

MINUTES OF THE COUNCIL MEETING

Tuesday, 2 July 2008 at 9.30am

PRESENT: Judy Moorhouse (Chair), Sarah Bowie, (Vice-Chair), Martin Allen (part of meeting), Lesley Ansari, Andrew Baxter, Naz Bokhari, Janis Butler, Peter Butler, Patricia Castro Castro, Liz Carter, Philip Cole, Chris Cook, Peter Cooper, Sam Crooks, David Dewhirst, Dorothy Elliott, Anne Garner, Christine Green, Anthony Handley, Barbara Hibbert, Gloria Hyatt, Max Hyde, Derek Johns, Anne Madden, John Mayes (part of meeting), Pete McAleer, Bulvinder Michael, Robert Millea, Kirit Modi, Michael Moore, Gail Mortimer, Sheila Mountain, Arthur Naylor (part of meeting), Tony Neal, John Rimmer, Alice Robinson, Jean Scott (part of meeting), Gill Stainthorpe, Oona Stannard, Philippa Stobbs, Angela Stones, David Storrie, Pete Strauss, Ralph Ullmann, David Whitewright, Geoff Whitty, Anthony Wilkes and Dave Wilkinson .

Apologies for absence were received from Gussie Andersen, Paul Bird, Peter Cooper, Tony Cuthbert, Janet Draper, Robert Gordon, John Hawkins, Conchita Henry, Misbah Mann and Nicola Wilson.

1. **Welcome**

The Chair of Council welcomed the following observers to the meeting - Hayden Llewellyn (GTCW) Rosa Murray (GTCS) Marilyn Harrop (Alumni Association) Mark Houston (DCSF) and Mike Gibbons from the Innovations Unit.

2. **Minutes of the Previous Meeting – 22 January 2008 and Matters Arising**

The minutes of the previous meeting were approved as an accurate record.

The Chief Executive, in response to a question, informed Members of very positive feedback received from the recently completed regional presentations of the Carol Adams memorial award. Council were very pleased to note the huge success of the awards but asked the Chief Executive to look at the award title and whether it could be shortened.

3. **Declarations of Interest**

The Chair reminded Members that Council Members do not require a formal declaration of interest in respect of the Annual Report as to Members and payments to Members.

4. **Decision Tracking**

The standard paper from the Council Secretary was noted.

In response to a Member question on the 2008 Elections and specifically the issue of candidates with leadership roles and recognising the need for engagement with classroom teachers, the Chief Executive confirmed that this as well as the issue of time off for public duties for Council Members would be addressed in the Governance review.

5. **Chair and Vice Chair Business**

The Chair and Vice Chair's diary was circulated in advance of the meeting together with feedback from the Council's representatives on outside bodies. The Chair made a couple of amendments to her tabled diary. In respect of the feedback from the SSAT General

Advisory Council meeting the Chair provided clarification on the position of the new Chair of the CBI regarding diplomas. The Council placed on record appreciation of the services of Arthur Naylor for his work as a GTC observer on the Board of the Training and Development Agency (TDA).

The Chair of Council then placed on record appreciation of the services of the Members who were retiring from Council on 31 August 2008. The Council noted and congratulated Sarah Bowie on her election as Vice Chair of Council, congratulated Dorothy Elliott on winning the North East and Cumbria regional award for School Governor of the year and David Storrie for securing a deputy headship.

The Chair of Council then proposed a reordering of the business to take items 8 and 9 on the agenda before item 7, which was agreed by Council.

6. Chief Executive report to Council

In introduction the Council congratulated the Chair of Council on her award of an OBE.

The Chief Executive tabled at the meeting a schedule of his various meetings, school visits, interaction with the media and speeches given since the last Council meeting. He referred specifically to two school visits in Yorkshire and the value of diversity in the school system. He then addressed Council on key issues which included an update on progress with the single Equalities Bill, significant future research work regarding teacher competence referrals commencing in September 2008 which will inform the current debate, progress on work with the TDA over the development of the MTL initiative and its relationship to the Teacher Learning Academy. He was pleased to refer to the recent Select Committee report on Assessment, which significantly reflected GTC advice.

Further areas of his report covered: Organisational changes; School visits; Regular 'keep in touch' meetings with partners and stakeholders; an all staff day on the *Teaching in 2012* programme; redesign of the Council's website and the introduction of a new corporate complaints procedure and the work between the Teacher Enquiries service and the Teacher Support network

Discussion centred on issues regarding referrals to the Council and whether there existed a check list for employers, having regard to inconsistent practices. The Chief Executive stated that the forthcoming research should inform the process and, gave the background to the recent report on teacher competence and the reason why the GTC had to comment. In response to a Member question the Director of Policy stated that the Council's response to the Ofsted consultation would be emailed to Members for information.

7. Governance Update (Ref 11/07-08)

The Council received a paper from the Council Secretary updating progress with the review of Committee and Council effectiveness and associated governance matters. The Chair of Council summarised the key areas of the paper and stressed the importance of all Council Members completing the Council self effectiveness questionnaire.

In respect of the Council's future representation on the TDA Board the Chief Executive reported on discussions he had held with the Chief Executive of the TDA on the new nominee being able to inform the Board on the TLA development and for the nominee to

be closely involved with the Council's policy and research work. Accordingly it was proposed that Tony Neal would serve as the Council representative for the 2008/9 Council year pending future consideration of a representative with a specific higher education background possibly being drawn from the 2009 publicly appointed Members. The Council then turned to the recommendations in the paper which were agreed.

In response to a question the Registrar agreed to circulate a summary of the results of the Member observation process at Regulatory Committees to all Council Members and assured Council that issues emerging from the observations would inform future regulatory training.

Council

noted progress to date on the review of Council and Committee effectiveness and that the findings of the various questionnaires will be considered by the Executive Committee at their meeting on 16th September as part of their review of the first year of operation of the new Governance Structure;

noted that the final Committee allocations for 2008/9 will be determined in September;

confirmed the calendar of meetings for 2008/9 previously circulated with the proviso that there may be subsequent changes at September Council;

confirmed Tony Neal the Council's representative on the Board of the Training and Development Agency as from 1 September 2008 for a one year period;

confirmed the Vice Chair of Council as the Council's representative on the College of Teachers with immediate effect.

8. Summary of Work of Committees (Ref 13/07-08)

The Council Secretary introduced the paper. In respect of the recommendation regarding the observer status of the Alumni Association for Council meetings, following a recent Association meeting he proposed that this be deferred until January Council pending the final agreement of the revised constitution as recommended by the Executive.

The Chair of the Audit Monitoring and Review Committee presented the annual report of the Committee's work in 2007/8 and placed on record her thanks to staff who serviced the Committee and the contribution of all the Committee Members. She highlighted the recommendation regarding the introduction of a Declaration of Interest form and also encouraged returning Members to consider putting themselves forward for election to the Committee to fill the three vacancies from 1st September.

The Chair of Council gave a detailed summary of the decisions taken by the Executive Committee and updated Members on the Teacher Learning Academy Special Governance Group and work with the Logistics and Marketing Partners. A Member sought clarification as to discussions that were taking place with UCET, Universities and the College of Teachers in aligning the TLA to the qualifications frameworks to ensure standards are brought into the MTL discussions. The Director of Policy stated that a protocol had been in existence with UCET for eighteen months and that the TLA

development involved close working with up to 25 Universities. In respect of Chartered Teacher Status she explained work with the College of Teachers and Subject Associations towards mapping their qualifications with the TLA. Council also noted a recent consultation which set out the UCET position regarding the MTL initiative. The Training and Development Agency and the GTC were working together to align the MTL and TLA.

A Member sought clarification regarding assessment of the results of the Ipsos MORI omnibus survey and the Chief Executive explained the elements of the survey, the format of questions, some of the key messages from the survey, and that there were material shifts in the favourable perception of the GTC.

The Council considered the recommendations from the Executive Committee regarding the Alumni Association and provisional registration funding. The Chief Executive highlighted the importance of the funding to develop information that could be captured on the database and enable the CRM system to be built in such away that it is capable of further expansion.

The Chair of Council highlighted the discussion regarding the regulatory strategy and progress with the Code Project Board initiative and placed on record her appreciation of the contribution of the late former Vice Chair of Council, Margaret Morgan, to the development of the original code.

Further discussion covered the Returning Officer's report on the 2008 elections and the means by which the Council engage classroom teachers on the Council. The Council Secretary reported the difficulty for some teachers who had expressed an interest in standing for election but were unable to commit to 20 days and this together with the low voter turn out would need to be considered in the forthcoming review of Governance. Several Council Members highlighted the importance of the classroom teacher voice on Council and the need to engage senior leaders and heads in schools to see the value of Council membership and provide time off for teachers to carry out Council duties. The Chair of Council stated that this would be addressed in the Governance review. In respect of Member expenses the Director of Corporate Services stated that the various limits within the scheme would be considered by the Finance and General Purposes Committee at their late autumn meeting as part of the consideration of the annual Member support survey. Finally Members discussed the format of the current magazine, which was welcomed but noted the need for careful presentation of casework references.

The Chair of Policy and Research Committee summarised the key business considered by the Committee which included a review of the Networks Strategy, work on the Race Relations Amendment Act, the Steer report on Learning Behaviour, school workforce remodelling and the Primary Review. He placed on record his thanks to all policy staff, Members of the Committee, particularly the former Vice Chairs Peter Strauss and David Dewhirst, and Members of the Policy Groups. Several questions were asked on the review of the Networks and the Chair explained the rationale for the move to a network for teaching, the Race Relations Amendment Act and the need to continue this important task, and progress with the Teacher Learning Academy. In response to a Member question the Director of Policy undertook to provide Council with the latest figures for universities, the TLA team were working with plus up to date figures on TLA enrolment and presentations against target. The Chair of the Committee drew Members' attention to the new risk which was being considered by the TLA Special Governance Group in

terms of the primary/secondary take up in the TLA with more participation in the secondary sector.

The Chair of Registration and Regulation Committee highlighted the key areas of her report which included amendments to the Rules of Registration and Disciplinary Procedure, monitoring teachers' compliance with disciplinary orders and an audit of the Casework Strategy. Several Members sought clarification as to reasons for the increase in the number of cancelled and rescheduled hearings as well as concerns at the submission of late evidence and whether this should be tightened up in terms of documents circulated late or even on the day of meeting and to reiterate the guidance currently in place. In response the Registrar referred to his explanatory note in May to all Members on progress with the Regulatory Strategy and frustration with cancelled hearings. He explained the difference between hearings being cancelled and those dates which Members were initially asked to offer but then were not used. He undertook to improve the system of earlier notification to Members. He referred to case management hearings in complex cases and the role of the Panel Chair in determining the acceptance of late evidence. The Chair confirmed that all endeavours were being undertaken to deliver the casework strategy, but appreciated the frustrations experienced by Members.

Further discussion centred on the implications and timescales for provisional registration for the Regulatory Strategy, resolving cases without a hearing, and the position regarding minor offences within the Disciplinary Rules.

The Chair of the Finance and General Purposes Committee presented her Committee's report and placed on record her thanks to the Council Secretariat for their work in organising the 2008 Elections. She referred to the Committee self assessment review and specifically the number of Committee meetings each year, and the work of the Remuneration Group. The Director of Corporate Services provided clarification on the International travel policy in response to a Member question.

Council noted the paper;

Council considered and noted the Annual Report of the Audit Monitoring and Review Committee's work in 2007/08;

Council agreed that a Declaration of Interest form be introduced for all Council Members serving on Council from 1st September 2008 and that a summary of the interests be posted on the Council's website in accordance with the practice in other regulatory bodies.

Council supported the project for the introduction of provisional registration along with agreement for the receipt of up to £800,000 income from DCSF to support the work and the major changes required to the GTC's Customer Relationship Management System

Council agreed the recommendation from the Executive Committee regarding revisions to the role of the Alumni Association and that a revised constitution is drawn up by the Council Secretary in consultation with the President of the Association and finalised in consultation with the Chair of the Finance and General Purposes Committee for formal adoption by the Association and Council in January.

Council agreed to defer the issue whether the Alumni Association should continue to have observer status at full Council meetings until January 2009 Council

Council noted that Committee recommendations regarding the Risk Register and the Annual report were covered elsewhere on the agenda

9. Risk Management – Risk Register (Ref 10/07-08)

The Director of Corporate Services introduced the paper which summarised the Council's review of its risk register at the start of the 2008/9 financial year and identified the corporate risks. The Director reported that the scoring mechanisms had been clearly identified in the appendix and highlighted in the risk commentary the additional new risk of not maintaining Investors in People status due for reassessment in November. IIP would be considered at the Member induction in September and there was a clear plan in place to mitigate risk.

The Chair of the Audit Monitoring and Review Committee drew Members attention to the recent internal audit report on the extension of the Casework Strategy, the Council also noted the risk in respect of the TLA now moving into its national phase and risks around provisional registration and amendments to the CRM system. Further discussion centred around communications and relationships with key stakeholders.

Council considered and endorsed the corporate risks and control measures identified in the Risk Register.

10. Financial Monitoring (Ref 14/07-08)

The Director of Corporate Services introduced the paper which is produced on a monthly basis and highlighted the latest position regarding fee collection income and variances in expenditure. The June report would be posted on the extranet in July.

Council noted the paper.

11. Consideration of Motions Notified by Members in Advance of the Meeting – None received

PRIVATE SESSION

The Council moved into private session to consider the paper on the Annual Report.

12. Annual Report and Financial Statements (Ref 15/07-09)

The Council received a paper presenting the combined Annual Report and Financial Statements following the external audit by Deloitte on behalf of the National Audit Office. The paper had been considered in detail by the Executive and Audit Monitoring and Review Committees. The Director of Corporate Services presented the paper.

Discussion covered issues relating to the joint statement of Values for Inter Professional Working, membership figures for the networks and staffing costs. In response the Chief Executive stated that pay negotiations were subject to the threshold set for all public

sector organisations and explained staffing figures, the make up of the fulltime equivalent posts including teacher secondees and the increase in agency staff relating to the TLA roll out into a national open system which was planned expenditure and planned to reduce next year. The Chief Executive reported that as a result of the change in financial reporting systems the annual leave entitlement needed to be factored into the figures.

Council

noted the financial outturn for the year ended 31 March 2008 and the financial effect of this result;

accepted the Annual Report and Financial Statements for the year ended 31 March 2008;

noted the authority of the Chief Executive as Accounting Officer to approve any subsequent changes to the documents if they should be required;

noted the procedure for laying the accounts before Parliament.

The Council then returned to public session.

PUBLIC SESSION

13. Professionalism, Teaching and the GTC now and 2012 (Ref 12/07-08)

The Chief Executive explained the background to this development session which aimed to raise awareness and perspectives around teacher professionalism as set out in the papers and to stimulate early thinking of the Council's corporate priorities post September 2008.

The Council received a presentation from Mike Gibbons (Innovation Unit) on the key issues raised in the discussion paper which covered amongst other things the effect of globalisation, pupils, government, the Council and the new sense of professionalism. Members of the Council then asked a series of questions on the presentation, which included local accountability of current education governance structures, the student voice, skills for learning, socio economic factors, changes from capital investment in schools and the contribution the GTC can make to changing professionalism in teaching.

The Director of Policy presented the paper and its context, bringing together resources of research and evidence so far in the process, deriving from a wide variety of sources including focus groups on the code, other direct evidence gathering exercises and points raised by Members in the break out session at January Council.

The Council then considered the various questions relating to the four themes set out in the paper and comments raised were recorded by the Policy Advisors. At the end of the discussion the Chief Executive clarified that the Executive Committee would be considering the key outcomes from the discussion and report further to the September Council on a vision for teaching when the framework for the Council's 2008-12 Corporate Priorities would be considered and finalised.

Council

considered the issues identified in the evidence gathering and engagement exercises

discussed the implications of these issues for professionalism in teaching

discussed the implications of the same issues for the GTC corporate priorities and noted the issues will be progressed through the Executive Committee on 16th September and Council on 24th September considering and recommending the formulation of a Corporate Plan 2008-12

14. Any Other Urgent Business

None

15. Date of Next Meeting

Wednesday 24 September 2008 – at the Oxford Belfry Hotel.

The meeting ended at 3.30pm.

Judy Moorhouse
CHAIR