**POLICY, REGISTRATION AND REGULATION COMMITTEE**

**DRAFT MINUTES OF MEETING 20 MAY 2021**

**BY ZOOM**

**Present**: J Morgan (Chair), L Magennis (LM), M Hagan (MH), B Morgan (BM), ML Winchborne (MLW), M Mullally (MM), S McElhinney (SM)

**Attending**: S Gallaher (CEO), G Devlin (SEO), L Dickson (PA), A Chambers (AC), D Laverty (DL)

**Apologies**: G White (GW), M Thomasson (MT)

**1. Welcome and Apologies**

The Chair welcomed everyone to the meeting and introduced Donal Laverty from Baker, Tilly, Mooney, Moore who was attending as an observer. DL provided some background advising that he was a consultant on the Board Effectiveness Review. Apologies were provided from G White and M Thomasson.

**2. Declarations of Interest**

There were no declarations of interest.

**3. Minutes of the previous meeting**

An apology is to be added for MH.

Proposed: MLW

Seconded: MM

**4. Matters Arising**

BM enquired about IMI no longer being available because of Brexit. The SEO advised he was working with colleagues in the other GTCs to resolve this as access to this facility has ceased since 1 January. BM added that Alan Boyd had indicated that there was to be an extension of 9 months according to the Cabinet Office. The SEO said that this was for applications already in the system but would check. He advised that the Republic had to regard NI as a third country and GTCNI applications have now moved to a Rest of World process. The CEO discussed mutual recognition agreements as recommended by BES. He said there is a small number of applicants and ROI applicants would be monitored with TCI to see if mutual recognition is necessary. The CEO indicated that the volume of work is unlikely to warrant a service level agreement between GTCNI and TCI at this stage. SM indicated that schools were having difficulty getting teachers for certain subjects and asked if the ROW process would affect fees. The SEO said the process was very straightforward and assessment is covered within the £44. The CEO said a strategic financial review was needed and some form of assessment fee may be prudent in some categories. BM added that the Council had agreed in principle to raise fees for work done on ROW applicants. The CEO said that the process will change over the next year when the work has been done on the registration system. The SEO added that the burden of admin is not reflected in the £44. MLW requested that this matter be put on as a standing item on the agenda as it would have an important impact on the work of this Committee.

MLW proposed: this matter be added as standing item including details on approvals for registration for non nationals, summary report on activity since the last meeting and initial applications and suitability.

Seconded: BM

BM enquired about Item 7 in the Registration Update regarding the drop in income, enquiring if there had been any change in teachers leaving or coming in. The CEO said income was down by about 1,100 teachers. He had asked one of the SROs to look into it. He will follow this up and circulate details.

**5. Draft DE Proposals for Teacher Professional Learning within NI**

The SEO indicated that this has been tabled with DE’s permission and recognised the work of the Advisory Group. He indicated that pages 3-11 reflect the work of the GTC and indicated the background work and research of UCET, the support of the ETI and John Anderson. He said that MH was the creative and driving force. MH took members through the proposals and outlined the framework, adding that this is a holistic piece of teacher professional learning. He discussed the key principles which was the work of the UCET group and said they were trying to give teachers a professional status and recognise their needs and choices. He advised how the 27 teacher competences had been distilled to 12 and were very broad and manageable. He highlighted section 3 advising that implementation demands a lot of investment and said that good support had been received from DE. The Chair praised the document and thanked all involved. BM agreed that it was superb piece of work. The CEO advised that the Oversight Group had met recently to finalise the document and they are working to introduce this into the sector. AC indicated there would be a further review of proposals and how to engage with different groups, then on to wider engagement and full consultation and is hopeful it will attract funding. Members discussed the use of competences by different sectors and the CEO said it would be important to remember that the I portfolio is a good thing for teachers to have and we are looking at that for the new system. The Chair voiced concerns that an employer could ask for this but the CEO said that it would be the teachers own record and it was not for the Council to provide to employers. LM indicated that delivery would have to be top notch. MH provided details on the history of I portfolios within the GTCNI advising that it was the teachers themselves who owned their portfolios and they could share with whomever they wished.

SM enquired about the timescale and highlighted the Microsoft programme used by children in school to create their own portfolio. AC indicated that the oversight group had reconvened last month and some issues are being worked out. The intention is to launch early next year. SM added that there were issues to be considered including PRSD and that it may be good to think of a pilot group.

The Chair thanked MH and all groups involved.

**6. End of Registration Year 2021 Data Snapshot** (PRRC/21/19/01)

The SEO provided comparative statistics on analysis at end of the registration year and gave comparisons on teacher numbers, age and gender. He said the figures were down in terms of registration this year but would be monitored closely. MLW enquired how detail was captured and the SEO explained that the reports are readily available. MLW asked if there was a point to reflect the sensitivity of gender. The CEO said this would be looked at for the new system. SM added that she thought databases should be able to be adjusted during this time and enquired if anyone had asked for this information. The CEO advised that the Council had an obligation to provide this to DE, but we do not think we should provide this outside as this would tie up time and there would be a cost. BM discussed the gender divide of principals and indicated we could add ‘undefined’ under gender as this has to be reflected. The SEO indicated that the actual information we hold is set out in legislation.

12.04 Break

12.15 Return

**7. Registration System Up-grade** (PRRC/21/19/02)

The SEO advised that the Business Case had been submitted to DE and hopes to have approval by the end of June. The new Project Manager had taken up post and we should be able to make good progress going forward. He hoped to report favourably at the next meeting. The CEO advised that the next 4 months are critical and we hope to do procurement in September. He added that the existing server has now been move into the IT Assist environment.

**8. Expert Panel on Educational Underachievement**

The SEO indicated this had been tabled for information and had been supplemented by the other report which was circulated earlier in the week. He advised that underachievement should be the Department’s top priority. He discussed deprived areas, perspectives, problems and issues to be addressed. MH agreed on the importance of this report, saying that success relates to leadership and school culture.

12.30 MM left meeting

**9. GTCNI Business Plan April 2020 to March 2021**  (PRRC/21/19/03)

The CEO took members through the Business Plan summary, advising that the workplan had been affected by Covid. He provided figures on what the present status of actions were. BM indicated that at point 5.1 it should be amended to say substantially achieved as this related to the Oversight Group and as far as we are concerned we have done everything that was needed. The CEO was happy to amend. LM highlighted point 6.11 regarding the Annual Council Review and said it should read likely to achieve with some delay. SM agreed. The CEO said he had not considered the DE comments fully and was happy to amend. The Chair said that despite Covid a tremendous amount of work has been done by the Committee and staff under difficult circumstances.

**10. AOB**

TP On-line

The SEO indicated this had been tabled to update members of correspondence received from DE in England. EWC had also received the same letter and they are concerned with its contents. The SEO found it difficult to get a contact in DE England and have just made contact today. He highlighted to members the checks which the Registration Team usually carry out and said they had been using TP On-line. Now GTCNI has no access to this and had no prior warning. He added the decision had been taken by DFE in England. The SEO has requested that this be escalated to senior level and could well be a question in Parliament. He has requested temporary access until the matter is resolved and will keep the TET team up to date. The problem is causing a backlog in registration and the SEO will keep the committee updated with events and advise if any serious matters arise. The CEO advised members of the other checks which are carried out and said we cannot let a backlog build up and may need to use other checks until the matter is resolved. BM enquired if the Registration Manager had passed any information on to staff before she left. The CEO advised she had left on ill health and there was no handover completed. The SEO had tracked an email between DE and the Registration Manager which goes back to 2017 and he was unsure why DE had stopped doing unsuitable persons checks. BM enquired if there was any particular sector of new registrants affected. The SEO advised that the Registration Team were completing the normal suitability checks and this would be the last one. The CEO asked if every application was done and the SEO advised it was.

Regulation

The CEO advised that at the Council meeting on 26 March he asked for a panel re the amendment to Conduct Rules and had only 3 replies. He indicated he would send another email out to members.

**11. Date of Next Meeting**

TBC.

The Chair thanked everyone.