

Public Services Reform (Scotland) Act 2010

Reporting Requirements 2025-2026

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 2025-26

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, PR campaigns and media relations, marketing research and evaluation, branding and design, promotional events, external events, conferences and exhibitions, corporate communications, publications and printing, website development and updating our customer service activities.	£257,749
Overseas travel	£Nil
Hospitality and entertainment	£226
External consultancy	£37,557
Remuneration received in excess of £150,000	£Nil

Payments over £25,000

Payee	Payment Date	Subject Matter	Amount (£)
Anderson Strathern LLP	11/06/2025	Legal costs	28,227
Anderson Strathern LLP	23/07/2025	Legal costs	32,094
Anderson Strathern LLP	08/10/2025	Legal costs	28,258
Anderson Strathern LLP	12/11/2025	Legal costs	25,770
Anderson Strathern LLP	03/12/2025	Legal costs	27,156
Anderson Strathern LLP	11/03/2026	Legal costs	33,473
EBSCO International Inc	23/07/2025	Online resources for Registrants	29,295
Fortesium Limited	30/04/2025	Digital services (MyGTCS project costs)	46,800
Fortesium Limited	25/06/2025	Digital services (MyGTCS project costs)	46,800
Fortesium Limited	20/08/2025	Digital services (MyGTCS project costs and support costs)	60,210
Fortesium Limited	07/01/2026	Digital services (MyGTCS project costs and support costs)	42,900
Fortesium Limited	20/01/2026	Digital services (MyGTCS project costs)	39,000
HMRC	02/04/2025	PAYE/NI Mar 25	94,364
HMRC	30/04/2025	PAYE/NI Apr 25	97,176
HMRC	04/06/2025	PAYE/NI May 25	108,709
HMRC	02/07/2025	PAYE/NI Jun 25	109,872
HMRC	06/08/2025	PAYE/NI Jul 25	105,981
HMRC	03/09/2025	PAYE/NI Aug 25	105,787
HMRC	01/10/2025	PAYE/NI Sept 25	107,619
HMRC	05/11/2025	PAYE/NI Oct 25	107,026
HMRC	03/12/2025	PAYE/NI Nov 25	104,794
HMRC	17/12/2025	PAYE/NI Dec 25	106,097
HMRC	04/02/2026	PAYE/NI Jan 26	104,906
HMRC	04/03/2026	PAYE/NI Feb 26	103,156
Howden Scotland Limited	02/07/2025	Annual insurance premiums	39,807
Legal & General Assurance Society	14/01/2026	Ill Health Liability Insurance	110,302
PSA for Health and Social Care	09/04/2025	External consultancy	28,695
Strathclyde Pension Fund	02/04/2025	Pension contributions Mar 25	27,753
Strathclyde Pension Fund	30/04/2025	Pension contributions Apr 25	28,984
Strathclyde Pension Fund	04/06/2025	Pension contributions May 25	29,536
Strathclyde Pension Fund	02/07/2025	Pension contributions Jun 25	29,888
Strathclyde Pension Fund	06/08/2025	Pension contributions Jul 25	29,669
Strathclyde Pension Fund	03/09/2025	Pension contributions Aug 25	29,287
Strathclyde Pension Fund	01/10/2025	Pension contributions Sept 25	29,120
Strathclyde Pension Fund	05/11/2025	Pension contributions Oct 25	29,000
Strathclyde Pension Fund	03/12/2025	Pension contributions Nov 25	29,196
Strathclyde Pension Fund	17/12/2025	Pension contributions Dec 25	29,480
Strathclyde Pension Fund	04/02/2026	Pension contributions Jan 26	29,411
Strathclyde Pension Fund	04/03/2026	Pension contributions Feb 26	29,400
Total			2,224,998

GTC Scotland - Council Member Attendance and Payments Schedule
1 April 2025 to 31 March 2026

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	Yes	C, P	5(8)	1(5)	6(13)						£0.00	£0.00
Graeme Cowie	Aberdeen	Yes	C, P	5(8)	2(5)	7(13)			£122.89	£216.00		£338.89	£338.89
Dr Stephen Day	Motherwell	Yes	C	2(4)	1(5)	3(9)						£0.00	£0.00
Christopher Devlin	Bothwell	Yes	C, P	7(8)	3(5)	10(13)				£66.60		£66.60	£66.60
Abdul Elghadafi	Aberdeen		C, F	7(8)	2(5)	9(13)	£750.00		£59.13	£342.90		£402.03	£1,152.03
Lillian Field	Aberdeenshire	Yes	C, X, F	12(12)	3(3)	15(15)			£67.50	£421.20		£488.70	£488.70
Councillor Paul Finnegan	Harris		C, E	0(7)	0(2)	0(9)						£0.00	£0.00
Iain Gibson	Aberdeen	Yes	C, P	8(8)	2(3)	10(11)						£0.00	£0.00
Sandie Gordon (VC)	Edinburgh	Yes	C, X, E, F, P	15(20)	4(5)	19(25)			£4.40			£4.40	£4.40
Nazim Hamid	Glasgow		C, P	3(8)	1(3)	4(11)						£0.00	£0.00
Helen Happer	Edinburgh		C, P	6(8)	4(5)	9(13)	£225.00					£0.00	£225.00
Clare Harker	Glasgow	Yes	C, X, E	8(12)	1(5)	9(17)						£0.00	£0.00
Anne Marie Harley	Polmont	Yes	C, X, P	4(9)	1(5)	5(14)						£0.00	£0.00
Professor Aileen Kennedy	Carluke	Yes	C, E	5(8)	0(3)	5(11)						£0.00	£0.00
Omar Kettlewell (CC)	Glasgow	Yes	C, X, E, F, P	20(20)	3(3)	23(23)						£0.00	£0.00
Susan Leslie	Burntisland		C, E	7(8)	3(5)	10(13)				£79.20		£79.20	£79.20
James Lyon*	Moray	Yes	C, P	1(8)	0(3)	1(11)						£0.00	£0.00
Robert Macmillan	Cupar	Yes	C, E, F	8(12)	3(3)	11(15)						£0.00	£0.00
Jane Malcom	Roxburghshire		C, E	4(8)	2(3)	6(11)	£225.00		£95.48	£24.30		£119.78	£344.78
Kirsty Mavor	Edinburgh		C,	3(4)	1(5)	4(9)						£0.00	£0.00
Gerry McCormick	Glasgow		C, E	7(8)	2(3)	9(11)						£0.00	£0.00
Evelyn McLaren	Hamilton	Yes	C, P	6(8)	2(5)	8(13)						£0.00	£0.00
Andrew McPake	Edinburgh	Yes	C, X, P	7(12)	3(5)	10(17)			£54.60	£254.25		£308.85	£308.85
Matthew Moss	Shetland	Yes	C, X, E	9(12)	4(5)	13(17)			£581.46			£581.46	£581.46
Ann Murdoch	Inverness	Yes	C, F	0(7)	0(2)	0(9)						£0.00	£0.00
Michael Paul	Aberdeen	Yes	C, F	7(8)	5(5)	12(13)			£428.85			£428.85	£428.85
Ailie Rankin	Wemyss Bay	Yes	C, E	5(8)	2(5)	7(13)						£0.00	£0.00
Elizabeth Russell	Huntley	Yes	C, F	2(8)	1(3)	3(11)						£0.00	£0.00
Jennifer Seed*	Monifieth	Yes	C	3(4)	2(3)	5(7)						£0.00	£0.00
Councillor Iain Sinclair	Falkirk		C	0(4)	0(3)	0(7)						£0.00	£0.00
Dr Ian Sharpe	Edinburgh		C, X, F	11(12)	1(5)	12(17)						£0.00	£0.00
Sarah Sinclair	Kinross	Yes	C, E	7(8)	3(5)	10(13)						£0.00	£0.00
Dr Hannah Tweed	Glasgow		C, P	5(8)	3(5)	8(13)	£375.00			£43.20		£43.20	£418.20
Nuzhat Uthmani	Glasgow	Yes	C, P	3(4)	1(1)	4(5)						£0.00	£0.00
Jon Vincent	Glasgow		C, E	7(8)	1(3)	8(11)						£0.00	£0.00
Catherine Whitley	Glasgow	Yes	C, E	5(8)	1(5)	6(13)						£0.00	£0.00
TOTALS							£1,575.00	£0.00	£1,414.31	£1,447.65	£0.00	£2,861.96	£4,436.96

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	4(4)	P
	20(20)	

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 2026

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 2026

Job Title	Name	Pay Scale	Pay band at 31 March 2026 (£000)	Pension Scheme	Employee Contribution	Employer Contribution
Chief Executive and Registrar	Dr Pauline Stephen	14	112.4 – 124.9	SPF	9.7%	6.5%
Strategic Director	Jennifer Macdonald	13	91.8 – 102.0	SPF	9.2%	6.5%
Strategic Director	Victoria Smith	13	91.8 – 102.0	SPF	9.0%	6.5%

SPF Strathclyde Pension Fund