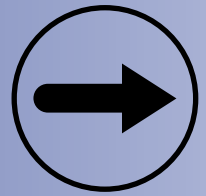


# Responses to the Consultation on the General Teaching Council for Wales (Constitution) (Amendment) Regulations 2007

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**Information  
Document**



**Teaching and  
Leadership**



<b>Title of Document:</b>	Response to the Consultation on the General Teaching Council for Wales (Constitution) (Amendment) Regulations 2007.
<b>Audience:</b>	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.
<b>Overview:</b>	This document outlines the response to a consultation on proposed amendments to the General teaching Council for Wales (Constitution) Regulations 1999, as amended.
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<b>Additional copies:</b>	Further copies are available electronically at <a href="http://www.learning.wales.gov.uk">www.learning.wales.gov.uk</a> / <a href="http://www.dysgu.cymru.gov.uk">www.dysgu.cymru.gov.uk</a>
<b>Related Documents:</b>	<p>The General Teaching Council for Wales (Constitution) Regulations 1999 SI1999/1619</p> <p>The General Teaching Council for Wales (Constitution) (Amendment) Regulations 1999, SI 1999/(W.43)</p> <p>The General Teaching Council for Wales (Constitution) (Amendment) Regulations 2003, SI 2003/(W.51)</p>

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General Teaching  
Council for Wales  
(Constitution)  
(Amendment)  
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- Action Required:** No further action required
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## **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 looked again at the constitution of the Council and went out to consultation in July 2005 seeking views on amendments to the Regulations which would ensure the next round of Council Elections would run as smoothly as possible.

From the comments received there was support to amend the regulations in the proposed way, however, the respondents also raised three issues about the composition of the Council which were not included in the consultation and these were:

- the need to clarify the position of elected and directly appointed members;
- a call for all teacher unions in Wales to be given a guaranteed place on the Council;
- a request that consideration be given to providing representation based on the linguistic nature of the education system in Wales.

Given the significance of these issues, and after careful consideration, it was decided to put the proposed regulations on hold, and to undertake a full and thorough consultation on the additional issues. The Welsh Assembly Government went back out to consultation in June 2006. The deadline for responses was 8 September 2006.

The document was distributed to representatives from the following organisations:

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

## **2. CONSULTATION QUESTIONS**

The consultation document addressed the following issues/questions:

Q1. Do you agree that the current requirement that applies only to nominated members which requires them to “*act as individual members and not as representatives of the organisations which nominated them*” should be extended to cover all members of the Council?

Q2. Do you feel that all the teacher unions in Wales should be given a guaranteed place on the Council?

Q3. Would this better serve the teaching profession?

Q4. Do you think the status quo should be maintained?

Q5. Do you think the size of the Council should be increased to include a member from each of the unions currently listed in Part 1 of the Schedule to the Regulations?

Q6. Do you think the list of organisations in Part 1 of the Schedule to the Regulations accurately reflects the teaching unions in Wales? If not, who do you suggest should be listed?

Q7. Do you think that the number of nominated places for interested bodies should be reduced so that we can give automatic places to the teaching unions?

Q8. Do you think there would be any benefit to be achieved in giving automatic places to the two largest teaching unions, and selecting the other two union places by interview following nomination?

Q9. Do you think it would be helpful to merge Part 1 and Part 2 of the Schedule to the 1999 Regulations, as amended, so that there is one list from which the Assembly Government could select nine members?

Q10. Do you think there is merit in the decision making process being handed to the unions themselves or should the Assembly Government continue to make these appointments on the basis of nominations made?

Q11. If the unions were to decide the appointments, do you think that places should be determined on a rotational basis?

Q12. Do you think the existing opportunities are adequate for the Welsh medium sector to be represented on the Council, and that the Regulations should remain as they are?

Q13. Do you think there would be benefit in adding a body which is representative of the Welsh –medium Sector to the list of bodies able to



nominate candidates for appointment? If yes, can you make a suggestion as to which body this should be?

### **3. BREAKDOWN OF RESPONSES**

#### **Responses to the Consultation Document**

A total of 58 replies were received in response to the consultation document.  
A breakdown of the responses is detailed in the table below:

<b>Organisation</b>	<b>Number of Respondents</b>
<b>LEA's and Educational Bodies</b>	3
<b>Diocesan Bodies</b>	1
<b>Schools*</b>	38
<b>Teaching Unions</b>	5
<b>Other</b>	11
<b>Total</b>	<b>58</b>

\* For a list of Schools who responded see Annex A

37 responses received mirrored the response from the NAHT – see Annex A

#### **4. INDIVIDUAL RESPONSES TO QUESTIONS**

**Q1. Do you agree that the current requirement that applies only to nominated members which requires them to “*act as individual members and not as representatives of the organisations which nominated them*” should be extended to cover all members of the Council?**

<b>Association of School and College Lecturers</b>	Agrees with the current requirement.
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees with the current requirement – although ATL are sure that any Council member will inevitably draw on their background and experience whatever the capacity in which they are operating
<b>Ceredigion County Council</b>	Agrees with the current requirement.
<b>Diocese of Monmouth, Church in Wales</b>	Agrees with the current requirement – all members should be on the same footing as members, not representatives
<b>Fforwm</b>	Agrees with the current requirement – it is difficult to manage a Council with a mixture of representatives and individuals.
<b>General Teaching Council for Northern Ireland</b>	Agrees with the current requirement – in keeping with GTCW’s ‘Members’ Code of Conduct and Best Practice’. It is also in keeping with the Council’s position as an independent self-regulatory body which acts ‘in the interests of the public’. It also enables the Council to act independently in the interests of the wider profession.
<b>General Teaching Council for Wales</b>	Agrees with the current requirement. As Regulation 7 (4)) “... <i>shall act as individual members and not as representatives of the organisation which nominated them</i> ”. The Council finds this statement very helpful in clarifying the capacity in which members should approach the Council table and Council’s business. The Council has already stated that it would find it more helpful again if Regulation 7.4 was extended to apply to <b>all</b> members of Council. This would reflect the Council’s existing ‘Code of Conduct and Best Practice for Members’. The Council would find it helpful to have this further strengthened by including such a statement in the Constitution Regulations and suggested the rewording and repositioning of Regulation 7.4 along the following lines: “ <i>Members elected under paragraph 4 or appointed under paragraph 7 or paragraph 8 shall not act as representatives of organisations to</i>

	<i>which they may belong or, in the case of appointed members, the organisations which nominated them or the Assembly.”</i>
<b>Headteacher</b>	Agrees with the current requirement
<b>2 x Infants Schools</b>	Agrees with the current requirement
<b>4 x Junior Schools</b>	Agrees with the current requirement
<b>An LEA</b>	Agrees with the current requirement
<b>4 x Members of the Public</b>	Agree with the current requirement – the GTC is not a body under the control of other bodies, but an independent body that acts in the interests of the teaching profession.
<b>NAHT</b>	Agrees with the current requirement – the GTC is not a body under the control of other bodies, but an independent body that acts in the interests of the teaching profession.
<b>NUT</b>	Disagrees with the current requirement – and suggested that the requirement should be annulled. If people are nominated by an organisation as representatives of that organisation, then it is logical that they should, to the best of their ability, represent the collective view of that nominating organisation. NUT Cymru hopes that, as a result of this consultation, each of the teacher unions will be able to nominate a representative to a guaranteed place on GTC Wales; the role of the representative nominated by NUT Cymru should be to represent NUT Cymru’s policies, policies agreed by our members through a democratic process. That role is a vital one. The individual nominated would be representing the agreed collective view of many thousands of teachers in Wales – approximately 50% of all qualified teachers in schools in Wales – and including classroom teachers and school leaders across the whole range of school education in Wales, for pupils from the age of 3 through to the age of 19.
<b>28 x Primary Schools</b>	Agrees with the current requirement
<b>A Primary School</b>	No comment
<b>School</b>	Agrees with the current requirement
<b>2 x Secondary Schools</b>	Agrees with the current requirement
<b>A Teaching Agency</b>	Agrees with the current requirement
<b>Wales Primary School Association</b>	Agrees with the current requirement
<b>Welsh Independent School’s Council</b>	Agrees with the current requirement
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Agrees with the current requirement

**Q1. Summary Response:**

<b>Organisation Response</b>	<b>Agree with requirement</b>	<b>Disagree with requirement</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	2		1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	37		1
<b>Teaching Unions</b>	4	1	
<b>Other</b>	11		
<b>TOTAL</b>	<b>55</b>	<b>1</b>	<b>2</b>
<b>TOTAL (%)</b>	<b>94</b>	<b>2</b>	<b>4</b>

**Q2. Do you feel that all the teacher unions in Wales should be given a guaranteed place on the Council?**

<b>Association of School and College Lecturers</b>	Disagrees with the proposal – not by reserved places in the appointment of nominated persons. The latter process can seek to ensure that unions which are not represented via an elected member can be represented by an appointed member. Paragraph 22 of the consultation document is very misleading and inaccurate: the elected members of the Council has always had and still does include national executive members of both the NUT and the NASUWT and more than 1 member of both unions
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees with the proposal – all recognised teaching unions should have such places. It would also be following the best practice exemplified in England. ATL consider paragraph 23 unnecessarily prejudicial to this consultation: the vast majority of fees are paid by LEAs, not teachers themselves. ATL also would like to record the operating surplus of the GTCW in the last year in regard to this paragraph.
<b>Ceredigion County Council</b>	Disagrees with the proposal
<b>Diocese of Monmouth, Church in Wales</b>	Disagrees with the proposal – it is a fallacy to seek equivalent 'rights' with the GTC England, which is a much larger body. If all teacher unions are to be represented <u>by right</u> , then so (as in England) should the two Churches (Church in Wales and Roman Catholic Church)
<b>Fforwm</b>	Disagrees with the proposal – this would distort

	<p>the balance of membership on the Council. If the total size of the Council were to be increased, this would make it too unwieldy. Twenty-five is probably already too large.</p>
<p><b>General Teaching Council for Northern Ireland</b></p>	<p>Disagrees with the proposal – There is a requirement for a trade-off between the balance of union representation on Council, the overall size of the Council and operational effectiveness. A guarantee that all the teacher unions in Wales should be given a place on the Council would not necessarily mean an improvement in Council's representativeness. The increase in size of Council possibly to 29 or indeed 31 could also hinder operational effectiveness. Moreover, the fact that the Council's own Code of Conduct and Best Practice states that individual Council members "act as individual members and not as representatives of the organisation which nominated them" should be an argument for the status quo.</p>
<p><b>General Teaching Council for Wales</b></p>	<p>Disagrees with the proposal – under the current Constitution Regulations, members appointed following nomination sit as individuals and not as representatives of their nominating organisations. This applies to the nominees of teacher unions (Part 1 of the Schedule).</p> <p>Following on from the response in Paragraphs 14 and 15, it must be right that if no member sits as a representative of an organisation, there is no argument or benefit to any nominating organisation having a 'guaranteed' seat. Guaranteed seats run the risk of individuals believing that they are on the Council to represent an organisation's position, or individuals who may not be in tune with the purpose of the GTCW being appointed by nominating organisations – thus preventing the Council from fulfilling the true potential of its membership.</p> <p>Moving to a position where teacher unions had guaranteed seats and were 'representatives' of their organisations would cause the Council serious difficulties with regard to fulfilling its disciplinary responsibilities. As things stand at present, membership of a particular union <i>per se</i> is not seen as being in conflict with a member's role on Investigating and Professional Conduct/Competence Committees. This is because nominated members sit as individuals on the Council (see paras 14-17). Moving to a position where nominated members from teacher</p>

	<p>unions had guaranteed seats (i.e. were representatives) would cause a problem in that membership of a particular union could colour the minds of those members in such a way as to put them in conflict with their roles in representing the public interest in their disciplinary work. It would cause considerable difficulty in seeking to compose disciplinary panels because of the reduced number of members without such conflicts of interest who would be available to hear cases.</p> <p>Were places to be guaranteed for all unions listed in Part 1 of the Schedule, this would increase the membership of the Council from 25 to 29 and increase further the representation of serving teachers to 72% (assuming that other membership remained the same). Maintaining the serving teacher balance on the Council at 68% by increasing the number of places available to organisations in Part 2 of the Schedule in order to compensate would require the overall membership to increase to 31. This illustrates the trade-off between balance and overall size of the Council.</p> <p>Increasing the size of Council by guaranteeing places for unions or any other body will result in attendant extra costs and therefore ultimately increases to registration fees.</p>
<b>Headteacher</b>	Disagrees with the proposal – the Council would become too big.
<b>2 x Infants School</b>	Disagrees with the proposals
<b>4 x Junior School</b>	Disagrees with the proposals
<b>An LEA</b>	Agrees with the proposal
<b>4 x Member of public</b>	Disagrees with the proposal
<b>NAHT</b>	Disagrees with the proposal - this confuses the role of the GTCW with that of the professional associations. Having four places is already adequate representation
<b>NUT</b>	Agrees with the proposal - NUT have frequently expressed this view and have no wish to change it. NUT is content for all unions to have a guaranteed place on the Council in the interests of harmony and co-operation and that practical partnership of which we in Wales can justly be proud.
<b>2 x Primary Schools</b>	Agrees with the proposal
<b>26 x Primary Schools</b>	Disagrees with the proposals
<b>A Primary School</b>	No comment

<b>A School</b>	Agrees with the proposals
<b>2 x Secondary School</b>	Disagrees with the proposals
<b>A Teaching Agency</b>	Disagrees with the proposal
<b>Wales Primary School Association</b>	Disagrees with the proposal - as a rep of a <u>body</u> in list B which has no representation WPSA is happy there are enough professionals from the teaching profession to serve
<b>Welsh Independent School's Council</b>	Disagrees with the proposal
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagrees with the proposal - considering the potential additional costs and the general nature of the Council's composition, we would say "no".  All teaching unions in Wales should be given a guaranteed place in turn on the Council in rotation e.g. 4 during one cycle and the other 4 in the following cycle

## Q2. 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>	1	1	1
<b>Diocesan Bodies</b>		1	
<b>Schools</b>	3	34	1
<b>Teaching Unions</b>	2	3	
<b>Other</b>		11	
<b>TOTAL</b>	<b>6</b>	<b>50</b>	<b>2</b>
<b>TOTAL (%)</b>	<b>10</b>	<b>86</b>	<b>4</b>

## Q3. Would this better serve the teaching profession?

<b>Association of School and College Lecturers</b>	Disagrees with the proposal
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees with the proposal – such an arrangement would make the GTCW truly representative of all sections of the teaching profession; ensure an accurate and fair cross-section of views within the teaching profession; and facilitate the articulation of different approaches to professional and pedagogical issues. Active union members are likely to be aware of a wider range of issues, problems and concerns of teachers than those



	outside the union network. It would also further enhance the close cooperation that exists between the teaching unions in Wales.
<b>Ceredigion County Council</b>	Disagrees with the proposal - while there is a system which gives voice to the unions, it is not felt that it is necessary to ensure representation from every union. And after all, union members would be there under the conditions notes in Q1
<b>Diocese of Monmouth, Church in Wales</b>	Disagrees with the proposal - the principle should be that teachers elect fellow teachers regardless of union affiliation
<b>Fforwm</b>	Disagrees with the proposal - to give all unions a place automatically (would all unions want a place?) would not better serve the teaching profession.
<b>General Teaching Council for Northern Ireland</b>	Disagrees with the proposal - it is important that the Council make-up has public confidence. The present Council membership in terms of teacher representation at 68%, of the total membership ensures an appropriate balance between the professional and wider educational and other interests.
<b>General Teaching Council for Wales</b>	Disagrees with the proposal
<b>A Headteacher</b>	No comment
<b>2 x Infant School</b>	Disagrees with the proposal
<b>4 x Junior School</b>	Disagrees with the proposal
<b>An LEA</b>	Agrees with the proposal – except there might be some increased costs but believe the principle is worth this
<b>4 x Members of the public</b>	Disagrees with the proposal
<b>NAHT</b>	Disagrees with the proposal
<b>NUT</b>	<p>Agrees with the proposal – the vast majority of teachers are members of a union; it is possibly the most unionised of professions. A Council which includes representation from these unions will be in a much better position to act on behalf of the whole of the teaching profession in Wales.</p> <p>The GTCW cannot be effective if it works in isolation from the teacher unions. NUT Cymru has developed an excellent and fruitful relationship with GTC Wales since its establishment; that is to the credit of the Council and the union. However, there must be official recognition in the Council's constitution of the important and representative role of the unions.</p> <p>The Welsh Assembly Government is signatory to</p>

	a Memorandum of Understanding between itself and the Wales TUC. In amending the regulations governing the constitution of GTC Wales to give due recognition to the teacher unions, it would be honouring the spirit of that memorandum.
<b>2 x Primary School</b>	Agrees with the proposal
<b>26x Primary School</b>	Disagrees with the proposal
<b>A Primary School</b>	No comment
<b>A School</b>	Agrees with the proposal
<b>2 x Secondary School</b>	Disagrees with the proposal
<b>A Teaching Agency</b>	Disagrees with the proposal - too restrictive and too many 'vested' interests
<b>Wales Primary School Association</b>	Disagrees with the proposal - not if the idea is to act as individuals <u>not</u> representatives
<b>Welsh Independent School's Council</b>	Agrees with the proposal - it would allow more different bodies to be represented
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagrees with the proposal - bearing in mind that Council members are there to express their opinions as individuals and not the opinion of the organisation they represent.

### Q3. 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>	1	1	1
<b>Diocesan Bodies</b>		1	
<b>Schools</b>	3	34	1
<b>Teaching Unions</b>	2	3	
<b>Other</b>	1	9	1
<b>TOTAL</b>	<b>7</b>	<b>48</b>	<b>3</b>
<b>TOTAL (%)</b>	<b>12</b>	<b>83</b>	<b>5</b>

### Q4. Do you think the status quo should be maintained?

<b>Association of School and College Lecturers</b>	Agrees with the proposal
<b>Association of Teachers and Lecturers (Cymru)</b>	Disagrees with the proposal – think it disingenuous for reasons of cost to have been introduced into the discussion
<b>Ceredigion County Council</b>	Disagrees with the proposal

<b>Diocese of Monmouth, Church in Wales</b>	Agrees with the proposal
<b>Fforwm</b>	Agrees with the proposal - there is no good reason for the status quo to be changed. The Council already has a majority of teachers on the Council and this majority would be maintained.
<b>General Teaching Council for Ireland</b>	Agrees with the proposal - this will maintain a proper balance between Council's representativeness, independent and operational effectiveness premised on Council's own Code of Conduct and Best Practice.
<b>General Teaching Council for Wales</b>	<p>Agrees with the proposal – the current system is shown to work in terms of keeping the Council to a manageable size whilst maintaining a healthy balance of two thirds from within the teaching profession and one third lay membership. It should be maintained.</p> <p>The public appointments procedure currently operated by the Assembly allows the appropriateness of the prospective individual member to be considered before they are invited to become a member. It also allows imbalances in Council membership, for example, in gender, geographic location, phase and language to be redressed.</p> <p>Although unanticipated in the immediate future, the Welsh Assembly Government should keep a mind's eye to future possible developments for the Council. The development of the wider school workforce and the 14-19 agenda is also further highlighting the disparities between the treatment of teachers and FE lecturers and other practitioners – an issue acknowledged by the Welsh Assembly Government in its recent 'Learning Country 2' consultation. This calls into question whether the time is right to suggest radical change when there may well be the possibility of other constitutional change in the future to reflect other responsibilities.</p>
<b>A Headteacher</b>	Disagrees with the proposal
<b>2 x Infants Schools</b>	Agree with the proposal
<b>4 x Junior Schools</b>	Agree with the proposal
<b>An LEA</b>	Disagrees with the proposal
<b>4 x Member of the public</b>	Agrees with the proposal
<b>NAHT</b>	Agrees with the proposal
<b>NUT</b>	Disagrees with the proposal
<b>27 x Primary Schools</b>	Agrees with the proposal

<b>A Primary School</b>	Disagrees with the proposal
<b>A Primary School</b>	No comment
<b>A School</b>	Disagrees with the proposal
<b>2 x Secondary Schools</b>	Agree with the proposal
<b>A Teaching Agency</b>	More or less. Possibly the two big unions should have a seat and the minor ones bid for the other two seats.
<b>Wales Primary School Association</b>	Agrees with the proposal
<b>Welsh Independent School's Council</b>	Agrees with the proposal
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagrees with the proposal - it must be ensured that those Unions with fewer members which together represent a large number of teachers in Wales are given the same opportunity to participate in the process. The status quo can be improved by making a small number of changes and without additional costs by ensuring an automatic place for each union in turn.

#### 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>		2	1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	35	2	1
<b>Teaching Unions</b>	2	3	
<b>Other</b>	9	1	1
<b>TOTAL</b>	<b>47</b>	<b>8</b>	<b>3</b>
<b>TOTAL (%)</b>	<b>81</b>	<b>14</b>	<b>5</b>

#### Q5. Do you think the size of the Council should be increased to include a member from each of the unions currently listed in Part 1 of the Schedule to the Regulations?

<b>Association of School and College Lecturers</b>	Disagrees with the proposal
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees with the proposal – the increase from 25 to 29 members does not seem excessive to have the benefit of the input from each teaching union.
<b>Ceredigion County Council</b>	Disagrees with the proposal

<b>Diocese of Monmouth, Church in Wales</b>	Disagrees with the proposal – but if it is increased the membership should provide for representation by right from the Church in Wales and the Roman Catholic Church
<b>Fforwm</b>	Disagrees with the proposal – an increase in the size of the Council would make it unwieldy and the balance of membership would shift.
<b>General Teaching Council for Ireland</b>	Disagrees with the proposal - on the basis of answers to questions 1 – 4.
<b>General Teaching Council for Wales</b>	No comment. The GTCW, however, questions the place of NATFHE in Part 1 of the Schedule as it is not generally considered to be a union for school teachers.
<b>A Headteacher</b>	No comment
<b>2 x Infant Schools</b>	Disagrees with the proposal
<b>4 x Junior Schools</b>	Disagrees with the proposal
<b>An LEA</b>	Agrees with the proposal
<b>4 x Members of the public</b>	Disagrees with the proposal
<b>NAHT</b>	Disagrees with the proposal
<b>NUT</b>	Agrees with the proposal - the Council should not be so large as to be unwieldy but an increase from 25 to 29 is a marginal one.
<b>28 x Primary Schools</b>	Disagree with the proposal – one school suggests reducing the number selected from part 2 of the Schedule
<b>2 x Primary Schools</b>	No comment
<b>A School</b>	Agrees with the proposal - all unions should have a place but not to form a majority between them
<b>2 x Secondary Schools</b>	Disagrees with the proposal
<b>A Teaching Agency</b>	Disagrees with the proposal
<b>Wales Primary School Association</b>	Disagrees with the proposal
<b>Welsh Independent School's Council</b>	Disagrees with the proposal
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagrees with the proposal - not necessarily at the same time. It would be possible to operate as we suggest under Q2 which would not entail increasing the size of the Council. This would avoid additional costs for the Council (and ultimately for teachers), ensure fairness and limit the size of the Council to 25 members.

## Q5. Summary Response

Organisation	Agree with	Disagree with	Neither Agree
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Response	proposal	proposal	nor disagree
LEA's and Educational Bodies	1	1	1
Diocesan Bodies		1	
Schools	1	35	2
Teaching Unions	2	3	
Other		9	2
<b>TOTAL</b>	<b>4</b>	<b>49</b>	<b>5</b>
<b>TOTAL (%)</b>	<b>7</b>	<b>84</b>	<b>9</b>

**Q6. Do you think the list of organisations in Part 1 of the Schedule to the Regulations accurately reflects the teaching unions in Wales? If not, who do you suggest should be listed?**

<b>Association of School and College Lecturers</b>	Agrees that the list is accurate – except for the change of name from the Secondary Heads Association to Association of School and College Leaders  ASCL would welcome a review of the bodies listed in Part 2. Some sectors and interests seem to be doubly represented eg the Association of Directors of Education in Wales and the WLGA. Also religious interests are overly represented on the list – 17,18,19,28.
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees that the list is accurate - although NATFHE is now UCU.
<b>Ceredigion County Council</b>	Agrees that the list is accurate
<b>Diocese of Monmouth, Church in Wales</b>	Agrees that the list is accurate
<b>Fforwm</b>	Agrees that the list is accurate – but the name of NAHFHE has changed following the merger with the Association of University Teachers. It is now the University and College Union. 'Fforwm Ltd' is listed under part 2 – it should be replaced by 'Fforwm'
<b>General Teaching Council for Ireland</b>	No comment
<b>General Teaching Council for Wales</b>	The GTCW questions the place of NATFHE in Part 1 of the Schedule as it is not generally considered to be a union for school teachers.
<b>Headteacher</b>	No comment
<b>2 x Infant Schools</b>	Agrees that the list is accurate
<b>4 x Junior Schools</b>	Agrees that the list is accurate

<b>An LEA</b>	Agrees that the list is accurate
<b>4 x Members of the Public</b>	Agrees that the list is accurate - although there are a number of teachers who do not belong to associations.
<b>NAHT</b>	Agrees that the list is accurate - although there are a number of teachers who do not belong to associations.
<b>NUT</b>	Agrees that the list is accurate – However SHA has changed its name to ASCL and NATFHE has amalgamated with the AUT to form UCU.
<b>26 x Primary Schools</b>	Agrees that the list is accurate
<b>A Primary School</b>	Disagrees that the list is accurate
<b>2 x Primary Schools</b>	No comment
<b>A School</b>	No comment
<b>2 x Secondary Schools</b>	Agrees that the list is accurate
<b>A Teaching Agency</b>	Agrees that the list is accurate
<b>Wales Primary School Association</b>	Agrees that the list is accurate
<b>Welsh Independent School's Council</b>	Disagrees that the list is accurate –suggested that Independent Schools be added
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	<p>Agrees that the list is accurate - the list appears to be correct but thought that the National Association of Teachers of Further and Higher Education (NATFHE) and the Secondary Heads Association (SHA) have been renamed?</p> <p>UCAC suggest that the Assembly consider the addition of the following to the list of bodies able to nominate:</p> <ul style="list-style-type: none"> <li>• Commission for Racial Equality</li> <li>• Equal opportunities Commission</li> <li>• Disability Rights Commission</li> </ul>

#### Q6. 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>	2		1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	34	1	3
<b>Teaching Unions</b>	5		
<b>Other</b>	7	1	3

<b>TOTAL</b>	<b>49</b>	<b>2</b>	<b>7</b>
<b>TOTAL (%)</b>	<b>85</b>	<b>3</b>	<b>12</b>

**Q7. Do you think that the number of nominated places for interested bodies should be reduced so that we can give automatic places to the teaching unions?**

<b>Association of School and College Lecturers</b>	Disagrees with the proposal
<b>Association of Teachers and Lecturers (Cymru)</b>	Disagrees with the proposal – would not be in favour of this, unless it was the only mechanism for ensuring that every union has an automatic place.
<b>Ceredigion County Council</b>	Disagrees with the proposal
<b>Diocese of Monmouth, Church in Wales</b>	Disagrees with the proposal - but it is strange that the schools providers (the Local Authorities and the Roman Catholic Church and the Church in Wales) are listed on precisely the same footing as e.g. the CBI or WCVA
<b>Fforwm</b>	Disagrees with the proposal - it is important that a wide range of organisations with an interest in Education have an opportunity to nominate. However, if an organisation chooses not to nominate over, say, three election periods, then it should be asked whether or not it wishes to remain on the list.
<b>General Teaching Council for Ireland</b>	Disagrees with the proposal - on the basis of answers to questions 1 – 4.
<b>General Teaching Council for Wales</b>	No comment. The GTCW, however, questions the place of NATFHE in Part 1 of the Schedule as it is not generally considered to be a union for school teachers.
<b>A Headteacher</b>	No comment
<b>2 x Infant Schools</b>	Disagrees with the proposals
<b>4 x Junior Schools</b>	Disagrees with the proposals
<b>An LEA</b>	Disagrees with the proposal
<b>4 x Members of the Public</b>	Disagrees with the proposal
<b>NAHT</b>	Disagrees with the proposal
<b>NUT</b>	<p>Agrees with the proposal - this seems an odd question since automatic places for the teacher unions would not necessarily entail a reduction in the other places.</p> <p>NUT Cymru has, in the past, pointed out that the current list of interested bodies is unwieldy and needs to be reviewed. Certain interests are duplicated and others missing. Overall, the list</p>



	<p>itself can probably be reduced considerably.</p> <p>The Union would be content with a reduction in the number of nominated places so that membership of the Council better reflects what it is intended to be.</p>
<b>A Primary School</b>	Agrees with the proposal
<b>26 x Primary Schools</b>	Disagrees with the proposals
<b>2 x Primary Schools</b>	No comment
<b>A School</b>	Disagrees with the proposals
<b>2 x Secondary Schools</b>	Disagrees with the proposals
<b>A Teaching Agency</b>	Disagrees with the proposal
<b>Wales Primary School Association</b>	Disagrees with the proposal
<b>Welsh Independent School's Council</b>	Disagrees with the proposal
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagrees with the proposal - it is important to retain the number of nominated places for interested bodies in order to receive their input and maintain a balance. They too have experience and knowledge which is relevant and valuable to the work of the Council.

#### Q7. 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>		2	1
<b>Diocesan Bodies</b>		1	
<b>Schools</b>	1	35	2
<b>Teaching Unions</b>	1	4	
<b>Other</b>		9	2
<b>TOTAL</b>	<b>2</b>	<b>51</b>	<b>5</b>
<b>TOTAL (%)</b>	<b>4</b>	<b>88</b>	<b>8</b>

**Q8. Do you think there would be any benefit to be achieved in giving automatic places to the two largest teaching unions, and selecting the other two union places by interview following nomination?**

<b>Association of School and College Lecturers</b>	Strongly disagrees with the proposal – the size of the 2 unions mentioned automatically gives them a significant advantage in the election process. This proposal, if adopted, would only serve to
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	ensure that the GTCW is effectively controlled by these 2 unions.
<b>Association of Teachers and Lecturers (Cymru)</b>	Disagrees with the proposal – such a move would be very prejudicial and divisive of the teaching community. It would also raise many other problems, eg how would accurate membership figures be ascertained, would other unions be entitled to ‘weighting’ given their relative strengths? It would severely compromise the integrity of the GTCW which would open itself to allegations of partiality. The ATL would have no compunction in challenging the legality of such a proposal.
<b>Ceredigion County Council</b>	Disagrees with the proposal
<b>Diocese of Monmouth, Church in Wales</b>	Agrees with the proposal - it seems odd that the GTCW could find itself with no member from either NUT or NASUWT
<b>Fforwm</b>	Neither Agree nor disagree - this is a matter for the unions to agree amongst themselves. There could, for example, be a dramatic decrease in membership of NUT or NASUWT and a dramatic increase in the membership of another smaller union.... If Council members seen as individuals, then this matter is less significant. It might be possible to identify the union membership of elected teachers. This would help reveal the extent of union membership on the Council.
<b>General Teaching Council for Ireland</b>	Disagrees with the proposal
<b>General Teaching Council for Wales</b>	No comment. The GTCW, however, questions the place of NATFHE in Part 1 of the Schedule as it is not generally considered to be a union for school teachers.
<b>A Headteacher</b>	Agrees with the proposal
<b>2 x Infant School</b>	Disagrees with the proposal
<b>3 x Junior School</b>	Disagrees with the proposal
<b>1 x Junior School</b>	Agrees with the proposal
<b>An LEA</b>	Disagrees with the proposal
<b>4 x Members of the Public</b>	Disagrees with the proposal
<b>NAHT</b>	Disagrees with the proposal - Public appointments should be made on merit. The largest teaching associations have every chance to find a candidate who merits appointment?
<b>NUT</b>	Disagrees with the proposal
<b>A Primary School</b>	Agrees with the proposal
<b>27 x Primary School</b>	Disagrees with the proposal

<b>A Primary School</b>	No comment
<b>A School</b>	Disagrees with the proposal
<b>2 x Secondary School</b>	Disagrees with the proposal
<b>A Teaching Agency</b>	Agrees with the proposal - the unions are a resource for information from their members and this could be beneficial to debate. However, the representatives act as individuals and <u>not</u> as mouthpieces of the union
<b>Wales Primary School Association</b>	Disagrees with the proposal
<b>Welsh Independent School's Council</b>	Disagrees with the proposal
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagrees with the proposal - each teacher on the Council are union members and therefore several are likely to belong to one of the two unions. It must also be remembered that those nominated by the unions are to attend as individuals and not direct representatives of the union. All unions should therefore receive equal treatment.

#### Q8. 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>		2	1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	2	35	1
<b>Teaching Unions</b>		5	
<b>Other</b>	2	7	2
<b>TOTAL</b>	<b>5</b>	<b>49</b>	<b>4</b>
<b>TOTAL (%)</b>	<b>9</b>	<b>84</b>	<b>7</b>

**Q9. Do you think it would be helpful to merge Part 1 and Part 2 of the Schedule to the 1999 Regulations, as amended, so that there is one list from which the Assembly Government could select nine members?**

<b>Association of School and College Lecturers</b>	Agrees with the proposal – it would provide flexibility. The minimum number of teachers should remain. There should be no maximum
<b>Association of Teachers and Lecturers (Cymru)</b>	Disagrees with the proposal – the teaching unions have a specific and direct interest that the other bodies lack, particularly in the areas of

	disciplinary action and other matters like CPD that can affect a teacher's career and conditions.
<b>Ceredigion County Council</b>	Disagrees with the proposal
<b>Diocese of Monmouth, Church in Wales</b>	Disagrees with the proposal – the status quo preserves the important point that the GTCW must include relevant community and provider representation.
<b>Fforwm</b>	Disagrees with the proposal
<b>General Teaching Council for Ireland</b>	Disagrees with the proposal
<b>General Teaching Council for Wales</b>	No comment. The GTCW, however, questions the place of NATFHE in Part 1 of the Schedule as it is not generally considered to be a union for school teachers.
<b>A Headteacher</b>	No comment
<b>2 x Infant Schools</b>	No firm view
<b>4 x Junior School</b>	No firm view
<b>An LEA</b>	Disagrees with the proposal
<b>4 x Members of the Public</b>	No firm view on this.
<b>NAHT</b>	No firm view on this.
<b>NUT</b>	Disagrees with the proposal - There should be a guaranteed place for a nominated representative from each of the teacher unions. They should, therefore, be kept separate from any other organisation.
<b>A Primary School</b>	Agrees with the proposal
<b>A Primary School</b>	Disagrees with the proposal
<b>27 x Primary Schools</b>	No firm view or comment
<b>A School</b>	No comment
<b>2 x Secondary School</b>	No firm view
<b>A Teaching Agency</b>	Agrees with the proposal
<b>Wales Primary School Association</b>	Disagrees with the proposal
<b>Welsh Independent School's Council</b>	No comment
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagrees with the proposal - It is important to ensure that there are 4 members nominated by the unions (who are actively teaching) and 5 representatives from other bodies. Having 4 union-nominated members and 5 nominated by other bodies appears to be fair, and helps to ensure the continuation of teacher numbers on the Council compared to non-teacher members i.e. a total of 16 (two thirds) who are teachers and

	<p>9 (a third) lay members.</p> <p>For the sake of the Council's credibility, it must be ensured that teachers have the majority of voices on the Council, but the contribution of lay members is very important.</p> <p>Current numbers should therefore be preserved and Part 1 (the Unions) and Part 2 (interested bodies) should be kept separate.</p>
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### Q9. Summary Response

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies		2	1
Diocesan Bodies		1	
Schools	1	2	35
Teaching Unions	1	3	1
Other	1	3	7
<b>TOTAL</b>	<b>3</b>	<b>11</b>	<b>44</b>
<b>TOTAL (%)</b>	<b>5</b>	<b>19</b>	<b>76</b>

**Q10. Do you think there is merit in the decision making process being handed to the unions themselves or should the Assembly Government continue to make these appointments on the basis of nominations made?**

<b>Association of School and College Lecturers</b>	Disagrees with the proposal – the involvement of an outside agency does help to ensure the process complies with good practice.
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees with the proposal – we would favour the process being handed to the unions.
<b>Ceredigion County Council</b>	Agrees with the proposal
<b>Diocese of Monmouth, Church in Wales</b>	Disagrees with the proposal - the Assembly Government should continue to make the appointments on the basis of nominations made to secure an element of impartiality and enhance the Council's accountability to the wider

	community
<b>Fforwm</b>	Disagrees with the proposal - it is better to continue with the present system
<b>General Teaching Council for Ireland</b>	Disagrees with the proposal - the current public appointments currently operated by the Assembly allows the appropriateness of the prospective individual member to be considered before they are invited to become a member. It also allows imbalances, for example in gender, geographic location, phase and language to be addressed. This procedure is therefore currently fit for purpose.
<b>General Teaching Council for Wales</b>	No comment.
<b>A Headteacher</b>	No comment
<b>2 x Infant Schools</b>	Disagree with the proposal
<b>4 x Junior Schools</b>	Disagree with the proposal
<b>An LEA</b>	Disagrees with the proposal
<b>4 x Members of the Public</b>	Disagrees with the proposal -Handing it to the unions would result in feelings of unfairness because of the differing sizes of the membership of the various associations. Letting the unions sort out four nominations between themselves would in practice result in automatic NUT and NASUWT places, based on membership numbers. What would happen if they couldn't agree?
<b>NAHT</b>	Disagrees with the proposal - Handing it to the unions would result in feelings of unfairness because of the differing sizes of the membership of the various associations. Letting the unions sort out four nominations between themselves would in practice result in automatic NUT and NASUWT places, based on membership numbers. What would happen if they couldn't agree?
<b>NUT</b>	Agrees with the proposal - the choice of representative should clearly be made by the individual unions.
<b>2 x Primary Schools</b>	Agrees with the proposal
<b>26 x Primary Schools</b>	Disagree with the proposal
<b>A School</b>	No comment
<b>2 x Secondary Schools</b>	Disagree with the proposal
<b>A Teaching Agency</b>	Disagrees with the proposal
<b>Wales Primary School Association</b>	Disagrees with the proposal - Assembly make on basis of nomination
<b>Welsh Independent School's Council</b>	Disagrees with the proposal - Assembly retain right to appoint
<b>Welsh Joint Education</b>	No comment

<b>Committee</b>	
<b>UCAC</b>	The nomination and interview procedure appears fair and ensures that candidates are truly committed before going through the process. UCAC is keen to ensure that it has an automatic place on the Council every other cycle, in the interest of fairness. 2 options were suggested.

#### Q10. 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>	1	1	1
<b>Diocesan Bodies</b>		1	
<b>Schools</b>	2	34	2
<b>Teaching Unions</b>	2	2	1
<b>Other</b>		9	2
<b>TOTAL</b>	<b>5</b>	<b>47</b>	<b>6</b>
<b>TOTAL (%)</b>	<b>9</b>	<b>81</b>	<b>10</b>

#### Q11. If the unions were to decide the appointments, do you think that places should be determined on a rotational basis?

<b>Association of School and College Lecturers</b>	Agrees with the proposal
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees with the proposal – ATL's preferred option is clear in Q2. if that were not to be accepted then this would seem fairer than that proposed in Q8.
<b>Ceredigion County Council</b>	Agrees with the proposal
<b>Diocese of Monmouth, Church in Wales</b>	The unions should <u>not</u> decide the appointments
<b>Fforwm</b>	No comment.
<b>General Teaching Council for Ireland</b>	No comment.
<b>General Teaching Council for Wales</b>	No comment.
<b>A Headteacher</b>	No comment
<b>2 x Infant Schools</b>	Agree with the proposal
<b>3 x Junior Schools</b>	Agree with the proposal
<b>A Junior School</b>	Disagrees with the proposal
<b>An LEA</b>	Disagrees with the proposal
<b>4 x Members of the Public</b>	Agrees with the proposal - If it is to be left to the unions, a rota would be a useful way of ensuring fair representation of the different bodies.

<b>NAHT</b>	Agrees with the proposal - if it is to be left to the unions, a rota would be a useful way of ensuring fair representation of the different bodies.
<b>NUT</b>	Disagrees with the proposal - there should be one representative from each of the teacher unions at all times.
<b>27 x Primary Schools</b>	Agree with the proposal
<b>A Primary School</b>	Disagrees with the proposal
<b>A Primary School</b>	No comment
<b>A School</b>	Agrees with the proposal
<b>2 x Secondary Schools</b>	Agree with the proposal
<b>A Teaching Agency</b>	They should <u>not</u> decide appointments
<b>Wales Primary School Association</b>	No comment
<b>Welsh Independent School's Council</b>	The unions to decide whether membership should rotate
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	<p>Agrees with the proposal - It must be ensured that the minority unions have equal rights – they too represent a significant number of teachers in Wales. UCAC suggest the following:</p> <p><b>Every cycle</b></p> <ol style="list-style-type: none"> <li>1. <b>NUT or the NAS/UWT</b> (one large union)</li> <li>2. <b>NAHT or ASCL (SHA)</b> (one headteachers union)</li> <li>3. <b>UCAC or NATFHE</b></li> <li>4. <b>ATL or PAT</b></li> </ol> <p>It is suggested that UCAC and ATL should be included in a single cycle with NATFHE in the other, bearing in mind that UCAC and ATL have members who are lecturers.</p> <p>It should also be remembered that although UCAC is a smaller union than either the NUT or NAS/UWT, it has the largest cross-section of members i.e. headteachers, deputies, assistant headteachers, lecturers and teachers.</p> <p>In the interest of democracy, at least one union excluded from the RIG should be included in each cycle.</p>

#### Q11. Summary Response

Organisation	Agree with	Disagree with	Neither Agree
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Response	proposal	proposal	nor disagree
LEA's and Educational Bodies	1	1	1
Diocesan Bodies			1
Schools	35	2	1
Teaching Unions	4	1	
Other	4		7
<b>TOTAL</b>	<b>44</b>	<b>4</b>	<b>10</b>
<b>TOTAL (%)</b>	<b>76</b>	<b>7</b>	<b>17</b>

**Q12. Do you think the existing opportunities are adequate for the Welsh medium sector to be represented on the Council, and that the Regulations should remain as they are?**

<b>Association of School and College Lecturers</b>	Agrees with the statement
<b>Association of Teachers and Lecturers (Cymru)</b>	Agrees with the statement – most, probably all, of the bodies listed represent the Welsh medium sector, as well as the bi-lingual and English medium sectors. Specific additional representation for one sector is not necessary and would be unfair.
<b>Ceredigion County Council</b>	Disagrees with the statement
<b>Diocese of Monmouth, Church in Wales</b>	Disagrees with the statement - the Welsh medium sector is already (effectively) well represented
<b>Fforwm</b>	Agrees with the statement - It would be best to add the Welsh Medium School sector to the list of eligible organisations listed in category 2. If the Welsh Medium sector has a seat ten why not voluntary schools, faith-based schools, 11-16 schools? The importance of welsh language is significant and needs to be acknowledged.
<b>General Teaching Council for Ireland</b>	No comment
<b>General Teaching Council for Wales</b>	It is possible that the Welsh medium sector could be naturally 'represented' through the existing list of nominating organisations and elected members, dependant on the person and their background. Amongst the current membership of Council, the views of the Welsh medium sector inform Council's discussions quite naturally as a result of certain members' backgrounds and experiences.
<b>A Headteacher</b>	Agree with the statement
<b>2 x Infant Schools</b>	Agree with the statement

<b>4 x Junior Schools</b>	Agree with the statement
<b>An LEA</b>	Agree with the statement
<b>4 x Members of the Public</b>	Agree with the statement
<b>NAHT</b>	Agrees with the statement
<b>NUT</b>	Agrees that there are grounds for concern. It is a difficult problem to resolve. The Welsh-medium sector is growing and it may well be that the problem will naturally solve itself but see the response to question 13.
<b>27 x Primary School</b>	Agree with the statement
<b>2 x Primary Schools</b>	No comment
<b>A School</b>	Agrees with the statement
<b>2 x Secondary Schools</b>	Agree with the statement
<b>A Teaching Agency</b>	Agree with the statement
<b>Wales Primary School Association</b>	Agree with the statement
<b>Welsh Independent School's Council</b>	If the welsh medium sector have representation then other organisation such as the independent sector should also be represented
<b>Welsh Joint Education Committee</b>	No comment
<b>UCAC</b>	Disagree with the statement - the sector needs fairer representation. It is a growing sector and is likely to continue to grow and representation of the sector on the Council should be ensured.

#### Q12. Summary Response

<b>Organisation Response</b>	<b>Agree with statement</b>	<b>Disagree with statement</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	1	1	1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	36		2
<b>Teaching Unions</b>	3	2	
<b>Other</b>	7	1	3
<b>TOTAL</b>	<b>48</b>	<b>4</b>	<b>6</b>
<b>TOTAL (%)</b>	<b>83</b>	<b>7</b>	<b>10</b>

**Q13. Do you think there would be benefit in adding a body which is representative of the Welsh –medium Sector to the list of bodies able to nominate candidates for appointment? If yes, can you make a suggestion as to which body this should be?**

<b>Association of School and College Lecturers</b>	Disagrees with proposal
<b>Association of Teachers and Lecturers (Cymru)</b>	Disagrees with proposal.
<b>Ceredigion County Council</b>	Yes, the most appropriate body would be CYDAG
<b>Diocese of Monmouth, Church in Wales</b>	If a simple representative body can be identified, it would be a straightforward matter to add that body to the list – but it is unclear that such a body exists
<b>Fforwm</b>	Agree with the proposal
<b>General Teaching Council for Ireland</b>	Agree with the proposal - to guarantee openness and transparency.
<b>General Teaching Council for Wales</b>	<p>Agree with the proposal – there would be benefit in adding an organisation representing the Welsh medium sector to the list of nominating bodies in Part 2 of the Schedule.</p> <p>As to who that body might be the body would need to cover the primary, secondary and special needs sectors. Possibly the Welsh Language Board itself might be one option as would other bodies such as CYDAG.</p> <p>In supporting this proposal should it be implemented, the GTCW would reiterate again that Regulation 7.4 would apply equally. Any nominee appointed would be required to act as an individual not as a representative of their organisation.</p>
<b>A Headteacher</b>	No comment
<b>2 x Infant Schools</b>	Disagree with the proposal
<b>4 x Junior Schools</b>	Disagree with the proposal
<b>An LEA</b>	Disagree with the proposal
<b>4 x Members of the Public</b>	Disagree with the proposal
<b>NAHT</b>	Disagree with the proposal
<b>NUT</b>	There may be some merit in this suggestion but NUT could not suggest a particular body (but it should be one that is independent and respected).
<b>27 X Primary Schools</b>	Disagree with the proposal
<b>2 x Primary Schools</b>	No comment
<b>A School</b>	Disagree with the proposal
<b>2 x Secondary Schools</b>	Disagree with the proposal
<b>A Teaching Agency</b>	Disagree with the proposal

<b>Wales Primary School Association</b>	Disagree with the proposal
<b>Welsh Independent School's Council</b>	Agree with the proposal
<b>Welsh Joint Education Committee</b>	CYDAG is an organisation which the WJEC recognises as an appropriate body to represent the interests of this sector. If the Assembly intends to follow that course CYDAG would be an appropriate body
<b>UCAC</b>	<p>Agree with the proposal - It would be beneficial and a better reflection of the current situation in Wales to add bodies which are representative of the Welsh-medium sector to the list.</p> <p>The bodies which should be added are: <b>CYDAG and RhAG.</b></p>

### Q13. 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>	1	1	1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>		36	2
<b>Teaching Unions</b>	2	3	
<b>Other</b>	4	6	1
<b>TOTAL</b>	<b>8</b>	<b>46</b>	<b>4</b>
<b>TOTAL (%)</b>	<b>14</b>	<b>79</b>	<b>7</b>

## **5. SUMMARY RESPONSES TO ALL QUESTIONS**

**Q1. Do you agree that the current requirement that applies only to nominated members which requires them to “*act as individual members and not as representatives of the organisations which nominated them*” should be extended to cover all members of the Council?**

<b>Organisation Response</b>	<b>Agree with requirement</b>	<b>Disagree with requirement</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	2		1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	37		1
<b>Teaching Unions</b>	4	1	
<b>Other</b>	11		
<b>TOTAL</b>	<b>55</b>	<b>1</b>	<b>2</b>
<b>TOTAL (%)</b>	<b>94</b>	<b>2</b>	<b>4</b>

**Q2. Do you feel that all the teacher unions in Wales should be given a guaranteed place on 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>	1	1	1
<b>Diocesan Bodies</b>		1	
<b>Schools</b>	3	34	1
<b>Teaching Unions</b>	2	3	
<b>Other</b>		11	
<b>TOTAL</b>	<b>6</b>	<b>50</b>	<b>2</b>
<b>TOTAL (%)</b>	<b>10</b>	<b>86</b>	<b>4</b>

**Q3. Would this better serve the teaching profession?**

<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>	1	1	1
<b>Diocesan Bodies</b>		1	
<b>Schools</b>	3	34	1

Teaching Unions	2	3	
Other	1	9	1
<b>TOTAL</b>	<b>7</b>	<b>48</b>	<b>3</b>
<b>TOTAL (%)</b>	<b>12</b>	<b>83</b>	<b>5</b>

**Q4. Do you think the status quo should be maintained?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies		2	1
Diocesan Bodies	1		
Schools	35	2	1
Teaching Unions	2	3	
Other	9	1	1
<b>TOTAL</b>	<b>47</b>	<b>8</b>	<b>3</b>
<b>TOTAL (%)</b>	<b>81</b>	<b>14</b>	<b>5</b>

**Q5. Do you think the size of the Council should be increased to include a member from each of the unions currently listed in Part 1 of the Schedule to the Regulations?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	1	1	1
Diocesan Bodies		1	
Schools	1	35	2
Teaching Unions	2	3	
Other		9	2
<b>TOTAL</b>	<b>4</b>	<b>49</b>	<b>5</b>
<b>TOTAL (%)</b>	<b>7</b>	<b>84</b>	<b>9</b>

**Q6. Do you think the list of organisations in Part 1 of the Schedule to the Regulations accurately reflects the teaching unions in Wales? If not, who do you suggest should be listed?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	2		1

<b>Diocesan Bodies</b>	1		
<b>Schools</b>	34	1	3
<b>Teaching Unions</b>	5		
<b>Other</b>	7	1	3
<b>TOTAL</b>	<b>49</b>	<b>3</b>	<b>7</b>
<b>TOTAL (%)</b>	<b>85</b>	<b>3</b>	<b>12</b>

**Q7. Do you think that the number of nominated places for interested bodies should be reduced so that we can give automatic places to the teaching unions?**

<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>		2	1
<b>Diocesan Bodies</b>		1	
<b>Schools</b>	1	35	2
<b>Teaching Unions</b>	1	4	
<b>Other</b>		9	2
<b>TOTAL</b>	<b>2</b>	<b>51</b>	<b>5</b>
<b>TOTAL (%)</b>	<b>4</b>	<b>88</b>	<b>8</b>

**Q8. Do you think there would be any benefit to be achieved in giving automatic places to the two largest teaching unions, and selecting the other two union places by interview following nomination?**

<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>		2	1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	2	35	1
<b>Teaching Unions</b>		5	
<b>Other</b>	2	7	2
<b>TOTAL</b>	<b>5</b>	<b>49</b>	<b>4</b>
<b>TOTAL (%)</b>	<b>9</b>	<b>84</b>	<b>7</b>

**Q9. Do you think it would be helpful to merge Part 1 and Part 2 of the Schedule to the 1999 Regulations, as amended, so that there is one list from which the Assembly Government could select nine members?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies		2	1
Diocesan Bodies		1	
Schools	1	2	35
Teaching Unions	1	3	1
Other	1	3	7
<b>TOTAL</b>	<b>3</b>	<b>11</b>	<b>44</b>
<b>TOTAL (%)</b>	<b>5</b>	<b>19</b>	<b>76</b>

**Q10. Do you think there is merit in the decision making process being handed to the unions themselves or should the Assembly Government continue to make these appointments on the basis of nominations made?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	1	1	1
Diocesan Bodies		1	
Schools	2	34	2
Teaching Unions	2	2	1
Other		9	2
<b>TOTAL</b>	<b>5</b>	<b>47</b>	<b>6</b>
<b>TOTAL (%)</b>	<b>9</b>	<b>81</b>	<b>10</b>

**Q11. If the unions were to decide the appointments, do you think that places should be determined on a rotational basis?**

Organisation Response	Agree with proposal	Disagree with proposal	Neither Agree nor disagree
LEA's and Educational Bodies	1	1	1
Diocesan Bodies			1
Schools	35	2	1
Teaching Unions	4	1	
Other	4		7



<b>TOTAL</b>	<b>44</b>	<b>4</b>	<b>10</b>
<b>TOTAL (%)</b>	<b>76</b>	<b>7</b>	<b>17</b>

**Q12. Do you think the existing opportunities are adequate for the Welsh medium sector to be represented on the Council, and that the Regulations should remain as they are?**

<b>Organisation Response</b>	<b>Agree with statement</b>	<b>Disagree with statement</b>	<b>Neither Agree nor disagree</b>
<b>LEA's and Educational Bodies</b>	1	1	1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>	36		2
<b>Teaching Unions</b>	3	2	
<b>Other</b>	7	1	3
<b>TOTAL</b>	<b>48</b>	<b>4</b>	<b>6</b>
<b>TOTAL (%)</b>	<b>83</b>	<b>7</b>	<b>10</b>

**Q13. Do you think there would be benefit in adding a body which is representative of the Welsh –medium Sector to the list of bodies able to nominate candidates for appointment? If yes, can you make a suggestion as to which body this should be?**

<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>	1	1	1
<b>Diocesan Bodies</b>	1		
<b>Schools</b>		36	2
<b>Teaching Unions</b>	2	3	
<b>Other</b>	4	6	1
<b>TOTAL</b>	<b>8</b>	<b>46</b>	<b>4</b>
<b>TOTAL (%)</b>	<b>14</b>	<b>79</b>	<b>7</b>

## **6. LIST OF SCHOOLS**

Brynford Primary School\*  
Bryn Coch CP School\*  
Cross Ash Primary School\*  
Deri View Primary School\*  
Golftyn CP School\*  
Goytre Fawr Primary School\*  
Hawthorn Junior School  
Lakeside Primary School\*  
Lansdowne Primary School\*  
Lewis School\*  
Maes-y-coed Primary School\*  
Malpas Park Primary School  
Marlborough Junior School\*  
Mountain Lane Primary School\*  
Perth Y Terfyn Infant School\*  
Pentwynmawr Primary School\*  
Rector Drew School\*  
St Antony's Catholic Primary School\*  
St Mary's Catholic Primary School\*  
St John the Baptist VA Primary School\*  
Townhill Community School\*  
Trelawnyd Primary School\*  
West End Infants School\*  
Westwood CP School\*  
Whitchurch High School\*  
Undy Primary School\*  
Usk Church in Wales Primary School\*  
Waunlwyd Primary School\*  
Wyesham Junior School\*  
Ysgol Belmont\*  
Ysgol Derwen\*  
Ysgol Derwenfa\*  
Ysgol-y-Bryn\*  
Ysgol yr Esgob\*  
Ystruth Primary School\*

Plus 3 Schools that wish to remain anonymous

\* responses mirroring the NAHT response

4 individual responses also mirrored the NAHT response