

Meeting Minute

Council Meeting – Public Session (24-26Co(25)min7)

Date of meeting:

Wednesday 3 December 2025

Starting time:

10.30am

Venue:

Clerwood House

Present:

Omar Kettlewell (Convener), Sandie Gordon (Vice Convener), Ailie Rankin, Andrew McPake, Gerry McCormick, Graeme Cowie, Helen Happer, Anne Marie Harley, Jon Vincent, Kirsty Mavor, Lilian Field, Matthew Moss, Mike Paul, Robert Macmillan, Susan Leslie, Iain Gibson, Christopher Devlin, Hannah Tweed, Ian Sharpe, Sarah Sinclair, Clare Harker (until 11:15), Evelyn McLaren and Catherine Whitley.

In attendance:

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

Observers:

David Nicholl – On Board Training

Jenna Hall – Regulatory Solicitor

Agenda item number: 1

Apologies for absence

Apologies were received from Aileen Kennedy, Greg Bremner, Abdul Elghedafi, Jane Malcolm, Jennifer Seed, Elizabeth Russell, Nazim Hamid, Stephen Day, James Lyon and Iain Sinclair.

Agenda item number: 2

Announcements

There were no announcements.

Agenda item number: 3

Intimation of Any Competence Business

There were no intimations of any competent business.

Agenda item number: 4

Declarations of Interest

Declarations of interest in the public session were raised relating to 1 agenda item.

- Under agenda item 7 with reference to MyGTCS, Omar Kettlewell declared an interest as a supporter of two provisionally registered teachers.

Business – Public Session

For discussion and approval

Agenda item number: 5

Minute of Council meeting held on 17 September 2025 and matters arising – public session only

Documents circulated:

- Draft minute of Council meeting held on 17 September 2025 – public session (24-26Co(25)min6-public)

Agreed action/decision/amendment:

Decision:

The draft minute of the public session of the Council meeting held on 17 September 2025 was approved.

Agenda item number: 7

Chief Executive and Registrar's Report

Documents circulated:

Chief Executive and Registrar's Report (24-26Co(25)40)

Key points of discussion:

The CE presented key points from the report.

A member requested more information on Fitness to Teach (FTT) cases to be provided in reports specifically on historical and current equalities monitoring, the profile of referrers and teachers who are subject to an investigation and timescales related to investigations. CE shared that information on recent hearing decisions is available on the GTC Scotland website, all members can attend the Decision Process Review Group (DPRG) which quality assures the FTT decision-making process and that the PRA

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committee will receive a mid-year report on FTT casework at the next meeting cycle. It was also highlighted that the Fitness to Teach Insight Report was published in April 2024 and this is to be followed by a series of other reports, including case and referrer profile and teacher profile.

GTC Scotland officers explained that there is currently no legal basis for GTC Scotland to collect equalities data on a mandatory basis so to do would infringe data protection requirements. This information can only be gathered on a voluntary anonymous basis. There will be further exploration of this issue at PRA Committee when it considers a teacher profile report and there is also the opportunity to discuss it as part of wider FTT improvement work.

A member asked what the CE believed to be the key issues for teacher retention and what role does GTC Scotland have in tackling this. CE said that GTC Scotland has a legislative role to advise ministers on teacher supply and provided a summary of the issues in relation to workforce planning in Scottish education. The information shared with Scottish Government has been well received but there is more work to do to raise awareness at a national level on our recommendations and in making them happen. Agreed action/decision/amendment:

Decision:

Members approved the report with a view to it providing Council with assurance in relation to GTC Scotland's performance and impact and that the organisation is being managed and run by the Chief Executive effectively and responsibly.

For Noting – Public Session

Agenda item number: 7

Financial Position as at 30 September 2025

Documents circulated:

Financial position as at 30 September 2025 (24-26Co(25)41)

Key themes:

No matters arising. Members noted the financial position as at 30 September 2025.