
 - 1.1 The minutes were agreed as an accurate record subject to the following amendment of minute 4.2 to read: *“The strategy would take a non-prescriptive approach and would be consistent with the dissemination of teachers’ CPD strategy.”*

- 2. Declarations of Interest**

There were no declarations of interest made.

- 3. To receive notification of any issues which members wish to raise in respect of the ‘information’ Agenda Items (16-18)**

One member notified a question regarding the quarterly review report. Another member gave notification of a question regarding the Welsh Language Scheme.

- 4. Minutes of the Policy Committee of 22nd September 2005**

There were no matters arising from minutes.

- 5. Draft Minutes of the Executive Committee held 22nd September 2005**
 - 5.1 Minute 4.4: Professional Development Funding Programme: One member commented that it would be helpful if future dissemination conferences arranged by the Council and LEA’s be held in North Wales.

- 6. Draft minutes of the Registration Committee held 29th September 2005**

Suzanne Nantcurvis, who had chaired the Committee in the absence of the Committee Chair and Deputy Chair reported on the minutes. There were no matters arising from minutes.

- 7. Constitution Regulations**
 - 7.1 The Chief Executive introduced the paper and invited members to consider, and if seen fit, to agree the Council response to the Assembly consultation.

 - 7.2 At the Executive Committee meeting it had been agreed that finalising the draft response should be remitted to the Council meeting. The Welsh Assembly Government had extended the deadline by 4 days to allow the Council to agree its response.

- 7.3 The discussion centred on the 'additional comments' of the draft response which focused on the nature of Council membership and argued that Constitution Regulations should make explicit that all members of Council should act as individuals and not as members or organisations to which they may belong. Two members' written responses led to discussion on whether members acted as individuals or representatives of unions/organisations. One member said that there was a difference between a member that had been elected and those nominated by certain bodies. The Chair stated that elected members may 'represent' their electoral category but needed to speak for all teachers in that category even if they had owed their election to the support from a particular union.
- 7.4 Another member quoted from the original Assembly 'person specification' for organisations wishing to nominate persons to the Council. The specification stated that the GTCW was a Council for the profession and that members were needed for their skills and abilities. He drew attention to the fact that the organisation was a 'Teaching Council' not a 'Teachers Council'. It thus had to have a wide membership to reflect all aspects of teaching.
- 7.5 It was agreed at the meeting to re word paragraph 9 of the draft response to the Assembly constitution consultation, which should now read "*Members elected under paragraph 4 or appointed under paragraph 7 or paragraph 8 shall not act as representatives of organisations to which they may belong or, in the case of appointed members, the organisations which nominated them or the Assembly.*"
- 7.6 Debate continued on the distinction between elected, nominated and appointed members. The Council agreed to consider the constitution further with a view to coming to its own position on the composition of Council and making a recommendation to the Assembly for any future consultation on the Constitution. The Executive Committee in the first instance would discuss this. One member requested that background comparative work be undertaken on the composition of the Councils of other GTCs and professional bodies and a report on progress be made at a future Council meeting. However, it was recognised that this was not a matter which could be rushed.

8. CPD Update

- 8.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced this paper and invited members to note the progress in respect of the 2005/6 funding programme, make any specific observations in respect of the analyses provided at Annexes D and E and confirm the piloting of a new project category- the Group Bursary in 2006/7.

- 8.2 A member thanked Council officers for all the statistical information on the funding programme over the four years which had been collated, commenting on how clearly it had been presented.
- 8.3 A member stated that some teachers were being denied professional development because of lack of funding. There was no other funding available for individual professional development. Another member was concerned that the Council was granting funding to what might be perceived as low level courses.
- 8.4 It was noted from the questionnaire returns in Annex D that the main reason for making an application for funding was for “personal action plan” however, one member commented that most teachers would tick the answer on the application form that would guarantee them the funding.

Pilot Group Bursary

- 8.5 It was stated that the proposed group Bursary pilot would be available on the basis of one per school. The Council would need to be flexible on the nature of the projects.
- 8.6 Members agreed to move forward with the piloting of the Group Bursary.

9. Professional Development Framework

- 9.1 The Chief Executive introduced this paper and members were invited to note the progress outlined in this report and discuss matters relating to the Council possibly seeking to become a ‘Chartered Body’ in order to grant ‘Chartered Teacher’ status.
- 9.2 The published version of the ‘Professional Development Framework for Teachers in Wales’ advice to the Minister was distributed to members.

Standards Development Group

- 9.3 A request was made to extend the deadline to the end of October to receive names from Council members for the Standards Development Group. Insufficient nominations had been received from Council members. More names were needed so that the Chairman and Chief Executive were in a position to put together a group with phase, geographical and gender balance.

- 9.4 If no more names were forthcoming, one member suggested looking at names from CPD funding recipients, from the sub-committee members, Teaching Awards nominees or, to consider advertising for members.

Chartered Teacher

- 9.5 The Chief Executive explained that the Assembly had notified him that the Privy Council had said Chartered status can only be awarded by a Chartered body. The Council is not a chartered body. With the Executive Committee's agreement, officers were currently looking into the issues surrounding Chartered Body status and would report back to the Committee and Council following further exploration.

10. Funding of Induction and EPD

- 10.1 The Chief Executive introduced the paper and members were invited to discuss the invitation made by the Assembly Government to take on the administration of the funding of the Induction and EPD programmes and, if considered appropriate, and at the Executive Committee's recommendation, to accept the invitation in principle but subject to satisfactory outcomes of legal advice and the scoping work with Assembly officials.
- 10.2 The Chief Executive said that Wales was well in advance of other countries in the UK with its Induction and EPD Programme. Legal advice had very recently been received in respect of Induction appeals, which confirmed that there was no issue in taking on this work given the separate functions of Council members and officers in relation to administering the funding and hearing appeals.
- 10.3 Members agreed that all teachers should be entitled to have a high standard of CPD and that newly qualified teachers were entitled to receive the funding that had been earmarked for them, particularly in their two years of Early Professional Development following Induction.
- 10.4 Council agreed in principle to accept the invitation to take on the administration of the funding of the Induction and EPD Programme subject to satisfactory outcomes of the further scoping work on the detail with Assembly officials.

11. Provisional Registration

- 11.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the paper. Given the requirement to complete an Induction period after QTS, and meet an induction standard to remain registered, the definition of registration needed to be kept under review. Members were invited to confirm that the Council should continue to regard "registration" as being post-QTS; to consider whether the Council should establish two categories of registration, post-QTS – "provisional registration" for those who have not met the end of Induction standard and "full registration" for those who have; to consider whether the Council should establish a relationship with any other groups, such as those working towards QTS or persons working in schools without QTS; and to delegate further work to the Executive and Registration Committees.
- 11.2 Council members confirmed that the Council should continue to regard all forms of "registration" as being post-QTS.
- 11.3 Following discussion on the value of establishing a new category, it was agreed to discuss whether the Council should establish two categories of registration at a later date.
- 11.4 Further discussion on whether the Council should establish a relationship with any group working towards QTS would take place in the Registration and Executive Committees. The subject would be referred back to the Registration Committee to review further.

12. Professionalism in Practice

- 12.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the paper and members were invited to consider the revised draft of the leaflet "Professionalism in Practice" and to suggest amendments as appropriate.
- 12.2 Members commented on a very clear and helpful draft leaflet and that it would be welcomed by schools particularly in relation to newly qualified teachers.
- 12.3 One member suggested that the second paragraph on 'Teachers and Pupils' should be highlighted to make the statement more positive. On each bullet point the phrase "*they do not*" should be deleted and moved to a sentence before the bullet points.

- 12.4 One member wanted to add "*inappropriate*" before "*remarks about their race*" in the last bullet point and also "*appearance*" should be added in the same sentence.
- 12.5 One member commented on the amount of time the verb "*should*" was used and "must" was only used once. The member informed the Council that the Northern Ireland document included the verb "*will*".
- 12.6 One member suggested that more emphasis should be on the "*criminal offences*" paragraph and this section should be highlighted.
- 12.7 Further discussion of the guidance was remitted to the Registration Committee and a revised paper be brought back to the next Council meeting in January.
- 12.8 It was emphasised again that this was not a disciplinary code but a guidance leaflet designed to be of assistance to teachers regarding practical situations they face.

13. Disciplinary Procedures

- 13.1 The Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards) introduced the paper and members were invited to agree a recommendation to amend the Council's existing arrangements in respect of the publication of its disciplinary hearings to include the name of the teacher, employment detail and the allegation concerned, following legal advice on this matter.
- 13.2 This had been discussed at the Registration Committee, and referred to the Council. Following extensive discussion, members were, in the interests of being proactive in relation to the Freedom of Information Act (Fol), content to publish details including the school name and allegations but not to publish the teacher's name prior to the hearing.
- 13.3 Council members however agreed that under a Fol request the name of the teacher should be given as per the legal advice.

14. Dates of Council and Committee meetings in 2006

- 14.1 The Chief Executive introduced the proposed draft Calendar of Council and Committee Meetings for 2006 and invited members to agree or amend the proposed timetable.

- 14.2 Members asked for the dates for the proposed February Policy and Executive Committee and the April Council meetings to be changed.
- 14.3 Members also requested the venues for the Council meetings. An updated list would be sent to members with venues and revised dates as soon as possible.

15. Any other business

No other business was raised

For information items

There had been omitted from the agenda the regular report from members who represent the Council on external groups. Members were given an opportunity to provide oral updates on their respective groups.

16. Annual Lecture, 2005

- 16.1 The Chief Executive introduced the report on the lecture held in Cardiff. The Annual Lecture given by Professor Tim Brighthouse had been a positive event with 125 attendees in Cardiff. However, the number of acceptances for the North Wales venue was very disappointing and consequently the event had had to be cancelled.
- 16.2 Members felt the event had been a great success and praised the arrangements, management, timing and venue;
- 16.3 For 2006, assuming that Dr Rowan Williams was not available, it was suggested that a female speaker be considered for next year's event. Members also requested the opportunity to invite colleagues to next year's annual lecture.
- 16.4 Further thinking about the 2006 lecture would take place at the next Executive Committee.

17. Quarterly Review, 1st July – 20th September 2005

- 17.1 It was noted that the financial position at 30th September 2005 was strong, although this was partly due to the cash flow of income (largely received in the first quarter of the year) compared with the more phased monthly flow of expenditure over the full 12 months.

18. Draft statutory Welsh Language Scheme

The Chief Executive introduced the report.

18.1 A member asked how the statutory Welsh Language Scheme would be monitored from year to year and particularly whether there was a role for members in the Welsh Language Forum. The Chief Executive explained that the staff forum was already in place and this was a means to ensure that staff themselves considered the practical delivery of the existing policy and in future, the scheme.

Members were involved through the Executive Committee's oversight of the Welsh Language Policy and, in future, the scheme. An annual report would be made to the Executive Committee and Council on the operation of the statutory scheme.