

1 About the General Teaching Council for Scotland

The General Teaching Council for Scotland (GTC Scotland) is the independent professional body which maintains and improves teachers' professional standards and contributes to improving the quality of teaching and learning in Scotland.

Further information about GTC Scotland, its functions and organisational values is available at: <http://www.gtcs.org.uk/about-gtcs/about-gtcs.aspx>

2 Membership of the Council

GTC Scotland is governed by a Council of 37 members comprised of the following:

- 19 elected registered teachers;
- 11 educational stakeholder nominees;
- 7 lay members appointed by an independent Appointments Committee.

3 Term of Office and Rolling Programme of Elections, Nominations and Appointments to the Council

Council membership:

- is based on a four-year term of office; and
- follows a rolling programme, with election, nomination and appointments processes taking place every two years and half of the members stepping down at the end of each two-year period.

4 Role of A Council Member

The Council's role is to:

- ensure GTC Scotland meets its statutory functions and aims;
- provide strategic leadership;
- exercise financial supervision and control;
- ensure that GTC Scotland is managed and run by the Chief Executive and Registrar effectively and responsibly.

The Council fulfils its governance role by:

- setting strategic plans and strategic policy;
- ensuring the performance of GTC Scotland against its strategic plans and performance indicators;
- ensuring that GTC Scotland meets its public reporting requirements by approving the annual report;
- agreeing financial budgets, monitoring financial performance and approving the annual accounts;
- ensuring that effective risk management and audit arrangements are in place to provide assurance of operational management and delivery as well as legal compliance;
- reviewing and agreeing Council's governance framework;
- ensuring that GTC Scotland has employment policies and procedures in place to provide assurance that it is acting as a responsible employer;
- appointing and removing the Chief Executive and Registrar.

Members of GTC Scotland Council must at all times observe the highest standards of impartiality, integrity and objectivity in performing their role.

5 Commitment Required of a Council Member

- To attend four meetings of full Council per year
- To allow time to read papers in preparation for and to participate actively in Council and committee/panel meetings
- To serve on up to two committees (not mandatory)
 - Committees meet four times per year

6 Level of Attendance

In the interests of the public, the profession and GTC Scotland, a Council member is required to maintain an appropriate level of attendance in their role as a Council member. As set out in the GTC Scotland Code of Conduct and Membership Scheme, a Council member may be removed from Council if they fail, without reasonable cause, to attend:

- three or more consecutive meetings that they are scheduled to attend; or

- half, or more than half, of the meetings that they are scheduled to attend within a period of 12 months.

7 Performance Indicators / Competences relating to the Role of Council Member

- A passion for education / interest in the education sector
- Intellectual flexibility and strategic thinking
- Preparation and participation
- Sound judgement and decision making
- Effective communication / assertiveness
- Relationship building / team working
- Personal integrity and fairness
- Public interest focus / involvement
- Appropriate knowledge and understanding (including of GTC Scotland rules and policies), as well as skills (appointed members – as may determined by the Council)

8 Eligibility

- Any candidate for an elected registered teacher member position must be included on GTC Scotland's register of teachers, and within a period of two years ending on the candidate qualifying date (ie 18 September 2010 for the Further Education co-option process), must have been employed (on a part-time or full-time basis), in the category for which he/she is seeking to be elected.
- For a nominated member position, a person [who may be a GTC Scotland registered teacher (or eligible for registration) or a lay person] must be formally nominated by one of the educational stakeholder bodies stated in the Public Services Reform (GTC Scotland) Order 2011.
- Any candidate for an appointed lay member position must not be, nor ever have been, included on GTC Scotland's register of teachers; and must not be eligible to be included on GTC Scotland's register of teachers, nor hold a teaching qualification recognised by GTC Scotland.
- In addition, a person may be ineligible to be elected, nominated or appointed if any of the following apply to him/her:
 - Unspent criminal convictions or outstanding criminal charges;
 - A finding of impaired fitness to practise by any regulatory body;
 - Disqualification from a profession or as a company director;
 - Bankruptcy;
 - Removal from a position as a charity trustee, as a director of a public body or similar;
 - Barred or disqualified from regulated work with children or vulnerable adults by virtue of the Protection of Vulnerable Groups (Scotland) Act 2007 (or any similar equivalent legislation).
- All Council members are required to have satisfactory membership of Scotland's Protecting Vulnerable Groups Scheme (with the associated fee to be met by GTC Scotland as applicable to Council membership).

9 Compensation and Expenses Payment and Support

- Council members may claim compensation of £75 for each half-day (up to 3.5 hours) and reasonable expenses related to attendance at agreed Council, committee or panel meetings or training events in accordance with the GTC Scotland Member Expenses and Compensation Scheme Policy and the GTC Scotland/Convention of Scottish Local Authorities (COSLA) Protocol. [The amount covers preparation time and is intended to be claimed only where any financial loss is incurred (whether directly or indirectly) as a result of members' attendance; it is not an attendance fee. It is subject to deduction of tax and national insurance as appropriate.]
- Members will be provided with all papers and information as required for Council, committee and panel meetings.
- A full induction programme will be provided for new members and learning sessions for all members follow each full Council meeting.

10 Member Performance Review

All members will be required to participate in the member performance review process prescribed by GTC Scotland's Council.

11 Equality and Diversity

GTC Scotland promotes equality and diversity because we respect and value difference. We want everything that we do to be fair to all individuals and groups. We apply the terms of our Equality Policy to everything that we do, including our election, nomination and appointments processes. To view our Equality Policy, please visit our [website](#)

12 Further Information

Further information can be obtained from governance@gtcs.org.uk and from the GTC Scotland website: [GTC Scotland - the independent regulator for teachers in Scotland](https://www.gtcs.org.uk)