

Áine Lynch	Present
Ann Mulcahy	Present
Anne Howard	Present
Anne Loughnane	Present
Bryan O'Reilly	Present
Catherine Doolan	Present
Catherine Moynihan	Present
Ciaran O'Donnell	Apologies
David O'Sullivan	Present
Declan Fahie	Present
Eamon Dennehy	Present
Eamonn Shaughnessy	Present
Fergal McCarthy	Present
Gerry Leydon	Apologies
Gráinne Conachy	Present
Jean Beswick Duignan	Present
Kathleen Burke	Apologies
Liam Ó Néill	Present
Mai Fanning	Apologies
Mary Magner	Present
Mary Curley	Present
Michael Delargey	Present
Michelle Keane	Present
Niall Duddy	Present
Niamh Hourigan	Present
Niamh Dennehy	Present
Noel Cronin	Present
Paul Moroney	Present
Peter McCabe	Present
Rosena Jordan	Present
Séamus Ó Fearraigh	Present
Seán Ó hArgáin	Present
Seán Ó Dubhlaing	Present
Seán O'Neill	Present
Teresa O'Doherty	Present
Tracie Tobin	Present

**Staff in attendance:** Lynn Ramsey, Director; Phil Fox, Deputy Director; Harry McGeary, Head of Finance and IT; Siobhan Healy, Head of Registration; Finola O'Dwyer, Solicitor & Head of Professional Standards; Bríd Murphy, Head of Initial Teacher Education & Induction, Carmel Kearns, Head of Teachers' Learning and Research, Ruth Flynn Head of Corporate Affairs and Human Resources, Tom Ward (IPA – observer).

## 1. Attendance & Apologies

### 1.1. Opening Remarks by Chairperson

The Chair welcomed members to the meeting.

### 1.2. Noting of Apologies

Apologies were noted from Ciarán O'Donnell, Gerry Leydon, Kathleen Burke and Mai Fanning.

### 1.3. Declarations of Conflicts of Interest

David O'Sullivan declared a conflict of interest related to Item 10.2 and members of the Disciplinary Committee who previously considered the matter are conflicted for Item 10.1

## 2. Minutes & Matters Arising

### 2.1. Minutes

The minutes of meeting 03 July 2023 were approved having been proposed by Bryan O'Reilly and seconded by Michael Delargey.

### 2.2. Matters Arising

In response to a query from members, the Deputy Director confirmed that the Irish language portal went live on 19 July and that the Teaching Council has been actively engaging with the office of the Coimisinéir Teanga regarding compliance with our obligations under the Act. The Deputy Director also confirmed that an Irish language phone line is available. It was agreed that the Council would provide a breakdown of Irish language proficiency amongst the Teaching Council staff.

## 3. Standing Item

### 3.1. Appointments to Committees & Panels

There were no appointments to Committees & Panels. Members expressed concern regarding the continued IBEC vacancy. The Director will write to the Department regarding the vacancy and the issues it is causing.

## 4. Director's Report

### 4.1. Update from Director

The Director's report was taken as read and the following points were noted by the Director:

- FÉILTE took place the previous Saturday, 7<sup>th</sup> October with approximately 450 attendees. The 'Meet the Teaching Council' stand was a success with many queries specifically regarding NQTs, registration and Droichead. The tender process for the organisational structure review and workforce planning has been completed. This project has commenced and will continue through to January 2024. Council will be further updated as appropriate at the December Council meeting.
- Technical difficulties were experienced with the NOVUS portal resulting in the portal being intermittently unavailable for a period of a week. A root-cause-analysis report was requested. Meetings with the supplier are ongoing.
- The Council is commencing the development of an EDI policy led by the Deputy Director who welcomes any contributions from members.
- The Longitudinal Research contract is due for signature by 16 October.

The following points were noted in the ensuing discussion:

- Council members noted a number of organisations in the EDI space including the LGBTQ+ committee of the INTO, Migrant Teacher Project, and the EU Commission. Consideration should be given to social class being a 10<sup>th</sup> ground while noting that self-identification is an issue.
- The Head of ITEI confirmed that the Teaching Council had requested from the DoE that communications regarding iQTS be circulated to Council members before they are issued to the school system.
- The Registration section is currently developing a tailored process for teachers applying to return to the Register.
- The Head of ITEI advised that a risk-benefit analysis of extending the CAR regulation is underway.

## 5. Item for Discussion

### 5.1. Governance Day Follow-Up

The Head of Corporate Affairs outlined the Board Effectiveness Review process and confirmed that the Chairs of Committees would be contacted for availability for individual interviews for this process.

The Head of Professional Standards outlined the numbers of inquiries waiting to be scheduled and the commitment of number of days from Disciplinary Committee members required for these inquiries.

It was agreed in the ensuing discussion that filling of the IBEC vacancy needed to be prioritised. It was also agreed that the possibility of former Council Members filling vacancies on panels would be explored.

## 6. Items for Decision

### 6.1. Annual Report

Stephen Conneally (EO Comms Dept.) joined the meeting for this agenda item and outlined the updated Annual Report for decision. The following points were noted in the ensuing discussion:

- o The Head of Professional Standards highlighted that the initial graphic regarding fitness to practise inquiries would be updated to include that the seven inquiries took place over 19 inquiry days.
- o The Deputy Director confirmed there would be one minor edit in the director's address.

**The Annual Report was approved by Council having been proposed by Áine Lynch and seconded by Seán Ó hÁrgáin.**

## 7. Item for Decision

### 7.1. Finance Committee

The Finance Committee Chairs report was taken as read.

### 7.2. Draft updated budget for 2023

The Head of Finance provided an overview of the budget, funding position of Council, income and expenditure. The following points were noted in the ensuing discussion:

**The updated budget was approved having been proposed by Michael Delargy and seconded by Peter McCabe.**

### 7.3. Schedule of Fees for 2023

**The Council approved the unchanged Schedule of fees – as recommended by Finance Committee having been proposed by Rosena Jordan and seconded by Tracie Tobin.**

## 8. Items for Decision

### 8.1. Proposal regarding Droichead Temporary Measures

The Head of ITEI presented on the proposed Droichead Temporary Measures which could enable primary NQTs employed on Supply Panels or Principal Release Time Posts to complete Droichead. The proposal and provisions as recommended by the Education Committee were outlined to Council members.

**The Council approved a temporary amendment to Droichead policy to allow primary NQTs who secure employment on Supply Panels or Principal Release Time Posts, complete the Droichead process in the 2023/2024 and 2024/2025 school years subject to the provisions as outlined having been proposed by Seán Ó Dubhlaing and seconded by Tracie Tobin.**

## 9. Item for Decision

### 9.1. Code of Practice

The Head of Corporate Affairs outlined the work of the Code of Practice Working Group and the headline changes within the document.

**The Code of Practice was approved having been proposed by Catherine Moynihan and seconded by Seán Ó hÁrgáin.**

## 10. Item for Decision

David O'Sullivan recused himself for item 10.1 of the meeting.

### 10.1. Decision whether to publish website notice pursuant to section 46B of the Teaching Council Acts – registered teacher [REDACTED]

The Head of Professional Standards presented this item outlining the outcome of the fitness to teach inquiry in this matter and providing a synopsis of the submissions from the Director's team with regard to the issue of publication of sanction, and relevant correspondence with the teacher/teacher's representative.

The options available were outlined to Council under section 46B(a)(i) of the Act in terms of publication.

**A decision was made to publish the sanction on the Teaching Council website as per the draft website notice before Council, (without any information which would lead to the identification of the teacher), pursuant to section 46B(a)(i) of the Teaching Council Act, having been proposed by Bryan O'Reilly and seconded by Mary Curley.**

David O Sullivan returned to the meeting following item 10.1.

The following members of the Disciplinary Committee left the meeting for consideration of item 10.2 as they had previously considered item 10.2 at the Disciplinary Committee Meeting on 18 September 2023: Áine Lynch, Anne Howard, Declan Fahie, Fergal McCarthy, Mary Magner, Noel Cronin, Paul Moroney, Seán O'Neill, Tracie Tobin. The Chair established that the meeting was still quorate.

### 10.2. Decision whether to publish website notice pursuant to section 46B of the Teaching Council Acts – registered teacher [REDACTED]

The Head of Professional Standards presented this item, outlining the outcome of the fitness to teach inquiry in this matter, and providing a synopsis of the submissions from the Director's team with regard to the issue of publication of finding and sanction, and relevant correspondence with the teacher/teacher's representative.

The recommendation of the Disciplinary Committee was outlined to Council and the options available to Council under section 46B of the Act in terms of publication.

**A decision was made to publish the finding and sanction on the Teaching Council website as per the draft notice recommended to Council by the Disciplinary Committee (without any information which would lead to the identification of the teacher), pursuant to section 46B(b) of**

**the Teaching Council Act, having been proposed by Seán Ó hÁrgáin and seconded by Rosena Jordan.**

The members of the Disciplinary Committee who left the meeting for item 10.2 returned to the meeting when item 10.2 was concluded.

## 11. Items for Noting

### 11.1. Draft Registration Regulations

The Head of Registration provided an update on the revision of the draft Registration Regulations including an overview of the proposed changes and the next steps in the process. The following points were noted in the ensuing discussion.

- In response to a question regarding publishing of school addresses on the register on the website, the Head of Registration acknowledged that while this not in the current proposed changes, the regulations are still at a consultation stage, and they may change.

## 12. Items for Noting

### 12.1. Executive Committee

The Executive Committee Chair's update was noted.

### 12.2. Education Committee

The Education Committee Chair's report was noted.

### 12.3. Finance Committee

The Finance Committee Chair's report was noted.

### 12.4. Registration Committee

The Registration Committee Chair's report was noted. The following points were noted in the discussion:

- In response to a question regarding the limited numbers of Ukrainian teachers registered, particularly at primary level, the Director confirmed that she had attended meetings with the Migrant Teacher Project and the Heads of ITEI and Registration were meeting with the group monthly. The Director reiterated that they are open to further avenues to engage with potential Ukrainian teachers.

### 12.5. Investigating Committee

The Investigating Committee Chair's report was noted.

### 12.6. Disciplinary Committee

The Disciplinary Committee Chair's report was noted.

### 12.7. Audit & Risk Committee

The Audit & Risk Committee Chair's report was noted.

### 13. Item for Noting

#### 13.1. Teacher Release Update

The affected member provided an update on the ongoing issue. The Director advised members that the matter of Teacher Release was raised at recent meetings with the Secretary General and the Assistant Secretary General and advised that the Periodic Critical Review may be a good opportunity to foreground the issue.

It was noted in the ensuing discussion that attempts were made to engage with principals and the chairs of boards of management, but it may be worthwhile to re-engage. A suggestion regarding the inclusion of a module on the work of the Council in Board of Management training will be considered.

Meeting Ended 16:25

Signed: Michelle Keane  
Council Chair

Date: 11th December '23

Signed: Dorothy Ryan  
Secretary to Council

Date: 11/12/2023

**APPENDIX 1**

**Actions Arising from Council Meeting 09 October 2023**

Action	Owner	Timeframe
Number of TC staff with proficiency in the Irish Language to be provided	Head of Corporate Affairs	Next Council
Work to be done on whether it may be possible for former Council Members to fill vacancies on committees.	Deputy Director/ Head of Professional Standards	ASAP
Stakeholder engagement with BoMs further explored.	Deputy Director	ASAP
Engage with Board of Management Training programmes regarding the role of the TC.	Director/Chair	ASAP

*ES' 2023/2024*

*11/15/2023*

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*11/15/2023*