

**Minutes of the 65th meeting of the General Teaching Council for Northern Ireland.
Tuesday 11 December 2018 – Corrs Corner Hotel, Newtownabbey**

Present: David Canning (Chair), Delma Boggs, Clive Bowles, Gillian Dunlop, Paul Fitzpatrick, Sheila Fleming, Grainne McAleer, Carmel McCartan, Brendan Morgan, Catriona Mullan, Susan Parlour, Rosemary Rainey, Cliodhna Scott-Wills, Gordon White, Mary-Lou Winchborne.

In attendance: Sam Gallaher (CEO), Gerry Devlin (SEO), Majella Matthews (F&CM), Ned Cohen (EO), Sima Gondhia, Lesley Dickson. (Eugene O'Loan (DSO) Item 8)

Apologies: Martin Hagan, Áine Andrews, Raymond Beggs, Paul Boyle, Joanne Burns, David Cargo, Monica Culbert, Eamonn McDowell, Brian McGrath, Maria Mullally, Chris Murdock, Paul O'Doherty. Paddy McAllister (Industrial Action), Siobhan McElhinney (Industrial Action).

1. Welcome, introductions and apologies	Action
<p>The Chair welcomed members to the meeting and recorded apologies. He advised members that the Council's Legal Advisor, Mr Eugene O'Loan (DSO) would be joining the meeting for item 8.</p>	
<p>2. Declarations of Interest</p> <p>There were no declarations of interest.</p>	
<p>3. Minutes of Council Meeting of 24 October 2018</p> <p>The minutes were agreed as a correct record of the meeting and adopted by members.</p> <p>Proposed: PF Seconded: MLW</p>	
<p>4. Matters Arising</p> <p>The CEO advised members that work on the Risk Register in relation to the possible loss of key management personnel was ongoing.</p> <p>Members were also advised that the Minutes of the recent GAR meeting were not yet finalised and would be circulated when the CEO received them.</p>	CEO
<p>5. Chair's Correspondence</p> <p>The Chair directed members to correspondence received from DE regarding Regulation which would be considered under item 8.</p>	

	<u>Action</u>
<p>6. CEO Update (GTC/18/65/01)</p> <p>The CEO briefed members on key developments since the last meeting. He advised members that he had met with stakeholders including the Head of School of Education and Head of PGCE from Queen’s University, the Vice-Chancellor and Head of School of Education of Ulster University, CEO of CCMS and representatives of NEU. He has also met with CCEA, the NIPSA representative and attended a joint meeting with the CEOs from our partner regulators in Scotland, Wales and RoI.</p> <p>He said that all these meetings had been positive and the parties had expressed interest in forging closer working relationships with GTCNI. The CEO informed members that these meetings would continue through the New Year.</p> <p>Members were advised that the CEO had attended a meeting with the Home Office staff regarding the recognition of professional qualifications in the event of a “no-deal” Brexit. The meeting was informative and confidential. It is understood and that a technical guidance document will be released in early 2019.</p> <p>The CEO highlighted recent engagement with teachers stating that an introductory letter had been sent to registered teachers, taking the opportunity to seek feedback as part of a base-lining exercise to inform corporate planning. From initial comments it appears this has been viewed positively. Feedback from this base-lining engagement process will be shared with Council in due course.</p> <p>SP queried if the approach taken represented value for money and wished to know the numbers contacted and the costs involved. The CEO responded that a letter was sent to 26,000 teachers currently on the register and the associated cost was approximately £10,000**. He added that using hard copy mail as a medium was regrettable as it appears the organization doesn’t have the ability to contact registrants by email. Email addresses are not routinely collected as part of the registration process. This is matter that needs addressing. <i>(**final cost was £8908.44 ex vat)</i></p> <p>SP asked if the CEO had a business case for this expenditure. The CEO responded that the amount in question was within delegated limits so no business case was necessary** and that he had committee approval. SP queried what the delegated limits were. MM responded that under the MSFM the CEO has a delegated limit of £30,000. The CEO added that the Chair was aware of this exercise and had reviewed the letter in question.</p> <p><i>** In the context that no business case approval from DE was required, not that no business case was necessary.</i></p>	

<p>The CEO stressed that the communication was not merely an introduction in itself and if it were, in light of the cost, he would query the value. However the exercise is aimed at gaining insight that will be useful to inform corporate planning, adding to our email address book and opening up an avenue for communication via the designated CEO email box. The overall value of the exercise will be judged on the quality of feedback received and level of response.</p> <p>The Chair added that he didn't think it unusual for a new CEO to send an introductory communication.</p> <p>SP asked why consideration wasn't given to contacting teachers via C2k email. GD responded that this has proved an issue in the past in that due to GDPR matters C2k were unwilling to share email addresses with third party organisations.</p> <p>The CEO reaffirmed that it is regrettable that GTCNI is not in a position to communicate with all registered teachers via email. It is incumbent on to the organization to be able to communicate with teachers in digital form.</p> <p>SP queried why GTC was focusing on CPD when teacher CPD is the responsibility of EA. The CEO responded that surely as a professional body GTC has an interest in this area. It not our intention to be a provider of CPD but we should as part of our policy work seek to bring influence in such matters and also sign-post teachers to CPD opportunities. To do this effectively GTC needs to obtain insight from the profession.</p> <p>The Chair stressed that the new CEO needs to engage with teachers and to open communication channels with them. That it is important in doing so that GTC finds a means of communication that is cost – effective. CMcC added that how can we raise awareness with teachers if we don't communicate.</p> <p>GW stated that teachers continually enquire as to what they receive for the £44 registration fee and from comments he had received they had welcomed this communication, CMcC added that teachers want their voice to be heard. MLW stressed that it was important to find from teachers the most effective to communicate with them.</p> <p>The CEO updated members on the website development and ongoing work on the election.</p> <p>7. Minutes of Committees</p> <p>a) Policy, Registration and Regulation Committee</p> <p>BM spoke to this paper and advised members that the Committee had discussed costs associated with registering non-UK applicants, the letter expected from DE concerning Regulation and had reviewed progress on the leadership</p>	<p><u>Action</u></p>
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<p>Council agreed that the CEO should proceed with this issue and recorded their agreement that it is important that the 2017/18 accounts are not signed-off with qualification in respect of this matter.</p> <p>Proposed: GW Seconded: MLW</p> <p>The TORs were examined for suggested alterations and Council members were asked to approve.</p> <p>Proposed: RR Seconded: SF</p> <p>d) Human Resources Committee</p> <p>PF spoke to this paper advising that, like the F&GP Committee, discussion on staff alterations in light of corporate objectives had been taken "<i>in Committee</i>". He added that members were broadly supportive of changes being considered provided appropriate consultation processes are followed.</p> <p>Members had discussed the Sickness Absence report and were content though had noted the situation pertaining to one member of staff. He highlighted that discussion that had taken place on the NIPSA Agreement and the Committee had reviewed it terms of reference and deemed them satisfactory.</p> <p>The Chair of Council thanked officers and Committee Members for their work.</p>	
<p>8. Regulation (GTC/18/65/02)</p> <p>EO'L the Council's legal advisor attended for this item.</p> <p>The Chair stated that a letter along with proposed Conduct Rules for Regulation had been received from DE at the end of November. This was after the date of the last PRRC meeting. These had been considered by GTCNI staff and our legal advisor and some minor (though important) further amendment suggested. The changes proposed by DE essentially reflected those that GTCNI had suggested earlier in 2018. In addition, it was noted that DE was prepared to "risk share" in progressing to full regulation.</p> <p>The Chair advised members that in light of this it was his view that Council (subject to amendments being accepted) should consider adoption of the proposed Conduct Rules and to progress to full regulation as quickly as possible. His proposal would be for special meetings of PRRC and Council to take place in January 19.</p>	<p>PRRC/CEO</p>

There was no other business

12. Date of Next Meeting

Thursday 21 March 2019

David Canning

**Signed.....11/10/19.....

Dated11/10/19.

*** Based on the amendments proposed and agreed at the Council meeting of 2/10/19*

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