

MINUTES OF THE COUNCIL MEETING
Wednesday, 24 September 2008 at 9.30am

PRESENT: Judy Moorhouse (Chair), Sarah Bowie, (Vice-Chair), John Adams, Gussie Andersen, Lesley Ansari, Flora Barton, Andrew Baxter, Paul Bird, Naz Bokhari, Janis Butler, Liz Carter, Philip Cole, Andy Connell, Chris Cook, Peter Cooper, Lisa Copeland, Sam Crooks, Fergus Crow, Anne Garner, Eric Gledhill, Robert Gordon, Christine Green, Barbara Hibbert, Jill Hill, Max Hyde, Derek Johns, Aaron King, Caroline Kolek, Tony Lewis, Mick Lyons, Anne Madden, Rajinder Mann, Pete McAleer, Andy McKinnon, Robert Millea, Kirit Modi, Gail Mortimer, Tony Neal, Alex Parker, Annette Pateman, Elizabeth Purnell, Sarah Reed, Alice Robinson, Muriel Robinson, Jean Scott, Gill Stainthorpe, Angela Stones, Colin Surrey, Tom Trust, Ralph Ullmann, Stephen Viner, David Whitewright, Geoff Whitty, Anthony Wilkes and Nicola Wilson.

Apologies for absence were received from Peter Butler, Janet Draper, Gloria Hyatt, David Lowe, John Rimmer and Oona Stannard, and Mark Houston (DCSF).

1. Welcome

The Chair welcomed new Council Members to their first meeting and referred to the “Mind map” produced by the Council Secretary setting out the processes at a full Council meeting. She welcomed the following observers to the meeting – Jacquie Turnbull (GTC Wales) and David Belfield (Alumni Association)

2. Minutes of the Previous Meeting – 2 July 2008 and Matters Arising

The minutes of the previous meeting were approved as an accurate record subject to a minor typographical correction.

In response to a Member question the Council Secretary informed Members that the next stage of the governance review would be reported to the Audit Monitoring and Review Committee in December with feedback to the Council in January 2009.

3. Declarations of Interest

None at this meeting

4. Decision Tracking

The standard paper from the Council Secretary was noted

In response to a Member question the Chief Executive confirmed that the joint statement between the Training and Development Agency and the General Teaching Council regarding the MTL initiative had been signed and would be circulated to Members in due course.

Council discussed the first full year of the regional awards in memory of Carol Adams and questioned whether further publicity could be given to the work of the 2008 winners and sought information on the breakdown between the CPD/Equality categories. In response the Director of Communications stated, she would look at possibility of further publicity via the website recognising that the work belonged to the individual teachers.

Council noted that the majority of the awards were for excellence in continuing professional development and some were dual nature and this reflected the Council's original decision. She added that this would be reviewed in terms of making the criteria for the award more widely known and increasing publicity; part of the first year review would look at shortening the awards title

A Member of Council raised an issue in respect of the Masters in Teaching and Learning initiative and the need for further clarification from government on future progress and to press for a full evaluation of the pilot scheme before national roll out. In response the Director of Policy referred to the joint statement to ensure the MTL/Teacher Learning Academy are aligned and reported that the writing of the MTL Framework was in progress involving the GTC; the pilot for the MTL begins in September 09 with NQTs in the North West of England and with those who are working in schools defined as part of the National Challenge cohort. Finally a Member sought clarification on progress with thinking around registration of Teaching Assistants and HLTA's upon which the Chief Executive provided clarification and that reference to wider registration was part of the corporate priorities framework item later in the agenda.

For future meetings the Chair requested of Members that if they have detailed questions on the decision tracking paper to let the Council Secretary have these in advance so that he can ensure the appropriate Director has the necessary details to hand.

5. Chair and Vice Chair Business

The diary of the Chair and Vice Chair since the July Council meeting was tabled at the meeting.

The Chair of Council was pleased to announce that Clare Craig, a centrally employed teacher, had now been confirmed as a newly publicly appointed Council Member following the departure of Sashi Sivaloganathan. Her term of office is until 31 August 2009.

The Chair of Council drew Members attention to the forthcoming retirement of Lesley Saunders from the GTC and paid tribute to Lesley's work during her time at the Council.

Council noted that Peter Butler had been unwell but had returned home from hospital and would be resuming his Council duties in October. The Council sent its best wishes to Peter.

Barbara Hibbert addressed the Council regarding the "Carol Adams Prize for Women's History" which was awarded by the Woman's History Network. She believed that this should receive further publicity via the Council's website and asked Council Members to promote the prize within their schools. Finally the Chair announced that the Members Extranet had recently been restructured and encouraged Members to use this facility.

6. Chief Executive report to Council

The Chief Executive tabled at the meeting a schedule of his various meetings, school visits, interactions with the media and speeches given since the last Council meeting.

The Chief Executive highlighted the development of the Council's parliamentary strategy having regard to a future general election, and referred to a very productive meeting with the Chief Executive of the Independent Association of Preparatory Schools in terms of making GTCE registration a compulsory element of employment in their schools citing registration as

a quality assurance mark. He referred to the soon to be announced Government initiative on parental complaints in which the GTCE is mentioned vis a vis Initial Conduct Referrals which, would be the subject of consultation, a very productive meeting with the President of the Association of Directors of Children Services and the recently appointed joint Chair of the DCSF Expert Group on the Children Workforce. Work around wider registration across the Children Workforce was in progress and the GTCE needed to well positioned in this arena. He referred to the Annual Registration and Regulation Report and the Annual Digest of Statistics circulated to Members, and highlighted some findings.

In respect of organisational changes he reported that following an application and interview process the Registrar had been appointed as Deputy Chief Executive for a two year period and he also referred to a reconfiguration of the Senior Management Team. Council noted the new Council Solicitor Nabila Zulfiqar would be joining the Council in mid October. The Chief Executive also reported on meetings with staff on the Teaching in 2012 programme.

7. **Establishing a Framework for GTC (E) Corporate Priorities 2008-12 (Ref 01/07-08)**

The Chair of Council set out the background to the paper approved by the Executive Committee. The Chief Executive introduced the various elements of the report which set out a framework for establishing corporate priorities to guide the activities of the Council through to September 2012.

There followed a full discussion on the Teaching in 2012 statement by Council and a number of textual and presentational amendments were made to the document which were recorded and would be reflected in a future draft. In response the Chief Executive stated that the comments made would be addressed. He stated that the GTC being charged with maintaining the standards of conduct and competence for the profession must affirm this unequivocally in accordance with its remit and this was best achieved by teacher led regulation. This should be captured in the text of what was intended to be a succinct statement.

Turning to the section of paper on the implications for the General Teaching Council Members generally welcomed the document. A number of key contributions were made centring around the wider debate about children, the need for a more general statement on the diversity of school settings, the importance of the parliamentary strategy, the need for the wide ranging remit to be highlighted and to include those areas where the GTC had no locus, as well as reference to the public interest. There were several textual and presentational amendments suggested to this part of the document. The Chief Executive referred to ongoing work with regard to reviewing the Council's Code which would refer to its relationship with the statements within the UN Convention on the Rights of the Child. The Director of Communications in referring to the length and clarity of the statement stated that whilst this needed to be amended it should be differentiated from the accompanying document (implications for the GTC) which she saw as a document for Council Members to engage with in order to set priorities for the work ahead.

In terms of the high level priorities set out in appendix 2 which was circulated at the Member Induction session the Chief Executive stated that subject to Council approval the intention was to work very closely with the Executive Committee to recommend a Corporate Plan to January Council. Members welcomed the document for setting out clearly a proposed future cross - Council work programme and whilst it was aspirational it represented a more outcome focused approach. Members believed this needed to be adopted for all the priorities with reference to how outcomes will be measured, how the networks could be used to cover

further parts of the profession in terms of teacher engagement and there was some suggested reordering of the priorities.

Further discussion centred on the need for the document to refer to the Council's understanding and appreciation of the challenges and difficulties teachers face on a daily basis and specifically the management of classroom disruption, recognition of broader societal issues, the local school context and the possible interpretation of the document as a deficit model. The Director of Policy in response believed more explicit reference could be built into the implications for the GTC signalling GTC work on supporting teachers with research and evidence about approaches which support discipline in classrooms and learning behaviours. In terms of issues relating to discipline and classroom behaviour the Chair of the Policy and Research Committee reported, that at their meeting in October, the Committee would be receiving a presentation from Sir Alan Steer. On this point a Member made reference to a Ministerial Stakeholder group he was involved in of which the GTC should be aware.

In respect of appendix three some textual and presentational amendments were suggested. The Chief Executive stated that the paper needed to be written to reflect the suggested benefits set out in appendix two and that the issues raised earlier in the debate regarding statements of benefits, measures and outcomes would be addressed. A Member suggested the use of a planned and balanced score card to assess the reporting of headline success indicators and then Council proceeded to note below the headline level, a range of corporate measures which would be considered by the Executive Committee on a bi-monthly basis. In respect of reference to Children and Young People engagement the Director of Policy stated that whilst there was no specific reference in the headline document, there existed a rich source of research data and stakeholder evidence with a significant programme of work in this field analysing these perspectives. A Member hoped that this be participative rather than consultative. As a presentational point a Member believed it would be helpful for future documents to indicate their intended audience. Finally a Member asked that the equal opportunities section of the main paper be strengthened in terms of the impact assessment being undertaken at various levels and be integral to the planning process. The Chief Executive confirmed this would be the case in respect of both policies and practices and that it would inform the corporate plan.

Council (subject to textual and presentational amendments recorded at the meeting):

noted the programme of consultation and development that lies behind the current draft of *Teaching in 2012* and commented on the three elements of the statement

approved further development of the high level corporate priorities set out in Appendix 2 to the paper;

noted the statement of benefits at Appendix 3; and that these needed to be amended to align with Appendix 2 to the paper:

requested staff to develop the full text of the GTC Corporate Plan 2008-12, its corporate measures and key performance indicators and the underpinning resource plan for approval by Council in January 2009.

8. Programme Management and Policy Development 2008-12 (Ref 02/07-08)

The Chief Executive introduced his paper which proposed how Council Members would engage with the major workstreams that will emerge from an agreed set of corporate priorities for 2008-2012 and agreement of the 2012 vision. He summarised the development work and how this would tie in with the Council's daily business. He outlined the rationale for the direction of the paper and individual Directors summarised the key elements of the programmes which they were sponsoring.

Discussion centred on current governmental controls over the GTC, the work of the Investigating Committee vis a vis proportionality in dealing with referrals, the reference to a potentially wider scope of registration and the plans for the Teacher Learning Academy (TLA). In response to a Member question on changes to the operation of the TLA and its governance and any effect on the Council's original values for the TLA, the Chair of Policy and Research Committee explained that although the administration of the TLA had moved away from the GTC to the Logistics partner the GTC would maintain control of system performance, standards and quality assurance. In terms of the specific risk around assurance he acknowledged that there were varying uses of the TLA in schools. The Director of Policy made reference to the performance management regulations but as for putting in place in the system assurance measures against any misuse of the TLA she referred to the quality assured values and skills/knowledge training for Teacher Learning Academy Leaders and Verifiers.

A Member questioned some of the terminology within the paper in terms of the practical benefits from the professionalism programme and it was agreed the wording needed to be refined. Council agreed however that the positive influence of the student voice should not be lost and that GTC's commitment to evidence based policy be maintained.

The Council welcomed the new approach to programme management and policy development set out in the paper but with more clarity around what the Council wished to achieve on a year by year basis, and an assessment of the staff expertise and experience required to deliver the programme.

Council:

noted the detail in section 4 that outlines the proposed remits for the suite of professionalism programmes, the better regulation and the register programme, and the corporate governance programme;

requested the Executive Committee to bring back more detailed proposals in line with the commissioning, terms of reference, reporting framework, and member engagement, as set out in 4.4 of the paper.

9. Performance Monitoring: Quarter 1 2008-09 (Ref 04/07-08)

The Director of Corporate Services presented the paper.

In response to a Member question regarding the reference to supply teachers access to continuing professional development, the Director of Policy referred to recent research commissioned by the Policy and Research Committee (PRC) on access and quality of cpd for supply teachers. Discussion centred on the strategic objective relating to 'the support of continuing improvement in teaching and learning' and how the commentary related to the milestones; it was noted this would be monitored by PRC. It was also noted that plans for the GTC register to be used as a comprehensive accurate source of ethnicity and disability data with reference to a Solus mailing would be monitored by PRC. In terms of the pilot exercise

to collect data the Director of Communications explained some of the challenges involved and the difficulties in using Local Authority data and options for a stand alone mailing and the need to balance costs against likely return.

Further discussion centred on the issues relating to staff shortages in Policy Services upon which the Chief Executive stated that recruitment was underway; In response to a Member question regarding the lack of reference to the TLA in the promotion of the 'cpd 'objective the Director of Policy stated that the information relating to the policy and research area was on a report by exception basis. Council were also informed by the Chief Executive that teacher consultation on the Code would be reported via the Executive Committee and that it would include response statistics.

Council noted the paper.

10. Summary of Work of Committees (Ref 03/07-08)

The Chair of Council gave a detailed summary of the key business considered by the Executive Committee on 16 September. In respect of the Corporate Planning and Monitoring processes Council noted the suggested revised process to support the "Teaching in 2012 programme" and that balanced score cards would be used. In response to a Member question regarding the advocacy element of the engagement strategy the Director of Communications explained that the groups of people currently used for this important strand of the Council's work included staff, Members, Alumni Members and CPD Leaders from the Connect network. Members highlighted the importance of achieving a coherent message about the GTC role as part of its engagement strategy and the forthcoming advocacy training offered to Members.

The Chair of Council referred to the Executive Committee recommendation that the Institute for Learning be granted observer status on the Council for the reasons set out in the paper.

Finally Members discussed the management accounts and the proposed budget adjustments agreed by the Executive Committee and the Chief Executive clarified the position regarding the levels of reserves.

Council:

noted the report back from the Executive Committee on 16th September.

agreed the recommendation from the Executive Committee that the Council grant observer status at future Council meetings to the Institute for Learning.

11. Any Other Urgent Business - None at this meeting.

12. Date of Next Meeting - 27th January 2009 -- in London.

The meeting ended at 2.50pm.

Judy Moorhouse
CHAIR