MINUTE of the meeting of the General Teaching Council for Scotland held at Clerwood House, 96 Clermiston Road, Edinburgh on Friday 28 February at 10am.

Present: Omar Kettlewell (Convener), Sandie Gordon (Vice-Convener), Greg Bremner, Graeme Cowie, Christopher Devlin, Abdul Elghedafi, Lilian Field, Iain Gibson, Helen Happer, Clare Harker, Anne Marie Harley, Robert MacMillan, Gerry McCormick, Evelyn McLaren, Andrew McPake, Matthew Moss, Ian Sharpe, Iain Sinclair, Sarah Sinclair, Hannah Tweed, and Catherine Whitley.

In Attendance: Pauline Stephen – Chief Executive and Registrar (CE)
Victoria Smith – Strategic Director (SD-VS)
Jennifer Macdonald – Strategic Director (SD-JM)
Lee Robertson – Head of Digital (HD)
Elaine Napier – Head of Education and Standards (HES)
Lindsey Furness – Head of People and Finance (HPF)
Katie Hay – Head of Policy (HP)
Vivien Whyte – Head of Regulatory Investigations (HRI)
Katie Doherty – Legal and Governance Manager (LGM)
Zoe Wilson - Governance Officer (GO)
Suzie Valente – Leadership Support Officer (LSO)

Observers: Olha Zbozhna (member of the public)

PUBLIC SESSION

The Convener welcomed everyone to the meeting.

1. **Apologies for Absence** - Apologies were received from James Lyon, Kirsty Mavor, Mike Paul, Ailie Rankin, Nuzhat Uthmani, John Wilson, Jennifer Seed, Elizabeth Russell, Ann Murdoch, Nazim Hamid, Jane Malcolm, Aileen Kennedy, Susan Leslie and Jon Vincent.

2. **Announcements –** The Convener welcomed the member of the public who had joined Council to observe the public session.

3. **Intimation of Any Competent Business –** There was one. The GO asked to provide Council with a membership update at the private session.

4. **Declarations of Interest –** There were three. Hannah Tweed and Iain Sinclair noted a declaration of interest on item 14 – Developing Manifesto Asks and Omar Kettlewell relating to Item 7 Chief Executive and Registrar's report, in particular the development of the new MyGTCS system.

For Discussion and Approval

5. **Minute of the Council Meeting on 4 December 2024 – public session only (24-26Co(23)Min3_public)**

    The minute was approved.

6. **Matters Arising** - There were no matters arising.

7. **Chief Executive and Registrar's Report (24-26Co(25)17)**

    CE presented the report, the purpose of which is to provide assurance to Council that GTC Scotland is meeting its statutory functions and that the Chief Executive is managing and running the organisation effectively and responsibly.

    CE outlined the purpose and scope of the report.

CE spoke to each section of the report. Referring to section 3 of the report – Key Performance Indicators (KPIs), the CE explained that the information provided was for Q3 to the end of December 2024. The report presented to the next Council in June 2025 will provide an in depth look at the end of year position and an opportunity to refresh our KPIs. CE invited members to share their thoughts on their preferred strategic KPI reporting for the next strategic year. CE provided members with a summary of the position of each KPI.

CE discussed the Change and Improvement activity performance highlighting and providing an update on projects P26, P11 and P14.

Members were invited to ask questions or comment.

A member requested that as much clarity as possible is provided when reporting on KPI8 – Trust and Confidence.

Referring to paragraph 5.8, a member asked for clarity on what professional learning materials will move away from GTC Scotland and voiced concern about any possible dilution of our role in Professional Standards. The CE explained that the short-life working group with Education Scotland is to explore our respective roles.

A member referred to the mention of Shadow Trustees in paragraph 5.3 and asked for further information on who we consider our Shadow Trustees to be. The CE explained that they are a range of individuals or organisations who have a view that they can guide or influence our work such as Professional Associations or Scottish Government. Members agreed that it would be helpful for officers to consider how Members may be kept informed as to the risk of Shadow Trustees and any related activity. It was agreed that a Lobbying Register (or similar) could be a helpful approach.

Members discussed the development of the new MyGTCS system and how critical clear communication about its implementation will be. Further information and sharing of new MyGTCS will be provided to Council in June with any other supporting information provided as necessary.

Members then discussed the ongoing treatment classification of KPI8 – Trust and Confidence. A member asked for milestones and associated dates to be identified and included in the risk management table for KPI8 - Trust and Confidence.

Members approved the report.

Members discussed their preferred strategic KPI reporting for 2025/2026 and noted the development of KPI8 as per section 3.3 of the report.

Members agreed that KPI5 is reframed to measure our performance against budgeted operating expenditure.

Action:	Consider establishing a Lobbying Register to assist in management of shadow trustee risk
By:	CE
Date:	30 May 2025
Action:	Include milestones and associated dates in the risk management table for KPI8.
By:	CE
Date:	11 June 2025
Action:	Share new MyGTCS in development with members at June Council meeting learning session.
By:	SD-VS
Date:	11 June 2025

For Noting

8. **Financial Position as at 31 December 2024 (24-26Co(25)18)**

Members noted the current financial position.

Conclusion of Business

9. **Any other competent business**

There was no other competent business.

10. **Date of next meeting -** The next meeting is scheduled to take place at 10.00 am on Friday 11th June 2025.