

Council Meeting

9.30am on Tuesday 26th January 2010
Woburn House
Tavistock Square
London
WC1H 9HQ

Ref 07/09-10 Item 9 Public agenda

Report author: Mike Herlihy



Summary of Work of Committees

1.0 Purpose of the paper

This paper provides a summary of the work carried out by the Council's Committees that have met since the previous Council meeting in October.

2.0 Summary

A summary of the work of the Committees is attached at appendix 1. The papers for the Committee meetings are available on the Extranet.

3.0 Recommendations

Council is recommended to:

- (1) agree the format for the disclosure of Member Expenses as recommended by the Finance and General Purposes Committee (Appendix 1 of their report refers)
- (2) agree an adjustment to the Member expenses scheme in regard to alcohol as proposed in section 1 of the report from the Finance and General Purposes Committee
- (3) Note that an additional Council meeting is being scheduled for 24 March 2010

N.B there are separate recommendations from the meeting of the Executive Committee on 12 January 2010 elsewhere on the agenda.

4.0 Detail

As in 2.0 above.

5.0 Financial and procurement implications

The financial implications are fully set out in individual papers to the Committees.

6.0 Risk management implications

The risk management implications are fully set out in individual papers to the Committees.

7.0 Equality and Diversity Implications

The equality and diversity opportunities implications are fully set out in individual papers to Committees.

Appendices

1 Summary of work of Committees

Person responsible and author of the paper:

Mike Herlihy Council Secretary

Tel: 020 7023 3914

Email: mike.herlihy@gtce.org.uk

Committee chair

See Appendix

Date of sign off of paper: 15 January 2010

Appendix 1 - Summary of work of Committees

Audit Committee

Caroline Kolek (Chair) Stephanie Mason (Vice Chair) Lead Member of Staff – Sally Staples

9th December 2009

Member Induction

Following the meeting all Members of the Committee attended a second induction session which included presentations on the Statement of Internal Control and Annual Report and Financial Statements.

1. Recommendations to Council:

None at this meeting

2. Business considered and decisions made under delegated powers

2.1 Internal Audit Reports within the last quarter

The Committee reviewed and commented upon the findings of the two reports (Risk Management and Registration), both of which showed that controls were suitably designed and operating with sufficient effectiveness to provide reasonable assurance. The Committee also agreed to postpone the proposed internal audit of the Teacher Learning Academy until the new financial year and replace it with an alternative, to be agreed by the Chair of the Audit Committee based on the Corporate risk register. (This was subsequently agreed to be “Communications and engagement programme”)

2.2 Risk Management

In carrying out their audit, the Internal Auditors used a risk maturity matrix approach which identifies five levels of maturity, across six areas of assessment. The GTC level of risk maturity was determined to be “risk managed”, meaning that there is an “enterprise wide approach to risk management developed and communicated”. This is the second highest assessment possible. Members and management confirmed that the GTC does not aspire to the highest “risk enabled” level.

Two recommendations of medium significance and one of low significance were made and accepted by management.

2.3 Registration

The audit identified one recommendation of medium significance about checking procedures on suitability assessments and one of low significance, both of which have been accepted by management.

3. Business considered for noting

3.1 International Financial Reporting Standards (IFRS)

The Committee reviewed and commented upon the Report of the External Auditors on the audit of the IFRS ‘Shadow Accounts’ for the year ended 31 March 2009. This is a restatement of the accounts in compliance with the new international reporting guidelines

and means that the GTC will be ready to produce its 2009-10 accounts in the correct format. The work had been completed and the full report had been sent to NAO well in advance of the deadline of 31 December 2009.

3.2 Review of Completion of previous audit recommendations

The remit of the Committee includes a requirement to monitor the implementation of any corrective actions arising from audit reports. The Committee reviewed a summary of all outstanding recommendations from previous internal and external audits.

The majority of actions have been completed within the specified time frames or are not yet due for completion. Some significant areas remain outstanding where development is required over an extended period, specifically in the areas of information assurance and corporate governance. The internal auditors were satisfied that GTC management takes action to implement recommendations and suggested that in some cases the original deadlines should be reviewed and extended.

3.3 Revised Risk Management Policy

The Committee noted and commented upon the revised risk management policy which had been approved by the Executive Committee, including the specific responsibilities and role assigned to the Audit Committee.

3.4 Whistleblowing

The Director of Corporate Services formally reported that no whistleblowing instances had been reported to designated whistleblowing officers during the previous quarter.

3.5 Networking Events

Committee members are being invited to NAO networking events set up for public sector audit committees.

Caroline Kolek
Chair of the Audit Committee

Executive Committee

Gail Mortimer (Chair) Christine Green (Vice Chair) Lead Member of Staff - Keith Bartley

The Committee has had two formal meetings since last reporting to Council, on 24th November 2009 and on 12th January 2010. **Feedback from the January meeting is 'TO FOLLOW'** .

Meeting of 24th November 2009

1. Recommendations to Council:

Council is recommended to note that an additional Council Meeting has been scheduled for 24th March 2010:

2. Business considered and decisions made under delegated powers

2.1 Observers to the GTCE

The role of observers to Council was raised and discussed at the Council meeting in October 2009 and Council asked the Chief Executive to report back to the November meeting of the Executive Committee with some proposals clarifying the role of observers to the GTCE, as well as the expectation that the GTCE has of its Members who are invited to serve on other bodies. The Committee explored the purpose of having observers, what the Council's expectations are of them in this role and which bodies should be invited to send observers to Council meetings.

Committee noted that in part to accommodate changes in the national organisational framework within which the GTCE operates (for example, the revised role and function of the Institute for Learning), the Council has, from time to time invited other agencies and public bodies to join Council meetings as observers. This practice has three principal benefits:

- To strengthen links with partner/stakeholder organisations not included in the 1998 Teaching and Higher Education Act list of organisations invited to nominate to the Council
- To enable Council decision-making to be informed by perspectives from other bodies,
- To address changes in the network of associated agencies and public bodies to be recognised without seeking recourse to legislation.

The Committee agreed specific proposals to develop the observer protocol with the DCSF and the Chief Executive was given delegated authority to finalise the protocol in consultation with the Chair of the Committee (this was done so on 7 January). Two principal roles were identified:

- To help promote a constructive partnership between DCSF and the GTCE
- To give feedback to the departmental colleagues

The Committee also approved the following protocols which will form the basis of guidance to observers from other organisations at GTCE Council meetings.

- To be willing to take part in deliberations but not to seek to influence Council in its decisions
- To be prepared to offer information and clarification on matters related to their nominating body
- To offer perspectives informed by the business of their nominating body

- To offer continuity of attendance by not nominating substitutes
- To respect any considerations around privacy requested by the GTCE
- Additionally, it is recognised that observers from the other UK GTCs and the Teaching Council of Ireland are present to inform better the development of shared policies and practice across these jurisdictions.

Organisations that provide observers to the GTCE should determine whether an executive / non-executive (officer /Member) observer is appropriate according to their own constitution, but, either way, should ensure that their nominee is of sufficient authority to be able to speak on behalf of, or explain, where necessary, their organisation's policies.

The Council Secretary has written to all observers on the Council, setting out these expectations.

The Committee agreed the principles for selecting organisations who will be invited to submit observers to Council. The Committee endorsed the proposals to retain the current organisations (DCSF, TDA, IfL, National College, Alumni Association, Five Nations GTC's) and to use the same criteria when deciding whether the GTCE should send observers to other boards relating to relevance and value (set out below) and believed that any observer relationship must be productive with value for the observer and that reciprocity was not necessarily a given.

The following principles should be adhered to:

- Invitations to attend as observers should be accepted when the work of the board is of direct relevance to the GTCE's principal aims and functions;
- Invitations to attend as observers should not assume a higher priority than the observer's obligations to the Council
- Invitations to attend as observers should be accepted only when there is a discernible value to the GTCE's aims and functions.

In terms of the expectations of GTCE observers on other boards the Committee endorsed that the role of observers is:

- To represent the GTCE and its policies to partner organisations
- To inform decision-making by others
- To report back formally on relevant matters in order to inform GTC policy & practice respecting any considerations around confidentiality made by the organisation
- To act as a contact / information point for GTC Members and staff
- To discuss forthcoming agenda with relevant directors / policy leads in advance of meetings to ensure that Members are briefed fully on current matters.

2.2 Licence to Practise

The Committee received a paper which updated the Committee on progress against the Government's White Paper commitment to introduce a Licence to Practise (LtP) and implications of that progress. The paper asked the Committee to affirm the Council's public position and to steer proposals on the associated CPD entitlement. Committee noted that the system was very much in an early stage in terms of development of policy and working. The Chief Executive drew attention to the financial implications for the Council in drawing up the technical advice requested by the DCSF on implementing the policy, the proposed timescales, including pilot scenario testing and various phases for any introduction of LtP. He had been given to understand the DCSF recognised that, in commissioning technical

advice from the GTC, it would need to fund the GTC for its costs where they fell outside of the Council's planned programme of activity.

The Committee discussed the relationship between the DCSF and the GTC in terms of commissioning LtP, the feasibility of the implementation models under consideration by the DCSF and the Committee also discussed the significant risks facing the Council and how these could be mitigated.

The Committee noted the feasibility papers sent to the DCSF and agreed the public positioning suggested within the paper. The Committee discussed and commented on the CPD entitlement proposals associated with LtP, in advance of consideration, by Policy and Research Committee. In noting the potential financial implications, Committee agreed that the GTC should continue to prepare an outline implementation programme in the eventuality of legislation and regulations being laid and enacted, and in the light of established practice of the DCSF funding the preparation costs leading to the implementation of new policy initiatives. The Committee reconfirmed the previous decision to delegate to the Chief Executive, in consultation with the Chair and Vice Chair of Council, authority to progress this work in between Committee meetings.

2.3 Management Accounts for the 6 months to 30 September 2009

The delays caused by the remit review have led to underspends in several areas. Committee noted that actual revenue expenditure at mid financial year is £8.7m against a budget of £9.7m which gave an underspend to date of £1,065,000 or 11% (September 2008:10%). It also detailed that recognised fee and interest income were slightly ahead of target.

The Committee reviewed, discussed and noted the information within the management accounts and considered the financial information in conjunction with mid year review budget proposals.

2.4 Mid Year Review 2009-10

The Executive Committee received the outcome of the mid year review process and gave approval of the subsequent budget changes. The paper informed Committee that the proposed revised annual 2009-10 budget, after the mid year review, had total revenue expenditure of £20.07m which was a decrease of £663,000 against the current budget. Budgeted recognised income had also been re-assessed and had increased by £96,000 to £19.34m; some of the changes have an impact on future years resulting in a £127,000 of increased costs in 2010-11. Therefore the planned deficit for the current year was reduced by £759,000 to £740,000 and it has an overall impact across the three years of increasing general reserves at 31 March 2012 by £792,000 to £5.5m. This gives more flexibility for future planning. It was proposed that the capital expenditure budget for the current year is reduced to £1.07m from £1.30m.

It was noted that over £200,000 of efficiency savings had been achieved at the completion of the mid year review.

Committee approved the budget adjustments detailed within the paper under the delegated powers of the Executive Committee; and noted the impact on the annual budget for the current year and the three year budget strategy. Finally the Committee gave a steer to the Chief Executive and Leadership Team on the formulation and presentation of the 2010/11 and future years' budgets for report to the January 2010 meeting and various options to be explored.

2.5 ICT 2015 Procurement and Implementation of ICT Managed Services for GTC

Committee noted that the current contracts in place for provision of IT services to the GTC were due to expire on 31 March 2010 and that new arrangements needed to be put in place to enable the GTC to operate on a day-to-day basis, and to fulfil its duties. Committee delegated to the Chair of the Committee (or in her absence the Vice Chair), on the recommendation of the Director of Corporate Services, approval of the provisions for a short term contract for IT services to provide an ICT services extension until 31 December 2010, when these have been finalised. (*N.B further developments reported to January 2010 meeting*)

2.6 Risk Management Policy and Practice

The existing Risk Management policy was approved by Council in 2002. Since then various organisational changes, operational amendments and best practice developments have occurred. Bringing all the available information about risk management into a single document will ensure that risks are consistently managed. The previous policy referred to Corporate, Operational and Management risks and this has been revised to strategic, operational and project risks. The new risk types have been defined in the policy to reflect current structures and management practice within the organisation. Responsibility for risk assessment is delegated to risk owners. The revised policy states that the Chief Executive and directors will be owners of strategic risks. The structure of reporting reflects the importance and profile of risk management as a key element in governance structures. Because risk management is a high profile process it is important that it is supported directly by members of the Leadership Team. This support also enables the directors to respond to specific questions from Council or committees as necessary

Committee, subject to some minor textual review following issues arising at the meeting, approved the revised Risk Management Policy, including the specific responsibilities and roles assigned to the Executive Committee. They also approved the recommended level of risk appetite specified in the revised Risk Management Policy.

2.7 Governance Update

The Committee was updated on a number of governance issues. The Committee agreed the following Lead Member roles be allocated by the Committee as recommended by the Chair and Vice Chair for two years as detailed within the paper, namely:

Corporate Governance 2012 (suggested that the Chair of Council is, *de facto*, the Lead Member for this programme,)

John Adams as co lead Member Corporate Governance 2012

Communications, Barbara Hibbert,

Equality and Diversity, Max Hyde,

Who Adjudicates, Andrew Baxter,

Licence to Practise Chris Cook

Networks Transformation Sarah Bowie

The letter from the Vice Chair of Council to all Members on 30th November explained the rationale for Andrew Baxter's reappointment as Lead Member for 'Who Adjudicates?', notwithstanding that he is a Service Committee Chair.

Other governance issues included details of the dispatch of the Autumn Term Alumni Association Newsletter, the Chair / Vice Chair Induction, the inclusion of an Additional Council Meeting to be held on 24 March 2010 and the finalisation of Committee Memberships.

The Committee discussed how the Lead Member role would function and it was noted that there needed to be contact between the Lead Member and the Lead Director to commence the process which would lead to a wider involvement of Council Members in these programmes.

Member Engagement

The Executive Committee suggested that a formal process for Council Members to raise issues with the Chief Executive be decided and as such the Chair and Vice Chair of Council will be the appropriate conduit for doing so. This also applies to Members having any proposals for identifying topics for structured engagement sessions at Council meetings and this was detailed in a letter sent by the Vice Chair of Council to all Members .

In terms of the Teaching in 2012 programmes and following discussion with the Chair of Council, Jill Hill and John Adams have been appointed to the Corporate Governance Programme Board due to their wide ranging governance experience and expertise.

The Committee endorsed the TLA's Special Governance Group's recommendation regarding future governance arrangements and agreed to defer the question of an additional Council Member on the TLA SGG pending the consideration of the Gateway review

Finally Committee noted that an additional Council meeting is being scheduled for 24 March 2010.

3 Business considered for noting

3.1 Teacher Learning Academy – Gateway Review Presentation

The Committee received a presentation from Tony Neal, Chair of the Special Governance Group (SGG) summarising the key areas of the report back from the TLA SGG meeting in November, providing background to the review and developments since enrolment day in June this year. A 'Gateway' Review, supported by an external expert consultant, had been initiated as good practice dictated in the roll-out of large and complex programmes. Members discussed the three high level scenario options that the review had raised and were informed that on the completion of the review a full report back with concrete proposals would be made to the Committee.

Committee noted the latest position and the high level scenario options set out in the paper and that it will receive a full report from the SGG at an early meeting of the Committee.

3.2 Performance Management and Reporting

The Committee received a paper which informed them of developments in the GTC's performance management and reporting arrangements since the paper presented to the Committee in September. The paper outlined the refinements made to current performance monitoring and reporting arrangements, to be implemented for the remainder of the 2009-10 financial year; and the revised arrangements, incorporating the use of a balanced scorecard, to be developed and implemented from 2010-11 onwards. The Committee noted the refinements and revised arrangements.

Gail Mortimer
Chair of the Executive Committee

Meeting of 12th January

1. Recommendations to Council:

There are separate papers on the Council agenda in respect of

- Draft Budget & Fee Strategy including Annual Business Plan
- Performance Management & Reporting
- Members' Responsibilities- Data Protection and Information Assurance

2. Business considered and decisions made under delegated powers

2.1 Interim Proposals for the separation of Functions – 'Who Adjudicates?'

This paper provided interim proposals to enable Council to achieve its decision to separate the functions of Members of the GTC who set its strategy, direction and policy and those who implement that strategy and those policies through adjudicating on regulatory cases. The paper had regard to the projected number of referrals.

The Council Solicitor summarised key areas of the report and appendix highlighting the proposals to achieve a separation of function and for this to be undertaken in 3 tranches with effect from September 2010. Tranche 1 proposed that Executive Committee and Registration and Regulation Committee Members cease undertaking regulatory work by 1 September 2010. The interim proposals were based upon the following assumptions and requirements:

- Professionally led regulation is a requirement of any change. Judges have acknowledged that disciplinary bodies are in general better able than the courts to assess evidence of professional practice in their respective fields. The courts should afford these bodies a measure of respect. However, they are also ready in appropriate cases and, if necessary, to substitute their own view for that of disciplinary bodies.
- A combination of practising teachers and lay persons are required as Additional Committee Members (ACM). This pool should consist of a majority of practising registered teachers.
- Panel members should be recruited against a set of competencies and skills which demonstrate impartiality and ensure sound and effective decision-making in the interest of the public.
- Recruitment of panel members will ensure credibility and transparency of GTC decision-making in regulatory cases and therefore enable it to evidence its independence.
- In order to effectively formulate regulatory policy a specialist advisory group of Members who adjudicate is required.

To enable the interim proposals within the current governance structure to be achieved there is an existing Council policy decision passed in July 2006 regarding the use of ACM which requires amendment

The Committee discussed at length the interim proposals. The discussion can be summarised as follows:

- Reconfirmed their agreement to the principle of separation of the adjudication function from the other work of the Council as approved by Council in principle in October
- Members expressed the view that Council Members may not fully understand the rationale for proposing this separation of function and noted that there was likely to be a Council motion reviewing the October decision

- There should be clearer alignment to the Corporate Governance programme
- Tranche 1 should be reviewed with a view to putting back the timescale for it to be implemented and this should be expressed as a pilot and reviewed
- Tranches 2 (Other Service Committee Members ceasing to undertake regulatory work by 1 September 2011) and Tranche 3 (complete separation between Council as Governors and Regulators to be achieved by 1 September 2012 should not be set out at this stage
- Members went through an election process to sit on various Committees in summer 2009. It would be unfair for some of these Members now to be required to cease sitting as panellists from September 2010. Similarly, members might chose to resign from Committees to focus on regulatory work which would be of risk to the organisation.
- Questions were raised regarding the skills and competencies, training and use of ACM's. Consideration was given to the Council Resolution made in July 2006 limiting the use of ACM's.

Executive Committee reconfirmed their agreement to the principle of separation of the adjudication function from the other work of the Council as approved by Council in principle in October.

Committee agreed that in the light of the discussion further work be undertaken on the proposals, including the time scale involved and that the proposals be aligned with the work of the Corporate Governance 2012 programme and reported back to Committee in March 2010.

Committee asked that an independent review into the value, quality and contribution of the Additional Committee Members to the regulatory role of Council be reported to the next meeting of the Registration and Regulation Committee

2.2 Licence to Practise – Update

The Committee received a paper updating Members on the progress against the Government's White Paper commitment to introduce a Licence to Practise (LTP). The paper provided information on work undertaken by the DCSF to develop a feasible model for the LTP system and their requests for technical advice from GTC officers, which has been offered with regard to the principles previously affirmed by Committee.

The Committee were apprised of the possible relationship between LTP and the process for referring cases of serious professional incompetence, the appeals process, the role of moderation, standards for revalidation and noted that the GTC were shortly to complete its commentary on the DCSF Equalities Impact Assessment. The Executive Committee affirmed the GTC's continued commitment to provide independent technical advice to the DCSF and that this advice continues to have regard to the principles for licensing previously affirmed by the Committee. The DCSF commitment to fund the cost of the advice it sought was noted. Committee also noted a paper entitled, '*Amended first technical feasibility paper 4/12/09*' which has been sent to the DCSF and subsequent developments and noted the development of the working relationship between the GTC and the DCSF to focus on the technical feasibility of LTP via the establishment of a joint sponsoring group to co-ordinate the DCSF and GTC project teams. *(N.B There is a session on LTP arranged for Council Members after the formal Council meeting on the 26th January and a short summary of the background and purpose of the session will be circulated to Members in advance of Council)*

2.3 Corporate Governance 2012

The Committee received a paper which provided an update on the Corporate Governance 2012 programme following the Council discussion in October, the Executive Committee

workshop in November, and the first two meetings of the Corporate Governance Programme Board. Committee were informed that the Programme Board are of the view that it cannot satisfactorily progress its work programme, as mandated by Council, until it has been given a clear decision in principle regarding where the responsibility for the Corporate Governance of the GTCE should lie.

The Committee received an appendix setting out a chronology of Governance Reform, which is updated and attached at Appendix one for information.

The Executive Committee were asked to consider recommending to Council the decision in principle that from 1 September 2012 a governing body of 12-15 Members be put in place, that is accountable to Parliament and holds sovereignty for the Council's functions in place of the existing constitutional arrangements. A definition of the fiduciary role of the governing body has been the subject of discussion by both the Board and the Executive Committee and a definitive version is being prepared for the Board meeting in February, bearing in mind that Council's primary accountability is to Parliament. Below are listed a set of key roles of the governing body that have been discussed by the Programme Board:

- to secure and commission the adjudication function
- to commission policy advice and evidence
- to secure and govern the security of the Register of teachers
- to engage with a wide range of stakeholders with an interest in raising standards of teaching and learning
- to raise income on behalf of the Council
- to determine the fee
- to publish Annual Reports and Accounts
- to ensure that a complaints mechanism is in place
- to promote the success of the GTCE by directing and supervising its affairs
- to provide leadership for the GTCE within the framework of prudent and effective controls which enable risk to be assessed and managed
- to determine GTCE strategic aims
- to define GTCE values and standards
- to recruit and remunerate the Chief Executive
- to ensure that an independent audit function is in place

Committee, in the absence of possible models did not wish to advocate any principles regarding sovereignty at this stage. Committee agreed that, in order to test the principle that the sovereignty /decision making of the Council from 1 September 2012 be vested in a single governing body of between 12 and 15 members, accountable through the Accounting Officer to Parliament for the affairs of the GTCE and operating in the public interest to govern the GTCE's functions as set out in the 1998 Teaching and Higher Education Act (THEA) and subsequently amended by the Education Act 2002, the Corporate Governance Programme Board should report back to the March meeting.

At the March meeting the Programme Board should present a series of options and relative merits for consideration at March Council, in order to explore how the Council might establish a range of advisory and consultative means to engage the profession, stakeholders and the public; to commission professionally-led regulatory / adjudication functions, and to meet its duty to advise the Secretary of State and public bodies on matters relating to improving standards of teaching and learning in England. Committee gave a steer to the Programme Board on a range of options that they would like to consider with a view to formulating recommendations to Council in March.

2.4 ICT 2015 Procurement and Implementation of ICT managed Services for the GTC

Following on from the paper submitted to the November meeting the Committee were informed that on 7th December, the Contractor had put forward two proposals, one based on a one year contract term and the second, more favourable proposal based on a five year contract term with a 5% discount for each of the five years.

The Committee agreed in principle a five year contract for the provision of managed ICT services to the GTC to run from 1st April 2010; this to be subject to further negotiations; and agreed to delegate final approval to the Chair, on recommendation from the Director of Corporate Services, prior to the next Executive Committee Meeting on 16th March 2010; enabling contractual documentation to be completed prior to current contract expiry on March 31st 2010.

2.5 Joint GTCE/DCSF Competence Referrals Research Project

The Committee received a verbal report from the Chief Executive on the joint research project, which is nearing completion and the Chief Executive will provide a further update to Council on 26th January.

3 Business considered for noting

3.1 Teacher Learning Academy –Update

Committee received a paper which updated Members regarding progress of the Teacher Learning Academy Gateway Review assessing the current status and direction of the programme and the contract for the delivery of logistics. It provided Members with background information ahead of the Special Governance Group (SGG) meeting on 25th January.

The Committee noted the progress on the Gateway Review, noted the risk management of the current position and the logistics partner contract and noted that SGG will receive recommendations as to next steps for the TLA on 25 January 2010

3.2 Teaching in 2012 – Engagement Programme Update

The Committee received a paper on the progress of the GTC's engagement programme which contains a range of new projects that together aim to enhance understanding of the GTC by teachers, stakeholders and other audiences and to encourage participation in GTC programmes and policy development. By realising its stated benefits, the engagement programme will also help to maximise the impact of other *Teaching in 2012* programmes and operational strands of work.

The paper outlined the four core benefits to be realised by this programme as:

- The GTC is a brand that is recognised, understood and valued
- Positive and constructive engagement with internal and external stakeholders
- Enhanced participation in GTC programmes and policy development
- Appropriate, effective and valued communication with teachers and other audiences

Committee noted the progress of the engagement programme and that a further report will be submitted to Executive Committee at its meeting on the 16th March which will have Lead Member involvement.

Gail Mortimer

Chair of the Executive Committee

Appendix 1 – Chronology of Governance Reform up to December 2009

January 2005 – In 2005 the Audit Commission, at the Council’s request and commissioned by the former Chief Executive, conducted a review of the Council and made specific recommendations about streamlined decision making and the need to strengthen the independent public interest remit of the Council. The Audit Commission also advised that the Council will need to respond to the implications of the report of Dame Janet Smith’s enquiry which raised questions about the legitimacy of any profession dominating its own regulation.

July 2005 – Council in response proposed to the Department some minor modifications to the 26 nominated places on Council. These changes were not made because the Department wanted them to be dealt with as part of a suite of anticipated reforms it expected the Council to bring forward. Council agreed the establishment of a Coordinating Committee, with no executive powers to operate from November 2005 (following a Council session on Governance in April 2005).

February 2006 - The Secretary of State, in her agreement to the fee increase in 2006, sought assurances that the Council would address the Corporate Governance issues raised by the Audit Commission review which included a review of the size. A key expectation is that such a reform will result in a smaller governing body.

July 2006 – Council agreed the recruitment of additional Committee Members

September 2006 - Grant Thornton’s internal audit review advocated a review of governance with an aim for improving the strategic nature and responsiveness of governance, maximising the governance capacity of Council and its ability to fulfil the regulatory programme. Council in October 2006 had a ‘breakout session’ on this internal audit review focusing on the size and effectiveness of Council

February 2007 - Health White Paper: *Trust, Assurance and Safety*.

The Regulation of Health Professionals in the 21st Century recommended that health regulators review their governance arrangements and many regulators have since (or are in the process of) reduced the size of their Councils and chose to publicly appoint Members rather than run elections. Coordinating Committee on 20 March received a briefing paper from the Registrar

July Council 2007 - The Council established a decision making Executive Committee with responsibility for strategic governance decision making within the direction set by Council. Council approved a review of the size and constitution of Council post 2008 and for the outcomes of that review to take effect in time for the elections and nominations processes in 2012

October 2007 – Executive Committee receive a presentation on professionalism in the public interest

2008 - The Council commissioned work that was undertaken by the Office of Public Management reported in June 2008 – it detailed that large stakeholder boards, of which the GTCE Council is an example, try to fulfil two purposes - Governance (direction and control of the organisation) & Understanding a range of stakeholder needs and views and taking these into account in decisions – it detailed that these cannot be easily carried out by the same group of people in a single structure.

July 2008 – At Council in July 2008 Mike Gibbons in his presentation warned that our biggest threat was of decisions about us being made by others if there were to be a vacuum in the Council making a clear statement about itself.

September 2008 - Council in September 2008 approved the proposed remit for the Corporate Governance programme whose purpose was to make recommendations to amend the existing Corporate Governance structures so as to be fit for purpose; and also to seek legislative changes which will allow the GTCE greater financial freedoms.

November 2008 - Executive Committee briefing held which considered early thoughts re revised governance structure including size of Council, separation of functions, the role of an Audit Committee and the issue of greater freedoms for the GTCE.

2008 - Other regulators

Following the Health White Paper, reviews of regulatory bodies and developments in good practice, a number of regulators including the General Medical Council, General Optical Council, the Royal Pharmaceutical Society of Great Britain, the Architects Registration Board, the Nursing & Midwifery Council and the Law Society reviewed their Governance structures (introducing changes in 2009).

January 2009– Letter from Dugald Sandeman

Letter received from the Director of Schools Resource Group regarding corporate governance reform and specifically representation on Council, encouraging the Council to bring forward proposals.

January 2009 – Report to Executive Committee on RAND perceptions audit

February 2009 – Secretary of State declined the fee increase, stated reason was as the remit review outcome had not been published.

March 2009 – Chair of Council appointed as Lead Member for Corporate Governance project

June 2009 - Committee approved the scope of the Corporate Governance 2012 programme and asked the programme board to bring forward principles and proposals to address the four main areas identified (Professional majority, Composition of Council, *including sovereignty*, routes to membership, and Size and structure).

Executive Committee **agreed in principle for** the separation of the adjudication and governance of regulatory policy

October 2009 - Council formally agreed in principle for a separation of the adjudication function from the other work of the Council and that this be progressed alongside the Corporate Governance strand of the *Teaching in 2012* programme. Session on Governance held at October Council event.

November 2009 - Executive Committee workshop. First meeting of Corporate Governance Programme Board

December 2009 – Letter from Vernon Coaker, Minister for Schools, to the Chair of Council mentioning progress with Council proposals for modernising the governance of Council.

Finance & General Purposes Committee

Andrew Baxter (Chair) David Whitewright (Vice Chair) Lead Member of Staff - Janet Richard

The Committee has met once since last reporting to Council

David Whitewright was elected as the Vice Chair of the Committee at the meeting.

1st December 2009

1. Recommendations to Council:

Council are recommended to:

- i) agree the proposed format for disclosure of Members' expenses, as set out in full in the attached annex.
- ii) agree :
 - an adjustment to the Members' expenses scheme to remove the allowance for an alcoholic drink within the total cost of an evening meal.
 - that in future no alcoholic drinks be funded by the GTC at Council events, with minor exceptions as set out below

The proposed adjustment to the Members' expenses scheme is a return to the original Member expenses scheme from 2000 so that the allowance for an alcoholic drink within the total cost of an evening meal is removed. This realigns the Members expenses scheme with the staff scheme, which has never included an allowance for alcoholic drinks. Furthermore this complies with best practice in the public sector. The value of the meal allowance will remain unchanged.

Additionally, in the light of increased public scrutiny of bodies such as the GTC, it is recommended that in future no alcoholic drinks be funded by the GTC at Council events, such as dinners the night before Council meetings. Exceptions could be made where the drinks were funded by a sponsor and in *exceptional* circumstances, a *limited* amount of alcohol may be provided at a GTC-hosted event for an external audience, for example, a stakeholder reception, subject to the approval of either the Chair of Council or the Chief Executive.

2. Business considered and decisions made under delegated powers

2.1 Terms of Reference

The Committee considered its current Terms of Reference and agreed that no changes were required. The Committee also appointed two Members (David Whitewright and Julie Davies) in addition to Andrew Baxter (Chair of Finance and General Purposes Committee) and Gail Mortimer (Chair of Council) to serve on the Remuneration Group for the 2009/10 Council year. The Committee also agreed that there was currently no committee activity requiring a Lead Member and that this would be kept under review. The Committee would review the frequency and timing of their meetings in terms of the 2010/11 calendar.

2.2 Revised Workforce Development Policies

Committee received a paper on and approved two work force development policies, namely the new policy of Additional Care Costs and the updated Redundancy and Redeployment policy and procedure and agreed that the policies be finalised in consultation with the recognised staff trade unions.

2.3 Banking – Authorised signatories and Chaps payments

The Committee approved formal minutes to agree a restated but unchanged bank mandate and to making CHAPS payments by fax.

2.4 Member Survey 2009

After commenting upon the results of the Member Survey Committee agreed that the responses in respect of future equalities and diversity training for Members be considered by the GTC Corporate Equalities and Diversity group in conjunction with the newly appointed Lead Member for equalities in order to formalise a training session for Council Members in 2010/11.

2.5 Fee Collection Update

The Committee received a paper on the Fee Collection Update, they noted the contents of the paper regarding current fee collection which showed that the annual collection total of 540,000 fees had already been achieved and the reducing unit cost of fee collection. The Committee also noted comparator information from other membership bodies and its relevance to the GTC. The Committee then accepted the recommendations for further changes and development to improve fee collection, namely:

- reducing the number of reminder letters
- ensuring that teachers re- registering are clearly informed of any outstanding fees and that outstanding fees are collected up front,
- investigating the introduction of a re- registration fee
- introducing online payment processing (card payments and Direct Debit instructions) which should over time reduce the volume of cheque payments.
- investigating whether de-registration for non payment could be extended to teachers for whom we do have a school address if payment cannot be obtained by salary deduction within two years.
- considering a change to remove a Spring salary deduction for April 2011.

2.6 Disclosure of Members Expenses

Committee approved that the proposal for disclosure of Members' expenses should relate to total costs paid to Members and agreed the proposed format and timing of disclosure for onward recommendation to Council. It was agreed that if necessary the final version of the format be signed off by the Head of Finance and Workforce Development in consultation with the Chair of the Committee, prior to presentation to Council. (Further detail below as Appendix 1)

3. Business considered for noting

3.1 Management Accounts as at 31 October 2009 and other financial matters

The Committee received and noted the management accounts for the seven months to October 2009, along with the mid-year budget review proposals already presented to Executive Committee. A summary of single tenders in the last year was reviewed and the format of the management accounts considered to identify any improvements to enhance

their usefulness to users of the information. The Committee also noted the settlement of the London rent review at a substantial reduction from the landlord's original offer.

3.2 Performance Management and Reporting

Committee noted the changes to corporate planning and performance management arrangements and progress achieved against the Corporate Plan Strategic Priority related to the Committee's areas of responsibility, which is currently amber due to the significance of the information assurance project.

3.3 Equal Pay Audit

Committee noted the first equal pay audit conducted by the GTC and the resulting action plan and policy and procedural changes detailed within it. The findings will be shared with recognised Trade Unions and do not identify any significant weaknesses.

3.4 Staff Pay Review – Verbal update

The Committee received and noted a verbal update on the staff pay review. The GTC has had to re submit its initial proposal and is now awaiting the department's response.

Andrew Baxter

Chair of Finance and General Purposes Committee

Disclosure of Members Expenses

At their meeting on 1 July 2009, Council resolved to publish disclosure of details of Member expenses as soon as possible after the end of each financial year. The motion agreed by Council after discussion is set out below and delegates the formation of a detailed proposal to the Finance & General Purposes Committee.

“Council agreed the motion as amended below:

The Council notes the Commission for Public Appointment’s Seven Principles of Public Life.

Council notes that, annually, the GTC discloses information about the cost of the Chair, Vice Chair and Leadership Team.

The Council resolves to publish the costs of Council Members as soon as possible after the end of each financial year, to commence in April 2010 for the financial year 2009/10.

The Council resolves to publish this information, in table form, in an accessible place on the GTC website and to provide a paper copy of this information to members at the first meeting of full council following the collation of member expenses.

Council agrees to delegate to Finance and General Purposes Committee consideration of a proposal from the Head of Finance and the Council Secretary for the management of realistic mechanisms for such disclosure having regard to practice in other regulatory / public bodies”.

The web sites of other professional bodies were reviewed for comparisons. Data governance and equality and diversity issues have been considered.

It was noted that the total costs of Member expenses for the twelve months to 31 March 2009 are as follows:

	£	% of total
Member day allowance	346,470	57%
Member travel (rail and car)	155,835	25%
Member air travel	130	
Member hotel charges	91,249	15%
Member subsistence	10,552	2%
Other member costs	8614	1%
Total costs	612,850	

After full discussion the F&GP Committee recommends the following to Council:

- reporting should be in July 2010 due both to workload, alignment with financial reporting and to the timeliness of submitting expense claims.
- disclosure should be based on total costs and not restricted to information from Members’ claims. This actually gives fairer disclosure for individual Members, as the

method of payment is not relevant. However, it was noted that it requires more work by GTC staff to produce the analysis.

- The format of the suggested disclosure table was discussed. It was agreed that information be broken down into individual columns for allowance payments reimbursed to employers, allowance payments reimbursed to individuals, Member travel, accommodation, subsistence and other expenses. Full details are set out below.

Based on the review of other bodies, Members' wishes as expressed during the Council discussion and practicality, the following disclosure was agreed. This also takes into consideration the "user friendliness" for readers of the resulting table, to try to ensure that too much detail does not obscure the key information.

- General, short explanation of expenses scheme
- Cross referring to details disclosed elsewhere for Chair and Vice Chair remuneration, member categories and detailed attendance information.
- Member name
- Alphabetical ordering of names would be by Member category (by practising teachers, Members who are registered teachers and lay Members). A fully detailed table of Member categories by election category, nominee and public appointment is set out in the main body of the Annual Report and so this proposal adds information and understanding without direct duplication.
- Member region eg south east, north west, as this allays legitimate concerns about differentials in travel costs caused by Member home location
- Total days attended. This is needed to support and explain the level of allowances claimed. A full detailed list of attendance is already put on the website annually. Therefore it is not proposed to split the information into hearings and other, as this adds extra detail to the table, making it less easy to interpret.
- Allowance payments to employers - value in pounds
- Allowance payments direct to Members - value in pounds. This is split because it is directly relevant to the amount Members personally receive. Payments are made for some Members under both categories.
- Total expenses, split between travel, hotel, subsistence & other and a total – making five columns in all.

A "mock up" of what such a table would look like, using some actual anonymised examples from the current year to date, will be tabled at the Council meeting.

Policy and Research Committee

Tony Neal (Chair), Paul Bird (Vice-Chair), Lead member of staff: Sarah Stephens

The Committee has met twice since last reporting to Council; Committee met on 13th October and 8th December 2009.

Paul Bird was elected Vice-Chair of PRC following a vote at the meeting on 13th October.

This was the first meeting of a mainly newly-elected Committee and therefore, an induction into the Committee took up part of the meeting.

Meeting of 13 October 2009

1. Recommendations to Council

None

2. Decisions made under delegated authority

2.1 Performance and financial monitoring for the period to 31 July 2009

Members sought clarification of the Committee's role with reference to the PRC financial report and asked whether Members were required to scrutinise and be accountable for the financial spend. Members were informed that financial monitoring report was an overview of the expenditure in those areas which report to PRC and therefore, provides a sense of where the budget is being spent. Members accepted the clarification but sought further discussion on their financial "accountability" role and whether it needed to be articulated more clearly in the Committee's Terms of Reference.

Members also requested sight of the identified underspends and business efficiency savings of the budgets that are reported to PRC as at the six-month review.

2.2 Terms of Reference (ToR) for PRC and ways of working

The Committee received an update on the developments that have implications for the Committee's terms of reference during the year and were provided with a steer in relation to the ways of working of the Committee. The paper provided a framework for areas of work which PRC covered and the intention was to utilise this when focusing on new areas of work.

Members were informed of the Executive Committee's decision to delegate the accountability work to the PRC for the remainder of the year.

Members were also informed that if the ToR document was updated this would need to be signed off by the Executive Committee especially if the PRCs financial accountability forms part of the ToR.

Clarification from Members was also sought in terms of the governance role of the policy services.

It was agreed to amend the ToR in line with comments made at the meeting and re-circulate prior to submission to the Executive Committee.

2.3 Member engagement

Members were informed of the background to this item and the identified need for wider consultation across the Council with Members. The lead member scheme is being rolled out following the pilot which took place within the Executive Committee last year.

The paper presented to Members included a list of initial lead areas:

- Curriculum and assessment
- Accountability
- ITT/CPD
- Every Child Matters
- Pedagogy.

At the meeting the Chair added another lead area, *research-informed practice*, to the list. Further clarity was requested re lead roles and the broader areas of work which sit beneath them.

Members discussed the policy directorate's stakeholder engagement. Members expressed concern that teachers were not currently aware of the wide-ranging work undertaken by policy colleagues and that if teachers were made more aware of this work then it was likely they would hold a more positive view of the GTC.

The Committee agreed that a specification of lead areas including more detail would be sent out to Members for response as soon as possible. Members were also asked to express an interest (on receipt of this specification) in a particular lead area they would like to be involved in.

2.4 Survey of Teachers

The Committee received an update on the analysis and reporting of the 2009 survey and were presented with a recommendation for the 2010 survey. Members noted the success of the 2009 Survey.

The recommendation was that the 2010 survey would take a thematic approach and be coupled with qualitative work. Approval was being sought at this time for instigating the procurement of the undertaking of the survey. Members accepted the recommendations contained within the paper.

2.5 AOB

Tom Trust enquired how Members can initiate research. He currently believed that the GTC should undertake research into disruptive pupils and the effect this was having on teachers and teaching e.g. teacher retention and absence (due to stress). It was agreed this would be brought back to the December Committee meeting for consideration.

3. Business considered for noting

3.1 Minutes of the previous meeting 9 June 2009 and matters arising.

The Committee received an update on the current position regarding the Masters in Teaching & Learning pilots. All nine government regions have awarded consortia contracts.

With regard to the Government's new accelerated route to NQT for career-changers, a six-month project affecting 30 teachers in science, engineering and mathematics is currently being undertaken.

Members were informed of the Executive Committee's decision that the reports from the TLA Special Governance Group (SGG) will now be presented to them following a review of the recommendations arising from the publication of the Sutherland Inquiry into the delivery of National Curriculum tests in 2008.

3.2 Policy Advisory updates

Members received presentations on the following areas of work:

- Curriculum and assessment
- Equalities
- Children's workforce
- Entry to the profession

3.3 School workforce review

Members received an outline of the context in which this work was framed. Members were asked to consider the actions and approve the next steps as outlined in the paper presented.

Members discussed various issues including the role of teaching assistants and other adults in the classroom who do not hold QTS. Questions were asked about the impact this has on improving learning and raising standards. Members approved the proposed next steps as outlined in the paper.

3.4 Election of Council Member to the National Teacher Research Panel (NTRP)

The Chair informed the Committee that the lead member for research informed practice could be linked to the NTRP representative vacancy. Members were asked to express an interest via the secretariat.

Members also were informed of another group for which representation may be sought, advising QCDA on the development of the humanities diploma. Barbara Hibbert had currently filled this time-limited role. Further information would be sought before circulating to the Committee.

Due to time constraints more detailed consideration of a number of items was deferred until the next meeting:

- Accountability
- Update on Networks

Tony Neal
Chair of Policy and Research Committee

Policy and Research Committee

Meeting of 8 December 2009

1. Recommendations to Council

None at this meeting

2. Decisions made under delegated authority

2.1. Accountability in teaching – what should the future look like?

Members received an update on the work which has taken place. A reference group comprising of school leaders had been engaged in this work and were looking at accountability playing out across the sector and other public services. Members noted the presentation and it was agreed that the issue would return to the Committee at a future date.

2.2. Equalities update

The Committee received an update on the recent and planned equalities work which fell within the parameters of the Committee. The Equalities Forum was currently undertaking work to look at the impact of its work and how to improve the work which takes place between meetings. Members noted that the GTC is keen to meet with education bodies separately and map the significant work each is undertaking to ensure transparency. Members were informed that Max Hyde was the Executive Committee lead for this area of work. Members noted that the GTC's work in this area is highly regarded by stakeholders.

Members noted the report and agreed the strategic direction of the work.

2.3. Work streams 2010-11 to contribute to GTC Corporate Plan strategic priorities 1, 2 and 4

Members received an outline of the context for the work streams, noting that given the political context of a 2010 General Election in which this work will be taken forward there may need to be some in-year flexibility.

Members noted that whilst research was characterised as supporting the policy directorate's work, it was much wider than this and underpins other areas of the GTC's work across the organisation. Members noted the broad range of issues of being taken forward. Clarification was provided that although flexibility may be required it would be about substituting rather than adding to the work and would be linked to 2010 budgets and agreed allocations of funds. Members noted and agreed the work streams

2.4. Member engagement

The following PRC Members were duly appointed as Lead Members to the lead areas below:

- Curriculum and assessment – Paul Bird
- Accountability – Tony Neal
- ITT/CPD – Sheba Joseph
- Every Child Matters – Adam Nichols
- Pedagogy. – Nasreen Majid
- Research-informed practice & NTRP Representative – Jason Whyborn

Like Executive Lead Members, their main focus is engagement – with evidence, with seminars and workshops, with stakeholder consultation exercises, with staff and with Council members. There is, however, currently no additional budget to undertake these duties. Lead Members were encouraged to meet with lead staff around planned meetings such as Council or Committee meetings.

Lead Members and staff would give consideration on how engagement with Council Members would take place and the issue of how we deploy this at Council Meetings would be coordinated through officers.

The Committee were informed that the Policy Directorate would be producing a newsletter for Council Members which would cover the work of the directorate.

2.5. Survey of Teachers

Members received a presentation on the process and plans for the 2010 Survey of Teachers noting that a contractor had been appointed to carry out of the survey on behalf of the GTC. The survey would be planned around a single theme and provides a utility to support our policy and advisory work.

Members noted that the theme of the 2010 survey was around support for standards of teaching and teachers' experiences. The Committee were asked for their perspectives on the strands which support the standards.

2.6. Research Proposal

Tom Trust presented his research paper to the Committee which focused on disruptive pupils and their effect on teaching and learning. Though sympathetic with some of the issues raised, members of the Committee noted in discussion that there is already a wealth of research in this area and that in light of Alan Steer's report into pupil behaviour and the recommendations arising from this it would not be timely for the GTC to undertake further research in this area.

Members agreed that Alan Steer should be invited to update PRC on the most recent work on the issues of classroom behaviour and its effects on teaching and learning.

3. Business considered for noting

3.1. Performance and financial monitoring reports

Members noted the underspends and efficiency savings contained with the financial report and the factors which had given rise to this.

3.2. Update on continuing professional development (CPD)

Members were informed that the update was framed around the report that had been given to the Executive Committee (in the context of Licence to Practise) and that the main detail of the paper was focused around an entitlement to CPD. Members discussed the specification of entitlement and noted the complexity of the issue for supply teachers.

3.3. Final report: Cambridge Primary Review – implications for GTC's policy advisory work

The Committee noted the report and considered the proposals and issues raised in the Cambridge Review in the context of the policy advice submitted to the Independent Review

of the Primary Curriculum led by Sir Jim Rose. Members also considered the implications for the GTC's work on curriculum and assessment.

3.4. TLA knowledge management function: a progress report

Members were provided with an update noting that the value of the TLA is not just for participants but also for other teachers, the GTC and other stakeholders. Members noted that over 7,000 presentations had been received and work to make these available is currently being undertaken. The steps in current development of the system were summarised and Members noted that going forward GTC will be looking at its reporting of themes.

Members noted the report.

3.5. Supporting engagement with research

Members received and noted a presentation which looked at the historical and future aspects of the professional networks, *Research for Teachers* and to professional research engagement.

3.6. Identification of network and *Research for Teachers* themes

Members received and noted a presentation which provided background information on the process of identifying themes and the next steps. Members sought assurance that the networks transformation would not lose its link with newly qualified teachers (NQTs), reiterating the value of current access for NQTs through the *Engage* network.

Tony Neal
Chair of Policy and Research Committee

Registration and Regulation Committee

Gillian Stainthorpe (Chair) Andy Connell (Vice Chair) Lead Member of staff: David James

The Committee has met once, on 10 November 2009, since last reporting to Council in July. Andy Connell was elected Vice Chair of the Committee at the meeting.

1. Recommendations to Council

None

2. Decisions made under delegated authority

2.1 Improving regulation

Committee unanimously approved the principles intended to inform the development of the necessary legislation to implement:

- Interim Suspension Orders, enabling the suspension of registration in a small minority of cases in the period pending their resolution at a hearing
- A holistic approach to adjudication, enabling the consideration, in particular, of medical evidence in a direct way rather than in aggravation or mitigation within a conduct, competence or conviction case

2.2 Progress review of the Casework Strategy

Committee unanimously agreed the discontinuation of the casework strategy as originally conceived in 2005/6 and noted the expectation of achieving a balance between the input and output of cases within the current financial year. Committee, however, also noted the significant increase in the level of referrals coming into the Council, in particular employer referred conduct cases, the challenges associated with continuing to ensure an appropriate throughput of cases to meet service standards and the need to increase staffing within the Investigating Team to meet these increased demands at the initial stage.

2.3 GTC Disciplinary Procedure Rules – Restoration Applications

Committee unanimously agreed to an amendment to the Disciplinary Procedure Rules to clarify that a restoration application (following prohibition) can only be considered at a hearing rather than at a Professional Conduct Committee meeting.

3. Business considered for noting

3.1 Oral Report from the Registrar

The Committee received update reports on:

- The progress of provisional registration with respect to overseas trained teachers and instructors
- The continued successful progress of registration and teacher qualification work against service standards
- Publication of the Annual Report on Registration and Regulation – 2008/9
- Development of a Memorandum of Understanding with the Independent Safeguarding Authority

- The imminent tendering process for an integrated Casework Management System
- Publication of the Annual Digest of Statistics 2008-09

3.2 Progress review of the Better Regulation and the Register Programme

The Committee noted updates on:

- The CRM Registration Categories project (arrangements for ICT support with respect to full and provisional registration)
- The “Three types of Registration” project, particularly as it related to the provisional registration of overseas trained teachers and instructors
- The Modernising and Improving Regulation project, and in particular, recommendations in this agenda with respect to interim suspension and a holistic approach to regulation
- The “Who Adjudicates?” project, in particular the in principle agreement by Council as to the separation of the policy and adjudication functions of the Council
- The first steps towards the development of a registration data strategy
- The principles published by the Council with respect to informing the government’s development of a Licence to Practise

3.3 2012 Programme update

The Committee noted updates on:

- The publication of the Code of Conduct and Practice, in particular, the successful mailing of the code to registered teachers with the GTC magazine and to other stakeholders
- The publication of Licence to Practise principles

3.4 Internal Audit review of Investigating Committee

Committee noted the recommendations and management responses to a recent internal audit review of the work of the investigating function as they related to the implementation of any recommendations emerging from the research into levels of competence referral, enhanced training for members of the Investigating Team, and the need to monitor those cases submitted for resolution without a hearing.

3.5 Resolving cases without a hearing

Committee noted an analysis of cases resolved without a hearing; in particular, the fact that an appropriate percentage of cases had been resolved through this means, that approximately half of such cases involved criminal convictions (where the facts were not in dispute), that sanctions had covered the range of options available but that delays in the agreement of submissions did not necessarily make this a faster way of resolving cases than the normal hearing route.

3.6 Amendments to the Scheme for Member Observation and Review

Committee noted the new scheme, in particular the fact that it now operated on a biennial cycle with an enhanced expectation of self review on the part of members in the period when they were not observed. In addition members noted the streamlined competences and revised format of the documentation.

3.7 Appeals and Judicial Review applications

Committee noted data on high court appeals and judicial reviews, in particular that although the numbers of appeals appeared to be increasing, the numbers of successful appeals had not risen.

3.8 Corporate Measures – Performance Monitoring

Committee noted the latest monitoring data.

Gillian Stainthorpe

Chair of the Registration and Regulation Committee