



What a difference a decade makes: the new and changing face of the regulation of Scotland's teaching profession



Jennifer Macdonald
Lindsay Thomson

Discipline v Fitness to Teach



Fitness to Teach in Practice



- New procedures introduced in 2012
- *ILEX* case impact:
 - Independent pool of panel members
 - Staff/team structure
- 3 stage hearing process

Case contrast: *Mr A and Ms Z*



Stage 1: Facts



- Allegations
- Evidence
- Approaching findings

Stage 2: Fitness to Teach



- Forward looking test
- Link to professional standards and Code of Professionalism and Conduct
- Remediation
- Public interest

Stage 3: Sanction



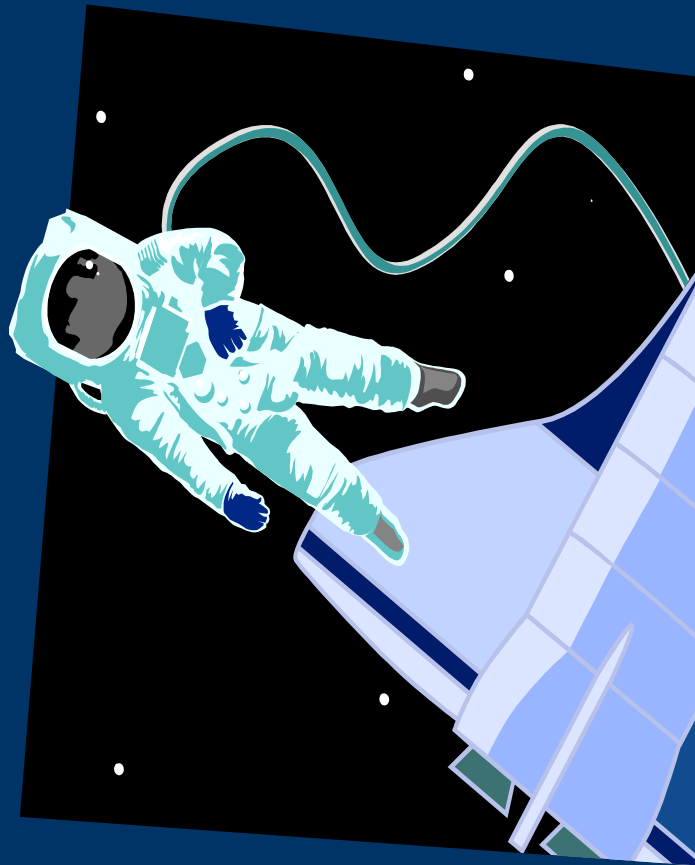
- Range of options
- Indicative Outcomes Guidance
- Methodology and reasoning

Decision Writing



- Why??
- Changed context
- Appeals
- What decisions contain and how achieved

Future Challenges



Discussion and Questions



Your experience and reflections...?

Further Information



- GTCS website (www.gtcs.org.uk)
- lindsay.thomson@gtcs.org.uk
- jennifer.macdonald@gtcs.org.uk