

Overview

The Public Services Reform (Scotland) Act 2010 requires public bodies and bodies that carry out public functions, which includes the General Teaching Council for Scotland, to publish certain information relating to our expenditure.

We publish disclosures annually as part of our commitment to openness and transparency.

Disclosures

Our financial year runs from 1 April to 31 March.

Statement of expenditure 2024-25

Public relations Public relations costs relate to spend on all external communications, including the cost of in-house and contracted staff and consultants. Areas of expenditure include salaried staff, Teaching Scotland magazine, marketing, PR campaigns and media relations, marketing research and evaluation, branding and design, promotional events, external events, conferences and exhibitions, corporate communications, sponsorship, publications and printing, website development and updating our customer service activities. GTCS contracts one communications consultancy which supports the publication of Teaching Scotland magazine and other professional publications produced by the organisation.	£294,348
Overseas travel	£3,238
Hospitality and entertainment	£294
External consultancy	£236,614
Remuneration received in excess of £150,000	£Nil

Payments over £25,000

Payee	Payment Date	Subject Matter	Amount (£)
Anderson Strathern LLP	10/04/2024	Legal costs	25,818
BJSS Limited	01/05/2024	Digital service design consultancy	48,883
BJSS Limited	04/09/2024	Digital service design consultancy	68,760
HMRC	01/05/2024	PAYE/NI Apr 24	91,411
HMRC	29/05/2024	PAYE/NI May 24	91,448
HMRC	03/07/2024	PAYE/NI Jun 24	89,629
HMRC	31/07/2024	PAYE/NI Jul 24	91,359
HMRC	04/09/2024	PAYE/NI Aug 24	92,001
HMRC	02/10/2024	PAYE/NI Sept 24	92,841
HMRC	30/10/2024	PAYE/NI Oct 24	94,159
HMRC	04/12/2024	PAYE/NI Nov 24	93,675
HMRC	18/12/2024	PAYE/NI Dec 24	98,843
HMRC	05/02/2025	PAYE/NI Jan 25	90,695
HMRC	05/03/2025	PAYE/NI Feb 25	91,429
Howden Scotland Limited	03/07/2024	Annual insurance premiums	34,888
Legal & General Assurance Society	28/08/2024	Ill Health Liability Insurance	114,852
PSA for Health and Social Care	08/01/2025	External consultancy	45,805
Strathclyde Pension Fund	01/05/2024	Pension contributions Apr 24	26,486
Strathclyde Pension Fund	29/05/2024	Pension contributions May 24	26,991
Strathclyde Pension Fund	03/07/2024	Pension contributions Jun 24	26,390
Strathclyde Pension Fund	31/07/2024	Pension contributions Jul 24	26,846
Strathclyde Pension Fund	04/09/2024	Pension contributions Aug 24	27,239
Strathclyde Pension Fund	02/10/2024	Pension contributions Sept 24	27,739
Strathclyde Pension Fund	30/10/2024	Pension contributions Oct 24	27,387
Strathclyde Pension Fund	04/12/2024	Pension contributions Nov 24	27,076
Strathclyde Pension Fund	18/12/2024	Pension contributions Dec 24	26,424
Strathclyde Pension Fund	05/02/2025	Pension contributions Jan 25	26,612
Strathclyde Pension Fund	05/03/2025	Pension contributions Feb 25	26,878
Total			1,652,563

GTC Scotland - Council Member Attendance and Payments Schedule
1 April 2024 to 31 March 2025

Council Member	Location	Eligible for Registration	Committees	Meetings Attended (Total Possible in Brackets)	Other	Number Attended	Compensation Payments		Expenses			Total Expenses	Total Payments
							To Member	To Employer	Travel / Subsistence	Mileage	Other		
Greg Bremner	Bishopbriggs		C, P	6(7)	4(5)	10(12)						£0.00	£0.00
Graeme Cowie	Aberdeen	Yes	C, P	7(7)	5(5)	12(12)			£269.57	£108.00		£377.57	£377.57
Dr Stephen Day	Motherwell		C	0(4)	0(5)	0(9)						£0.00	£0.00
Christopher Devlin	Bothwell	Yes	C, P	7(7)	4(5)	11(12)				£99.30		£99.30	£99.30
Abdul Elghedafi	Aberdeen		C, F	7(8)	2(5)	9(13)	£675.00		£230.80	£116.64		£347.44	£1,022.44
Lillian Field	Aberdeenshire	Yes	C, X, F	11(12)	3(5)	14(17)			£20.95	£421.20		£442.15	£442.15
Councillor Paul Finnegan	Harris		C,	1(8)	0(5)	1(13)						£0.00	£0.00
Iain Gibson	Aberdeen		C, P	5(7)	4(5)	9(12)						£0.00	£0.00
Sandie Gordon (VC)	Edinburgh	Yes	C, X, E, F, P	13(15)	4(5)	16(19)			£16.00			£16.00	£16.00
Nazim Hamid	Glasgow		C, P	2(7)	0(5)	2(12)						£0.00	£0.00
Helen Happer	Edinburgh		C, P	4(4)	3(3)	7(7)						£0.00	£0.00
Clare Harker	Glasgow	Yes	C, X, E	9(12)	3(5)	12(16)						£0.00	£0.00
Anne Marie Harley	Polmont		C, X, P	4(11)	1(5)	5(15)						£0.00	£0.00
Kirsten Herbst-Taylor*	Gretna		C	1(2)	0(1)	1(3)			£79.40	£14.40		£93.80	£93.80
Professor Aileen Kennedy	Carluke		C, E	5(8)	1(5)	6(13)						£0.00	£0.00
Omar Kettlewell (CC)	Glasgow	Yes	C, X, E, F, P	18(19)	5(5)	22(23)		£1,650.00				£0.00	£1,650.00
Susan Leslie	Burntisland		C, E	7(8)	3(5)	10(13)				£62.10		£62.10	£62.10
James Lyon*	Moray	Yes	C, P	2(4)	2(3)	4(7)						£0.00	£0.00
Robert Macmillan	Cupar	Yes	C, E, F	10(12)	5(5)	15(17)						£0.00	£0.00
Jane Malcom	Roxburghshire		C, E	4(8)	1(5)	5(13)	£450.00		£99.18	£32.40		£131.58	£581.58
Kirsty Mavor	Edinburgh		C,	3(4)	4(5)	7(9)	£450.00					£0.00	£450.00
Gerry McCormick	Glasgow		C, E	8(8)	4(5)	12(13)				£42.75		£42.75	£42.75
Evelyn McLaren	Hamilton		C, P	6(7)	4(5)	10(12)						£0.00	£0.00
Andrew McPake	Edinburgh	Yes	C, X, P	7(10)	5(5)	12(14)			£95.20	£87.00		£182.20	£182.20
Matthew Moss	Shetland	Yes	C, X, E	9(9)	5(5)	13(13)			£673.67			£673.67	£673.67
Ann Murdoch	Inverness	Yes	C, F	2(8)	3(5)	5(13)	£150.00		£209.80			£209.80	£359.80
Michael Paul	Aberdeen	Yes	C, F	6(8)	3(5)	9(13)			£167.68			£167.68	£167.68
Ailie Rankin	Wemyss Bay	Yes	C, E	6(8)	4(5)	10(13)						£0.00	£0.00
Elizabeth Russell	Huntley	Yes	C, F	2(8)	2(5)	4(13)						£0.00	£0.00
Jennifer Seed*	Monifieth	Yes	C	0(2)	0(2)	0(4)						£0.00	£0.00
Councillor Iain Sinclair	Falkirk		C	3(4)	0(3)	3(7)						£0.00	£0.00
Dr Ian Sharpe	Edinburgh		C, X, F	12(12)	4(5)	15(16)						£0.00	£0.00
Sarah Sinclair	Kinross		C, E	8(8)	4(5)	12(13)			£11.50	£93.60		£105.10	£105.10
Dr Hannah Tweed	Glasgow		C, P	3(4)	2(3)	5(7)	£525.00			£129.60		£129.60	£654.60
Nuzhat Uthmani	Glasgow	Yes	C, P	5(7)	2(5)	7(12)						£0.00	£0.00
Jon Vincent	Glasgow		C, E	6(8)	2(5)	8(13)						£0.00	£0.00
Catherine Whitley	Glasgow		C, E	7(8)	3(5)	10(13)						£0.00	£0.00
John J Wilson*	Livingston	Yes	C	2(4)	4(5)	6(9)						£0.00	£0.00
TOTALS							£2,250.00	£1,650.00	£1,873.75	£1,206.99	£0.00	£3,080.74	£6,980.74

It should be noted that although members are sometimes not able to attend in person, detailed written submissions/contributions are often made.

Committees	Total No of Meetings	Abbreviation
Council	4(4)	C
Conveners Committee	4(4)	X
Education Committee	4(4)	E
Finance & Corporate Services Committee	4(4)	F
Professional Regulatory Assurance Committee	3(3)	P
	19(19)	

Non-Committees

Other GTCS Events, Working Groups and Duties O

Notes:

- 1 Compensation and expenses payments relate to members' attendance at meetings of Council and its committees (as detailed above) and also their involvement in other GTCS work including working groups and panels on which Council members serve.
- 2 The Council Convener (CC) and the Council Vice Convener (VC) are *ex officio* members of all GTCS committees except the Regulatory Governance Sub-Committee.
- 3 Members marked with an asterisk* either left or joined the Council membership mid-term and therefore will not have been in a position to attend all meetings.



Senior Staff Salaries As at 31 March 2025

GTC Scotland is almost entirely funded by teacher registration fees.

Below you will find details of the salaries of senior staff at GTC Scotland who were in post as at 31 March 2025

Job Title	Name	Pay Scale	Pay Band at 31 March 2025 (£000)	Pension Scheme	Employee Contribution	Employer Contribution
Chief Executive and Registrar	Pauline Stephen	14	109.1 – 121.3	SPF	9.5%	6.5%
Director of Regulation and Legal Services	Jennifer Macdonald	13	89.1 – 99.1	SPF	9.1%	6.5%
Director of Education, Registration and Professional Learning	Victoria Smith	13	89.1 – 99.1	SPF	8.9%	6.5%

SPF Strathclyde Pension Fund