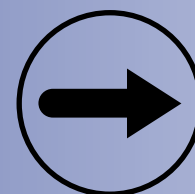


# **Response to a consultation on proposed amendments to the General Teaching Council for Wales (Constitution) Regulations 1999, as amended**

DELLS Information Document No: 049-06

Date of Issue: **October 2006**

**Information  
Document**



**Teaching and  
Leadership**



- Title of Document:** Response to a consultation on proposed amendments to the General Teaching Council for Wales (Constitution) Regulations 1999, as amended.
- Audience:** Those bodies listed in the Schedule to the General Teaching Council for Wales (Constitution) Regulations 1999 (as replaced by the General teaching Council for Wales (Constitution) (Amendment) Regulations 2003); Directors of Education; 10% sample of maintained schools in Wales and other bodies concerned with education in Wales including the initial Teacher Training Institutions; Higher and Further Education Institutions; the General Teaching Councils and teaching unions.
- Overview:** This document outlines the response to a consultation on proposed amendments to the General teaching Council for Wales (Constitution) Regulations 1999, as amended.
- Further information:** Mrs Christine Chapple  
Practitioner Division 2  
Department for Education and Lifelong Learning & Skills  
Welsh Assembly Government  
Cathays Park  
Cardiff  
CF10 3NQ  
  
Tel: 029 2082 6055  
Fax: 029 2082 6109  
E-mail: [gtcw.enquiries@wales.gsi.gov.uk](mailto:gtcw.enquiries@wales.gsi.gov.uk)
- Additional copies:** Further copies are available electronically at [www.learning.wales.gov.uk](http://www.learning.wales.gov.uk) / [www.dysgu.cymru.gov.uk](http://www.dysgu.cymru.gov.uk)
- Related Documents:** The General Teaching Council for Wales (Constitution) Regulations 1999 SI1999/1619  
  
The General Teaching Council for Wales (Constitution) (Amendment) Regulations 1999, SI 1999/(W.43)  
  
The General Teaching Council for Wales (Constitution) (Amendment) Regulations 2003, SI 2003/(W.51)  
  
The Education (Specified Work and Registration) (Wales) Regulations 2004, SI 2004/(W.183)

**Response to a  
Consultation on the  
proposed amendments  
to the General Teaching  
Council for Wales  
(Constitution)  
Regulations 1999, as  
amended.**

**Date: October 2005**

**Title of Document:** Response to a consultation on proposed amendments to the General Teaching Council for Wales (Constitution) Regulations 1999, as amended.

**Audience:** Those bodies listed in the Schedule to the General Teaching Council for Wales (Constitution) Regulations 1999 (as replaced by the General teaching Council for Wales (Constitution) (Amendment) Regulations 2003); Directors of Education; 10% sample of maintained schools in Wales and other bodies concerned with education in Wales including the initial Teacher Training Institutions; Higher and Further Education Institutions; the General Teaching Councils and teaching unions.

**Overview:** This document outlines the response to a consultation on proposed amendments to the General teaching Council for Wales (Constitution) Regulations 1999, as amended.

**Action Required:** No further action required

**Further Information:** Mrs Christine Chapple  
Teaching and Leadership Division 2  
Welsh Assembly Government  
Cathays Park  
Cardiff CF10 3NQ  
Tel: 029 2082 6055  
Fax: 029 2082 6109  
Email: [gtcwenquiries@wales.gsi.gov.uk](mailto:gtcwenquiries@wales.gsi.gov.uk)

**Further Copies:** Further copies are available electronically at [www.learning.wales.gov.uk](http://www.learning.wales.gov.uk) / [www.dysgu.cymru.gov.uk](http://www.dysgu.cymru.gov.uk)

**Related Documents:** The General Teaching Council for Wales (Constitution) Regulations 1999 SI1999/1619

The General Teaching Council for Wales (Constitution) (Amendment) Regulations 1999, SI 1999/(W.43)

The General Teaching Council for Wales (Constitution) (Amendment) Regulations 2003, SI 2003/(W.51)

The Education (Specified Work and Registration) (Wales) Regulations 2004, SI 2004/(W.183)

## **CONTENTS**

<b>1. Background to the Consultation Exercise.</b>	<b>Pg 4-5</b>
<b>2. Consultation Questions.</b>	<b>Pg 6</b>
<b>3. Breakdown of Responses.</b>	<b>Pg 7</b>
<b>4. Individual Responses to Questions.</b>	<b>Pg 8-22</b>
<b>5. Summary Response to all Questions.</b>	<b>Pg 23-26</b>
<b>6. Additional Comments.</b>	<b>Pg 27-28</b>

## **1. BACKGROUND TO THE CONSULTATION EXERCISE**

### **The General Teaching Council for Wales Regulations 1999.**

The General Teaching Council for Wales was established by the National Assembly for Wales on 1 September 2000. It provides an independent and authoritative voice for teachers, and was established to maintain and enhance high standards of teaching.

The General Teaching Council for Wales (Constitution) Regulations 1999 <http://www.opsi.gov.uk/si/si1999/19991619.htm>, as amended, (the 1999 Regulations) provide for the constitution of the GTCW. The Council consists of 25 Members; twelve are elected by their peers, nine are appointed by the National Assembly for Wales following nominations made by teacher unions and other educational organisations as set out in the Schedule to the 1999 Regulations, and four members are appointed directly by the National Assembly for Wales.

Prior to the Council's Establishment, the first election of Council Members was completed in April 2000 in accordance with an election scheme drawn up by the National Assembly for Wales. The 1999 Regulations currently provide that subsequent elections shall be conducted in accordance with an electoral scheme set out in rules made by the Council with the approval of the National Assembly for Wales. Election schemes prepared by the Council require the approval of the National Assembly for Wales. Details of the Council's election scheme can be found on the Council's website [www.gtcw.org.uk](http://www.gtcw.org.uk)

Schedule to the 1999 Regulations, which sets out the list of organisations entitled to nominate persons for appointment by the National Assembly for Wales, was replaced by a new Schedule in March 2003 following consultation with interested bodies to take account of changes to those organisations listed, for example, in terms of title of changes to constitution. The current list of bodies as included in the General (Constitution) (Amendment) Regulations 2003 can be accessed at <http://www.opsi.gov.uk/legislation/wales/wsi2003/20030389e.htm>

### **The Consultation**

Following the Council's round of elections in 2004 a review and evaluation was undertaken by the Council to determine the conduct of future elections. In light of the Council's evaluation report the Welsh Assembly Government has looked again at the constitution of the Council.

On 18 July 2005 the Welsh Assembly Government's Teaching and Leadership Division 2 published a bilingual consultation document to seek views on amendments to the Regulations which would ensure the next round of Council Elections would run as smoothly as possible.

The deadline for responses was 14 October 2005.

The document was distributed to representatives from the following organisations:

- 10% Sample of Schools across Wales
- Directors of Education
- Diocesan Organisation
- FE/HE Institutions
- GTCW
- Teachers Unions

## 2. CONSULTATION QUESTIONS

The consultation document addressed the following issues/questions:

- (i) Do you agree that the existing election category of head/deputy head teacher should be amended to include assistant head teachers?
- (ii) Do you consider that the existing titles of the voting categories of 'teacher of senior pupils' and 'teacher of junior pupils' as replaced by the General Teaching Council for Wales (Constitution)(Amendment) Regulations 1999 should be retained? Is further clarification needed to spell out precisely what each title means?
- (iii) If you consider that these titles should be renamed, do you agree that the titles should be "teachers of secondary school pupils" and "teachers of primary school pupils"? If not in what way should the categories be differentiated e.g. by age of the pupils taught?
- (iv) Do you support the proposal that the head/deputy head category should include at least one teacher of secondary/senior pupils at the head/deputy/assistant head level?
- (v) Do you agree that an amendment should be made to the 1999 Regulations so that candidates standing for election may only be those persons who are required to be registered with the Council?
- (vi) Do you agree that an amendment should be made to the 1999 Regulations so as to require organisations in Part 1 of the Schedule (the teaching unions) to only nominate persons who are required to be registered with the Council?
- (vii) Do you agree that an amendment should be made to the existing regulations to remove the requirement for the Council to seek the National Assembly for Wales' approval to its election scheme? If you agree, should provision be made in the proposed regulations to ensure that the Council's election scheme must include the points shown at a-f?
- (viii) Do you agree that the Schedule to the 1999 Regulations should be amended to allow changes of names to those organisations listed (providing that there are no other changes to the nature of the organisation) or removal of organisations that have ceased to exist and without the need for further legislation to amend the regulations?



### 3. BREAKDOWN OF RESPONSES

#### Responses to the Consultation Document

A total of 14 replies were received in response to the consultation document.  
A breakdown of the responses is detailed in the table below:

Organisation	Number of Respondents
LEA's and Educational Bodies	5
Diocesan Bodies	2
Schools	3
Teaching Unions	3
Other	1
Total	14

#### 4. INDIVIDUAL RESPONSES TO QUESTIONS

A breakdown of the individual responses, by question, is detailed in the pages below:

**Q1: Do you agree that the existing election category of head/deputy head teacher should be amended to include assistant head teachers?**

<b>Carmarthenshire County Council</b>	Agrees with the proposal.
<b>Caerphilly County Borough Council</b>	Agrees with the proposal.
<b>Conwy County Council</b>	Agrees with the proposal – as it will respond to the changes in school management.
<b>Ceredigion County Council</b>	Agrees with the proposal – to do so would reflect fairly the developments which have taken place over recent years.
<b>General Teaching Council for Wales*</b>	Agrees with the proposal.
<b>The Diocese of Monmouth</b>	Agrees with the proposal – it is seen as a necessary and sensible reform.
<b>Catholic Education Service</b>	Agrees with the proposal. It will reflect role and responsibilities of a wider number of people in this category and create a better opportunity for members in this category to include a group who presently feel excluded.
<b>A Primary School</b>	Agrees with the proposal.
<b>A Junior School</b>	Agrees with the proposal. With the advent of TLR's many smaller primary schools may well do without a deputy head and may appoint an assistant head.
<b>A Primary School</b>	Agrees with the proposal.
<b>NAHT Cymru*</b>	Agrees with the proposal.
<b>NASUWT Cymru</b>	Agree in part with the proposal. It would prefer that the existing category be amended to include head teachers only. However, if deputy heads are to be included, see no reason not to include assistant heads.
<b>NUT Cymru</b>	Agrees with the proposal.
<b>Welsh Language Board</b>	No comment to make on this proposal.

\*Received after deadline

## Q1. Summary Response

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	5	0	0
Diocesan Bodies	2	0	0
Schools	3	0	0
Teaching Unions	2	0	1
Other	-	-	-
<b>TOTAL</b>	12	0	1
<b>TOTAL (%)</b>	86%	0%	7%

**Q2: Do you consider that the existing titles of the voting categories of ‘teacher of senior pupils’ and ‘teacher of junior pupils’ as replaced by the General Teaching Council for Wales (Constitution)(Amendment) Regulations 1999 should be retained? Is further clarification needed to spell out precisely what each title means?**

<b>Carmarthenshire County Council</b>	Disagrees that the existing voting categories should be retained. Suggest that ‘Primary’ and ‘Secondary’ are used – Nursery can be accommodated into the former, FE into the latter, Special into both.
<b>Caerphilly County Borough Council</b>	Agrees with the proposal to retain the existing voting categories. A clarifying statement would be helpful.
<b>Conwy County Council</b>	Disagrees that the existing voting categories should be retained.
<b>Ceredigion County Council</b>	Disagrees that the existing voting categories should be retained - they are not sufficiently clear.
<b>General Teaching Council for Wales*</b>	Disagrees that the existing voting categories should be retained.
<b>The Diocese of Monmouth</b>	Disagrees that the existing voting categories should be retained. They are odd titles – one sometimes speaks of Y6 pupils as ‘senior’, for example, in their primary school context.
<b>Catholic Education Service</b>	Suggests that further clarification is required. It will be clearer if definitions were amended along age of pupils (or Key Stage). Age is clear.
<b>A Primary School</b>	Further clarification is required.
<b>A Junior School</b>	Disagrees that the existing voting categories should be retained – they are a bit vague, do junior pupils include infants, nursery.
<b>A Primary School</b>	Agrees that the existing voting categories should be retained but further clarification is needed.
<b>NAHT Cymru*</b>	Disagrees that the existing voting categories should be retained – further clarification is needed.
<b>NASUWT Cymru</b>	Disagrees that the existing voting categories should be retained.
<b>NUT Cymru</b>	Disagrees that the existing voting categories should be retained.
<b>Welsh Language Board</b>	No comment to make on this proposal.

\*Received after deadline

## Q2. Summary Response

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	1	4	0
Diocesan Bodies	0	2	0
Schools	2	1	0
Teaching Unions	0	3	0
Other	-	-	-
<b>TOTAL</b>	3	10	0
<b>TOTAL (%)</b>	21%	72%	0%

**Q3: If you consider that these titles should be renamed, do you agree that the titles should be “teachers of secondary school pupils” and “teachers of primary school pupils”? If not in what way should the categories be differentiated e.g. by age of the pupils taught?**

<b>Carmarthenshire County Council</b>	Agrees with the proposal.
<b>Caerphilly County Borough Council</b>	No comment to make on this proposal.
<b>Conwy County Council</b>	Agree with the proposal. Suggest it may be necessary to clarify ‘primary school pupils’ to include nursery/infant pupils.
<b>Ceredigion County Council</b>	Suggest the titles should be: -teachers of pupils under 11 years -teachers of pupils over 11 years.
<b>General Teaching Council for Wales*</b>	Agrees with the proposal. They add that once the category titles have been amended, further clarifications can be provided within the election scheme itself and the guidance produced for prospective candidates and for electors.
<b>The Diocese of Monmouth</b>	Agrees with the proposal. The titles seem appropriate and accurate (since there are no middle schools in Wales).
<b>Catholic Education Service</b>	Disagrees with the proposal. They suggest that differentiation by age will allow teachers in FE institutions who teach 14-19 in the vocational area to be eligible, not simply those in secondary schools.
<b>A Primary School</b>	Agrees with the proposal.
<b>A Junior School</b>	Agrees with the secondary school proposal. The primary school proposal should include foundation phase.
<b>A Primary School</b>	Existing titles should remain.
<b>NAHT Cymru*</b>	Agrees with the proposal.
<b>NASUWT Cymru</b>	Agrees with the proposal.
<b>NUT Cymru</b>	Agree with the titles on the proviso that the regulations and election materials give precise definitions e.g. that the definition of ‘teachers of primary school pupils’ should include nursery and foundation phase teachers. Also suggest it could be simpler to state age definitions.
<b>Welsh Language Board</b>	No comment to make on this proposal.

\*Received after deadline

### Q3. Summary Response

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	3	1	1
Diocesan Bodies	1	1	0
Schools	2	1	0
Teaching Unions	3	0	0
Other	-	-	-
<b>TOTAL</b>	9	3	1
<b>TOTAL (%)</b>	65%	21%	7%

**Q4. Do you support the proposal that the head/deputy head category should include at least one teacher of secondary/senior pupils at the head/deputy/assistant head level?**

<b>Carmarthenshire County Council</b>	Agrees with the proposal.
<b>Caerphilly County Borough Council</b>	Agrees with the proposal.
<b>Conwy County Council</b>	Agrees with the proposal.
<b>Ceredigion County Council</b>	Agrees with the proposal. There is a need to be fair in this matter. Although there are many fewer secondary schools, the number of pupils attending them are substantial.
<b>General Teaching Council for Wales*</b>	Agrees with the proposal. (**Please see below for further note).
<b>The Diocese of Monmouth Catholic Education Service</b>	Agrees with the proposal.
	Agrees with the proposal – the current arrangement disadvantages senior staff in the secondary sector in Wales and should be redressed.
<b>A Primary School</b>	Agrees with the proposal.
<b>A Junior School</b>	Agrees with the proposal – it would be a fairer representation of the teaching force.
<b>A Primary School</b>	Agrees with the proposal.
<b>NAHT Cymru*</b>	Agrees with the proposal. There should be one Primary Head teacher and one Secondary Head teacher.
<b>NASUWT Cymru</b>	Agrees with the proposal.
<b>NUT Cymru</b>	Agrees with the proposal on the proviso that the same is said for the primary/junior sector. (***Please see below for further note).
<b>Welsh Language Board</b>	No comment to make on this proposal.

\*Received after deadline

**\*\* GTCW:** “The Council has sought clarification from Electoral Reform Services and it has been confirmed that such practice is common in elections for similar organisations and can be incorporated into the voting system. The Constitution Regulations will have to be worded so as to enable at least one of the elected candidates to be from the secondary school sector and at least one from the primary school sector (although it could be argued that the latter is guaranteed by weight of numbers), whilst excluding similar provision for heads and deputies in other sectors such as Special schools, and PRU’s.”

**\*\*\*NUT Cymru:** “It is not good enough to state that numerical factors should ensure representation from the Primary Sector – the numbers of primary schools have dropped dramatically over the past five years or so and there is a fear that they will continue to do so. Some primary schools which will



continue to operate in different sites will, nevertheless, do so as a federation or cluster of schools under the leadership of one head teacher for the whole group. There are already examples of this practice. We cannot know what the numbers of primary schools will be – or secondary schools for that matter – in a few years time. There may well be major reorganisation in the provision of education which will affect both phases.

In any case, referring to one phase and not the other in this way would smack of special treatment. We do not believe that it is intended to reflect special treatment, but there is a danger that it could be construed as such and give offence.

The matter must also be considered in conjunction with Question 1. The inclusion of assistant head teachers in the head/deputy head teacher category would mean a great increase in the numbers in this category from the secondary sector. Most secondary schools have several assistant head teachers; primary schools have none.

An additional consideration must be the imminent schools' staffing structure reviews which will take place when the Welsh Assembly Government guidance on the issue (under consultation until 20 September 2005) is issued later this year. Schools are no longer required to have a deputy head teacher and many choose not to do so following their review."

#### **Q4. Summary Response**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	5	0	0
<b>Diocesan Bodies</b>	2	0	0
<b>Schools</b>	3	0	0
<b>Teaching Unions</b>	3	0	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	13	0	0
<b>TOTAL (%)</b>	93%	0%	0%

**Q5. Do you agree that an amendment should be made to the 1999 Regulations so that candidates standing for election may only be those persons who are required to be registered with the Council?**

<b>Carmarthenshire County Council</b>	Agrees with the proposal.
<b>Caerphilly County Borough Council</b>	Agrees with the proposal.
<b>Conwy County Council</b>	Agrees with the proposal.
<b>Ceredigion County Council</b>	Agrees with the proposal.
<b>General Teaching Council for Wales*</b>	Agrees with the proposal.
<b>The Diocese of Monmouth</b>	Agrees with the proposal.
<b>Catholic Education Service</b>	Agrees with the proposal – to provide a clear definition/criteria.
<b>A Primary School</b>	Agrees with the proposal.
<b>A Junior School</b>	Agrees with the proposal. Those required to be registered should be the only persons who stand. These are closer to the chalk face.
<b>A Primary School</b>	Agrees with the proposal.
<b>NAHT Cymru*</b>	Agrees with the proposal.
<b>NASUWT Cymru</b>	Agrees with the proposal and has proposed the same amendment itself. Such a proposal would enhance the credibility of the Council in the eyes of the teaching profession which it purports to represent.
<b>NUT Cymru</b>	Agrees with the proposal.
<b>Welsh Language Board</b>	No comment to make on this proposal.

- Received after deadline.

#### **Q5. Summary Response**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	5	0	0
<b>Diocesan Bodies</b>	2	0	0
<b>Schools</b>	3	0	0
<b>Teaching Unions</b>	3	0	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	13	0	0
<b>TOTAL (%)</b>	93%	0%	0%

**Q6. Do you agree that an amendment should be made to the 1999 Regulations so as to require organisations in Part 1 of the Schedule (the teaching unions) to only nominate persons who are required to be registered with the Council?**

<b>Carmarthenshire County Council</b>	Agrees with the proposal.
<b>Caerphilly County Borough Council</b>	Agrees with the proposal.
<b>Conwy County Council</b>	Agrees with the proposal.
<b>Ceredigion County Council</b>	Agrees with the proposal.
<b>General Teaching Council for Wales*</b>	Agrees with the proposal. This would be consistent with the current wording of the Regulations which requires teacher union nominees to be serving teachers or teachers with recent teaching experience.
<b>The Diocese of Monmouth</b>	Agrees with the proposal. You cannot have different rules in these two related categories.
<b>Catholic Education Service</b>	Agrees with the proposal. It is a logical consequence of agreeing to the proposal presented in Q5.
<b>A Primary School</b>	Agrees with the proposal.
<b>A Junior School</b>	Not sure about the proposal. Questions whether this severely restricts the Unions' choice.
<b>A Primary School</b>	Agrees with the proposal.
<b>NAHT Cymru*</b>	Agrees with the proposal.
<b>NASUWT Cymru</b>	Agrees with the proposal. (+Please see below for further note)
<b>NUT Cymru</b>	Agrees with the proposal.
<b>Welsh Language Board</b>	No comment to make on this proposal.

\* Received after deadline

+ NASUWT agrees with the proposed amendment that organisations listed in Part 1 of the Schedule should only nominate persons who are required to be registered with the Council. The Union, however, would reiterate it's strongly held belief that all teacher associations in Wales be given an automatic seat on the Council of the General Teaching Council for Wales. As stated in response to Question 5 it further believes that only those persons who are required to be registered with the Council should be eligible for nomination to the Council.

## Q6. Summary Response

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	5	0	0
Diocesan Bodies	2	0	0
Schools	2	0	1
Teaching Unions	3	0	0
Other	-	-	-
<b>TOTAL</b>	12	0	1
<b>TOTAL (%)</b>	86%	0%	7%

**Q7. Do you agree that an amendment should be made to the existing regulations to remove the requirement for the Council to seek the National Assembly for Wales' approval to its election scheme? If you agree, should provision be made in the proposed regulations to ensure that the Council's election scheme must include the points shown at a-f?**

<b>Carmarthenshire County Council</b>	Agrees with the proposal.
<b>Caerphilly County Borough Council</b>	Agrees with the proposal.
<b>Conwy County Council</b>	Agrees with the proposal.
<b>Ceredigion County Council</b>	Agrees with the proposal.
<b>General Teaching Council for Wales*</b>	Agrees with the first proposal. Disagrees with the second proposal – it is unnecessary. The Council's election scheme already includes all of the points. It would be impossible to run an election without such basics covered in the scheme.
<b>The Diocese of Monmouth Catholic Education Service</b>	Agrees with the proposal. Proposed regulations to ensure the Council's election scheme must be included – the alternative is to determine arrangement by an independent body.
<b>A Primary School</b>	Agrees with the proposal.
<b>A Junior School</b>	Agrees with the proposal. Feels that points a-f are very important in election schemes.
<b>A Primary School</b>	Agrees with the proposal.
<b>NAHT Cymru*</b>	Agrees with the first proposal. Disagrees with the second proposal as the election scheme already included the points a-f.
<b>NASUWT Cymru</b>	Disagrees with the proposal. In the interest of transparency the Council's election scheme should be subject to scrutiny and approval by a body other than the Council.
<b>NUT Cymru</b>	Agrees with the proposal. Want to play it safe. The requirements should be embedded in the GTC Wales' Constitutional Regulations as this is helpful for the future.
<b>Welsh Language Board</b>	No comment to make on this proposal.

\* Received after deadline

## Q7. Summary Response

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	5	0	0
Diocesan Bodies	2	0	0
Schools	3	0	0
Teaching Unions	2	1	0
Other	-	-	-
<b>TOTAL</b>	12	1	0
<b>TOTAL (%)</b>	86%	7%	0%

**Q8. Do you agree that the Schedule to the 1999 Regulations should be amended to allow changes of names to those organisations listed (providing that there are no other changes to the nature of the organisation) or removal of organisations that have ceased to exist and without the need for further legislation to amend the regulations?**

<b>Carmarthenshire County Council</b>	Agrees with the proposal.
<b>Caerphilly County Borough Council</b>	Agrees with the proposal.
<b>Conwy County Council</b>	Agrees with the proposal.
<b>Ceredigion County Council</b>	Agrees with the proposal. It would be more convenient and less complicated.
<b>General Teaching Council for Wales*</b>	Agrees with the proposal. It is a sensible proposal limited to changes to the names of organisations and those who no longer exist. It would remove the need for the Assembly to consult each time as occurred in 2003 as a result of some organisations listed in Part 2 of the Schedule ceasing to exist.
<b>The Diocese of Monmouth</b>	Agrees with the proposal. It seems a sensible piece of 'tidying up'.
<b>Catholic Education Service</b>	Agrees with the proposal.
<b>A Primary School</b>	Agrees with the proposal.
<b>A Junior School</b>	Agrees with the proposal.
<b>A Primary School</b>	Agrees with the proposal.
<b>NAHT Cymru*</b>	Agrees with the proposal.
<b>NASUWT Cymru</b>	Agrees with the proposal. It is mindful of the fact that five of the Assembly appointments are made from nominations from the listed bodies and, therefore, would repeat its position that only those persons who are required to be registered with the Council should be eligible for nomination to the Council.
<b>NUT Cymru</b>	Agrees with the proposal.
<b>Welsh Language Board</b>	No comment to make on this proposal.

\* Received after deadline

## Q8. Summary Response

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	5	0	0
Diocesan Bodies	2	0	0
Schools	3	0	0
Teaching Unions	3	0	0
Other	-	-	-
<b>TOTAL</b>	13	0	0
<b>TOTAL (%)</b>	93%	0%	0%



## 5. SUMMARY RESPONSE TO ALL QUESTIONS

Below are the Summary Response Tables for all 8 questions:

**Q1: Do you agree that the existing election category of head/deputy head teacher should be amended to include assistant head teachers?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	5	0	0
Diocesan Bodies	2	0	0
Schools	3	0	0
Teaching Unions	2	0	1
Other	-	-	-
<b>TOTAL</b>	12	0	1
<b>TOTAL (%)</b>	86%	0%	7%

**Q2: Do you consider that the existing titles of the voting categories of 'teacher of senior pupils' and 'teacher of junior pupils' as replaced by the General Teaching Council for Wales (Constitution)(Amendment) Regulations 1999 should be retained? Is further clarification needed to spell out precisely what each title means?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	1	4	0
Diocesan Bodies	0	2	0
Schools	2	1	0
Teaching Unions	0	3	0
Other	-	-	-
<b>TOTAL</b>	3	10	0
<b>TOTAL (%)</b>	21%	72%	0%

**Q3: If you consider that these titles should be renamed, do you agree that the titles should be “teachers of secondary school pupils” and “teachers of primary school pupils”? If not in what way should the categories be differentiated e.g. by age of the pupils taught?**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	3	1	1
<b>Diocesan Bodies</b>	1	1	0
<b>Schools</b>	2	1	0
<b>Teaching Unions</b>	3	0	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	9	3	1
<b>TOTAL (%)</b>	65%	21%	7%

**Q4. Do you support the proposal that the head/deputy head category should include at least one teacher of secondary/senior pupils at the head/deputy/assistant head level?**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	5	0	0
<b>Diocesan Bodies</b>	2	0	0
<b>Schools</b>	3	0	0
<b>Teaching Unions</b>	3	0	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	13	0	0
<b>TOTAL (%)</b>	93%	0%	0%

**Q5. Do you agree that an amendment should be made to the 1999 Regulations so that candidates standing for election may only be those persons who are required to be registered with the Council?**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	5	0	0
<b>Diocesan Bodies</b>	2	0	0
<b>Schools</b>	3	0	0
<b>Teaching Unions</b>	3	0	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	13	0	0
<b>TOTAL (%)</b>	93%	0%	0%

**Q6. Do you agree that an amendment should be made to the 1999 Regulations so as to require organisations in Part 1 of the Schedule (the teaching unions) to only nominate persons who are required to be registered with the Council?**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	5	0	0
<b>Diocesan Bodies</b>	2	0	0
<b>Schools</b>	2	0	1
<b>Teaching Unions</b>	3	0	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	12	0	1
<b>TOTAL (%)</b>	86%	0%	7%

**Q7. Do you agree that an amendment should be made to the existing regulations to remove the requirement for the Council to seek the National Assembly for Wales' approval to its election scheme? If you agree, should provision be made in the proposed regulations to ensure that the Council's election scheme must include the points shown at a-f?**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	5	0	0
<b>Diocesan Bodies</b>	2	0	0
<b>Schools</b>	3	0	0
<b>Teaching Unions</b>	2	1	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	12	1	0
<b>TOTAL (%)</b>	86%	7%	0%

**Q8. Do you agree that the Schedule to the 1999 Regulations should be amended to allow changes of names to those organisations listed (providing that there are no other changes to the nature of the organisation) or removal of organisations that have ceased to exist and without the need for further legislation to amend the regulations?**

<b>Organisation Response</b>	<b>Agree with proposal</b>	<b>Disagree with proposal</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	5	0	0
<b>Diocesan Bodies</b>	2	0	0
<b>Schools</b>	3	0	0
<b>Teaching Unions</b>	3	0	0
<b>Other</b>	-	-	-
<b>TOTAL</b>	13	0	0
<b>TOTAL (%)</b>	93%	0%	0%

## 6. ADDITIONAL COMMENTS

A number of respondents also raised further issues not directly related to the consultation questions.

### **The General Teaching Council for Wales:**

“The Council recommends that, in amending the GTCW Constitution Regulations, the Assembly takes the opportunity to clarify the position of elected and directly appointed members.

As the Regulations stand, it is clear that members who are appointed following nomination (Regulation 7(4)) “...*shall act as individual members and not as representatives of the organisation that nominated them*”. The Council finds this statement very helpful in clarifying the capacity in which members should approach the Council table and the Council’s business.

Council would find it more helpful again if Regulation 7.4 was extended to apply to all members of Council. This would reflect the Council’s existing ‘*Code of Conduct and Best Practice for Members*’ which already states under the section on the Nolan principles:

#### *Integrity*

*“Council members should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in their performance as members of the Council. Members observe the relevant Regulations which govern their membership of the Council and act as individuals in their own right and not as representatives of any organisations to which they may belong.”*

Council members would find it helpful to have this further strengthened by including such a statement in the Constitution Regulations. Such a change could be brought into effect by a slight rewording and a repositioning of Regulation 7.4 along the following lines: “*Members elected under paragraph 4 or appointed under paragraph 7 or paragraph 8 shall not act as representatives of organisations to which they belong or, in the case of appointed members, the organisations which nominated them or the Assembly.*”

### **NAHT Cymru**

“We feel there is a need for clarification on the roles of Elected and Directly Appointed Members, so that all members act as individuals.”

### **NASUWT**

“NASUWT made two further recommendations:

- The Regulations should be further amended to ensure that each teacher association in Wales be given an automatic seat on the Council of the General Teaching Council for Wales;

- The Regulations be further amended to ensure that practicing teachers holds the majority of seats on the Council of the General Teaching Council for Wales.”

### **NUT Cymru**

NUT Cymru is content with the actual proposal, that is, that only persons required to be registered with the Council could be nominated by the teacher unions. The regulations already state that they must be practicing teachers. However the proposal does not go far enough. From the outset, the Union has consistently argued that there should be a representative from all seven of the teacher unions in Wales on the Council. As a union NUT Cymru has the largest number of qualified teachers in membership in Wales but although some of the other unions are very small indeed compared they are content, for the sake of harmony, that all unions be represented equally.

The current Regulations mean that union representatives could be drawn from the minority unions only. Indeed, during the Council’s first term, there was no representative from NUT Cymru, although it represents close to 50% of teachers in Wales.

### **Welsh Language Board**

“The Welsh Language Board would like to respond by asking whether consideration is been given to providing representation based on the linguistic nature of the education provision.

We have noticed that the categories do consider sectors (age) and other aspects. We therefore ask what steps are being taken to ensure that the Council is representative in terms of the linguistic provision in the education system in Wales.”