

Meeting Minute

Council Meeting – Public Session (24-26Co(26)min8)

Date of meeting:

Thursday 5 March 2026

Starting time:

1.30pm

Venue:

Clerwood House

Present:

Omar Kettlewell (Convener), Sarah Sinclair, Lilian Field, Mike Paul, Aileen Kennedy, Jon Vincent, Hannah Tweed, Christopher Devlin, Jane Malcolm, Helen Happer, Robert Macmillan, Ian Sharpe, Jennie Seed, Clare Harker, Anne-Marie Harley, Susan Leslie, Abdul Elghedafi, Andrew McPake, Gerry McCormick, Sandie Gordon, Iain Gibson

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)
Zoe Wilson – Governance Officer (GO)
Suzie Valente – Leadership Support Officer (LSO)
Nicola Coutts – Leadership Support Officer (LSO)

Observers:

Clare White, Lead Registration Case Officer
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Agenda item number: 1

Apologies for absence

Apologies were received from Stephen Day, Catherine Whitley, Kirsty Mavor, Greg Bremner, Matthew Moss, Iain Sinclair, Nazim Hamid, Graeme Cowie, Ailie Rankin, Liz Russell, Evelyn McLaren, James Lyon.

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 & 6

Minute of Council meeting held on 3 December 2025 and matters arising – public session only

Documents circulated:

- Draft minute of Council meeting held on 3 December 2025 – public session (24-26Co(25)min7_Public)

Agreed action/decision/amendment:

Decision:

The draft minute of the public session of the Council meeting held on 3 December 2025 was approved.

Agenda item number: 7

Chief Executive and Registrar's Report

Documents circulated:

Chief Executive and Registrar's Report (24-26Co(26)49)

Key points of discussion:

The CE presented key points from the report.

More detail about the decision to delay the rollout of the new MyGTCS platform was requested. The CEO explained that the extension is to allow additional testing using the learning from phase 1. Members received assurance that the delay is to ensure confidence in the platform in respect of load and validation of transferred data before going live.

Members discussed the low uptake of Additional Support Needs (ASN) registration despite rising ASN needs across Scotland. The CE explained that information about additional registration has been shared with Scottish government and promoted through materials and the website. The CE said that we have been highlighting that working in specialist setting should prompt teachers to seek ASN registration, but progress requires support from local authorities and partners, along with adequate resourcing, time, space and mentoring to help teachers pursue this pathway.

Members were pleased to hear about the high number of appointments to the fitness to teach panel member pool. The GO explained that actions will be required in relation to the recruitment of lay members as this was less successful..

There was further discussion about additional registration requirements for primary teachers who wish to teach in secondary schools. The CE noted ongoing discussions with the Cabinet Secretary about potential funding and possible incentives for additional registration. It was emphasised that employing primary teachers to teach in secondary settings without the appropriate secondary registration is unlawful.

It was also highlighted that GTC Scotland does not have an enforcement role with employers – we can provide guidance on registration requirements to them only. Currently, no body appears to be actively enforcing statutory requirements around employing appropriately registered teachers and this does not appear to be in the scope of HMIE's draft local authority inspection framework.

Members highlighted the importance of giving risk discussions a high profile within Council, suggesting that the planned risk deep dive could help broaden involvement beyond the knowledge and perspective of the FCS committee. KPI reporting was discussed, with emphasis on finalising clear, reliable KPIs for the incoming Council. It was also cautioned that apparent trajectories in KPI charts are linked to data reporting that is still in its early stages or under development and therefore should be interpreted carefully.

Agreed 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: 8

Financial Position as at 31 December 2025

Documents circulated:

Financial position as at 31 December 2025 (24-26Co(26)50)

Key themes:

No matters arising. Members noted the financial position as at 31 December 2025.