Glasgow Kelvin College

ITEM 18
FOR NOTING

GLASGOW KELVIN COLLEGE

Learning and Teaching Committee – 4 May 2022

GTC Scotland Consultation Outcomes

Report by Vice Principal Curriculum and Quality Enhancement

1. Introduction

This report updates members on the outcomes from the recent General Teaching Council Scotland (GTCS) consultation on proposals relating to the registration rules for College lecturers.

2. College Lecturer Registration Rules - Consultation Outcomes

At the end of last year, GTCS conducted a public consultation on proposals to make changes to their registration rules to support the registration of lecturing staff, which was agreed as part of national bargaining. The consultation sought views on a range of aspects, some of which were relevant to the school sector, but in the main, focused on changes which could facilitate the registration of college lecturers. In particular, the consultation sought views on a proposal to create an interim category which would act as a partial 'grandparenting' type scheme to address the large number of teaching staff without TQFE. Research suggests that around one third of all lecturing staff nationally do not hold TQFE and the backlog will take several years to address.

Following the closure of the GTCS consultation on 5th January 2022, an independent reviewer analysed the responses and developed a report for a GTCS council meeting. In the attached letter to college principals dated 4th March 2022, Pauline Stephen, Chief Executive Officer, GTCS outlines the outcomes of the GTCS council deliberations. In summary, the letter sets out that there will be no changes to the GTCS Registration and Standards Rules at this time and that the legislative context will be explored in relation to lecturer registration.

For the college sector, this means:

- there will be no definition of the 'FE' category of registration brought in at this time;
- there will be no progression of an Interim Category of Registration; and
- GTCS consider legislative change a key route to registration for the sector.

For point two, this means there is no planned arrangement to transition those not currently eligible to register with GTCS onto the Register. Whilst this is disappointing, it will allow the sector time to review the next steps, which the letter outlines will include discussion on legislative change.

At an individual college level, we will continue to prioritise reducing our backlog of staff without TQFE and encouraging all qualified staff to maintain GTCS registration.

3. Resource Implications

It costs the College approximately £10k to support a staff member to complete TQFE and this year the College is supporting 10 staff. However, around 60 staff remain without TQFE and therefore addressing this backlog will require significant resources.

4. Equalities

No equalities impacts are identified.

5. Risk and Assurance

The decision by GTCS not to create an interim category for unqualified lecturers means that a relatively large number of lecturing staff employed without TQFE will not be able to register with GTCS. This may create division and feelings of unfairness within staff groups, with some staff required to register with GTCS and some not.

6. Data Protection

There are no data protection implications arising directly from this report

7. Recommendations

Members are recommended to:

i. note the contents of the report.

8. Further Information

Members can obtain additional information on the contents of this report from Robin Ashton, Vice Principal Curriculum and Quality Enhancement.

Glasgow Kelvin College
RA
07/04/22

Appendix

THE GENERAL TEACHING COUNCIL FOR SCOTLAND

gtc SCOTLAND

Clerwood House
96 Clermiston Road
Edinburgh EH12 6UT
Tel: 0131 314 6000

To College Principals

4 March 2022

Dear Colleague

GTC Scotland Registration Rules

At GTC Scotland we enhance professionalism in teaching by keeping a register of teachers and setting and regulating the standards expected of our registrants. The register of teachers and its underlying rules are fundamental to Scottish education operating in the public interest and play a vital role in maintaining trust in the education system. We believe that it is only by working collaboratively with our partners that we can achieve our shared ambitions for Scottish education.

It is with this in mind that I am writing with an update to GTC Scotland's registration rules. As you know a public consultation to seek views about proposed changes to the existing GTC Scotland Registration and Standards Rules 2015 closed in January. This was a comprehensive consultation and included 22 specific questions in relation to proposed changes. GTC Scotland commissioned an external independent researcher to review the responses to the consultation and I have attached the link to the full report for your interest.

GTC Scotland's governing Council has now considered what action is needed in response to the feedback provided and has determined that there is a need for further engagement and consultation with partners. By listening to the feedback of our partners and those who engage with education, it has become clear that greater clarification and understanding of existing registration arrangements, as well as the role of GTC Scotland, is required to ensure that we develop the best solutions possible for all parts of the system. Areas where further focus is needed include:

- GTC Scotland's role and context as a body that is established and governed by legislation;
- Who GTC Scotland register and why;
- What it means to be a 'teacher';
- What registration categories GTC Scotland currently has and why;
- What a registration category needs to reflect and inform and what it does not.

The purpose of this letter is to inform you of Council's decision; the immediate impact of which is that new registration rules will not come into place from April as originally planned. GTC Scotland will continue to operate within the Registration and Standards Rules 2015. The registration rules form one of the main policy pillars for GTC Scotland and are our legal position in terms of registration requirements – essentially they outline what it means to be identified as a teacher in Scotland. There are a number of policy improvements that can take place within this existing framework, and we will continue to undertake this work.

A requirement for registration as a teacher is for the teacher to have a recognised teaching qualification or education, training or experience that warrants registration. Essentially equivalency to a teaching qualification is sought through this assessment. The longstanding policy position of GTC Scotland's Council is that

experience or service alone is not a route to registration. What a teaching qualification constitutes is set out in schedule 2 of the GTC Scotland Registration and Standards Rules 2015.

In the context of college lecturer registration, the existing rules provide routes to registration for individuals with a recognised teaching qualification in further education or a primary/secondary teaching qualification with experience in the further education context. The existing framework also provides for a comparability assessment for those individuals qualified outside Scotland who have undertaken an equivalent teaching qualification.

The current arrangement of registration with GTC Scotland being deemed as mandatory at the point that eligibility is achieved is currently at approximately 54% take up. For avoidance of doubt the proposal to create a category of interim registration as a grandparenting mechanism for the existing workforce who do not have a teaching qualification to access the register of teachers will not currently progress. GTC Scotland is committed to working within our existing framework to support registration in the college sector as well as to exploring the legislative context that could provide a valuable lever for this programme of work.

The consultation feedback provides important information about aspects that need to be further explored in collaboration with others. Our intention is therefore to engage further with key partners to discuss specific matters and CLRWG will continue to have an important role in this space.

I hope this is a helpful update. Please don't hesitate to get in touch if there are specific aspects you would like to discuss in more detail.

You can access the responses to the consultation, along with the press release on our website.

Yours sincerely

Pauline Stephen

Dr Pauline Stephen
Chief Executive and Registrar