



COSLA

To: **Directors of Education/ Chief Education Officers**
General Secretaries, Professional Associations
Graeme Logan, Director of Learning, Scottish Government
John Edward, Director, Scottish Council of Independent Schools
Local Authority Chief Executives
Local Authority Heads of HR

9 October 2019

Dear Colleague

Employment of Teachers

This letter is written to you on behalf of the General Teaching Council for Scotland (**GTC Scotland**) and the Convention of Scottish Local Authorities (COSLA).

Both GTC Scotland and COSLA have been receiving an increasing number of queries in relation to the suitability and appropriateness of teachers being appointed to posts beyond their GTC Scotland registration category. It is therefore considered timely to communicate directly with each Scottish school employer to clarify the position and to set out what is considered to be best practice in relation to the employment and deployment of registered teachers within Scottish schools.

As you will be aware, the law requires that all teachers who are employed in a local authority school must be registered with GTC Scotland (see the Requirements for Teachers Regulations (Scotland) 2005 (**2005 Regulations**)). This requirement for registration has now been extended beyond local authority schools to the independent schools' sector through the Registration of Independent Schools (Prescribed Person) (Scotland) Regulations 2017.

GTC Scotland is the professional registration and regulation body for teachers in Scotland and its functions are established by Statute. Under the Public Services Reform (General Teaching Council for Scotland) Order 2011 (**2011 Order**), its principal aims are to contribute to improving the quality of teaching and learning and to maintain and improve teachers' professional standards. GTC Scotland is required (under the 2011 Order) to hold a Register of Teachers which may be sub-divided by GTC Scotland as it thinks fit. As you will be aware, GTC Scotland currently sub-divides its Register of Teachers into Primary, Secondary (with subject specific registration) and Further Education.

GTC Scotland's registration processes provide assurance to the public, employers, teaching professionals and users of the education system that teachers registered in a particular subject/sector have the relevant professional qualifications, skills and knowledge to teach that subject/sector. GTC Scotland considers that sub-division of the Register of Teachers in this way is a critical part of ensuring that professional standards of teachers are maintained in Scottish schools.

Against this background and context, GTC Scotland and COSLA therefore expect the general requirement that teachers are employed in line with their registration categories. For the avoidance of doubt, this means that Primary school registered teachers are to be employed in the primary sector, Secondary registered teachers are to be employed in their registered secondary school subject category and Further Education (or college) registered teachers are to be employed in further education.

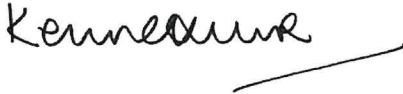
GTCS recognises that there are some teachers who are employed in specialist roles such as additional support needs and as visiting specialists, peripatetic teachers and transition teachers. Such teachers are not affected by the above general requirement.

We are also aware that there will be occasions when there is a requirement for a Secondary teacher to be deployed temporarily into another registration subject category, most often in the same cognate group, in order to assist any teacher shortage or to provide temporary cover. Equally, we recognise that there are situations when teachers who have expertise in one subject or sector share that expertise with teachers and pupils in another sector. Examples of this would include a secondary Science specialist supporting the teaching of Science in a primary school or a college lecturer delivering a vocational course to school-based students. Such situations should be used only as a temporary measure and not represent permanent deployment of a teacher into a teaching post for which they are not suitably registered (and therefore not suitably qualified).

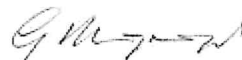
As you will be aware, the GTC Scotland Register of Teachers is available online to the public through a Search the Register facility with an enhanced level access provided to all teacher employers. This is available at our website – www.gtcs.org.uk. It is essential that GTC Scotland's Search the Register facility is used by employers to check that the teachers they are recruiting are currently registered in the appropriate registration sector and subject category so that they can be employed in line with the above requirements. If you think that it would be helpful for GTC Scotland to offer further guidance on how to use this facility, or there is any aspect of it that you think should be improved, please do send your feedback to GTC Scotland's Registration team - Registration@GTCS.org.uk.

We trust that this clarifies the position in relation to GTC Scotland and COSLA's expectation in relation to the employment of teachers. Please do not hesitate to get in touch should you wish to discuss any matter arising from this letter.

Yours sincerely



Kenneth Muir
Chief Executive and Registrar
General Teaching Council for Scotland



Councillor Gail Macgregor
Spokesperson for Resources
COSLA