

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

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 Paul Moroney, Niamh Hourigan, Séamus Ó Fearraigh, Bryan O'Reilly, Áine Lynch and Teresa O'Doherty.

1.3. Declarations of Conflicts of Interest

No conflicts declared.

2. Item for Noting

2.1. Board Effectiveness Review

Tom Ward (IPA) provided an overview of the findings of the Board Effectiveness Review including member feedback, positive areas, council dynamics, strategy & performance, induction & training and overall composition.

The following points were noted in the ensuing discussion:

- Council members queried the process by which the review's recommendations would be implemented. The Head of Corporate Affairs and HR confirmed that the senior management team would develop an action plan for implementation of the recommendations. In this action plan she advised that recommendations would be grouped under categories along the lines of the following, those which would improve internal administration/ reporting, those that required further discussion by Council members, those which were outside of control of Council such as legislative changes. - recommendations which involved internal reporting such as on KPI's could be progressed while more substantial recommendations would be discussed at further council meetings and those which involved legislative changes would be outside of the remit of the Council.
- The Head of Corporate Affairs and HR confirmed that the review reflected the views of all members of Council and had been compiled on the basis of the survey responses received from members, interviews with several members and some feedback from the senior management team.

3. Item for Decision

3.1. Governance Day Follow-Up

The Deputy Director provided an overview of discussions to date regarding the matter of external members potentially sitting on inquiry panels. The decision to seek an amendment to the legislation to allow former members of Disciplinary Committee to remain available to participate in inquiries was approved at the Council Meeting on 04 March 2024.

Council Members had noted that the agreed proposed amendment's scope to include only former Disciplinary Committee members would narrow the pool of available former Council members, which may not be sufficient to alleviate scheduling difficulties with fitness to teach inquiries. It was agreed that a proposed wording with a broader scope would be brought to the next Executive Committee meeting. The broader proposed amendment was approved by the Executive Committee on 11 March 2024.

The following points were noted in the ensuing discussion:

- Council Members noted the disproportionate burden on non-teacher members regarding the scheduling of inquiries which may be alleviated by the broadening of the proposed amendment's scope to former Council members.
- Council Members stressed the importance of providing all Disciplinary Committee members with the appropriate training. The Deputy Director assured Council that appropriate training and supports would be provided.

The decision to seek an amendment to the Teaching Council Act 2001 (as amended) that allows former Council Members to be eligible to be appointed as external members to disciplinary inquiry panels was **approved having been proposed by Michael Delargey and seconded by Rosena Jordan.**

4. Item for Decision

4.1. Code of Practice Update

The Head of Corporate Affairs and HR provided an overview of a number of proposed changes to the draft Code of Practice following consultation with the Code of Practice Working Group.

The following point was noted in the ensuing discussion:

- The Head of Corporate Affairs & HR confirmed that the Code of Practice applies to all Council Members, however the process for the removal of ministerial nominees from the Council is dictated externally.

The Code of Practice, recommended by the Executive Committee was **approved having been proposed by Niamh Dennehy and seconded by Anne Howard.**

5. Item for Decision

5.1. Organisation Design Review

The Chair welcomed Doreen Gerety and Geraldine Stewart from DGS Consulting to the meeting who provided an overview of the Organisation Design Review of the Teaching Council. They outlined the review which included engagement with the senior management team, all Teaching Council staff, as well as consultation with other regulators, both in Ireland and other jurisdictions, as part of a benchmarking process. The impact of the covid pandemic, the ongoing conflict in Ukraine, the teacher supply crisis and widespread digitisation were also factored into the review.

The Director also provided a presentation outlining the current structure, the rationale behind the new proposed structure, the next steps and financial modelling.

The following points were noted in the ensuing discussion:

- No sanction is currently being sought for roles recommended in the Office of the Directorate and Human Resources.

- The Head of Corporate Affairs and HR confirmed that by 2030, 20% of all new hires would have proficiency in the Irish Language and confirmed that the Irish Language Officer would support the use of the Irish Language throughout the office.
- The inclusion of costs related to the recommendations was not included in the Draft Budget 2024 as it is envisaged that the related costs may not be incurred until subsequent budgets.

The recommendations of the review included a revision of the structure of the organisation and also included a number of proposed additional resourcing requests which were separated into nine decisions for Council outlined below:

The critical resourcing request for a Deputy Director of Strategy and Governance (Principal Officer Level) **was approved having been proposed by Niamh Dennehy and seconded by Fergal McCarthy**

The critical resourcing request for a Head of Digitisation (Assistant Principal Officer level) **was approved having been proposed by Seán Ó Dúbhlaing and seconded by Mary Magner**

The critical resourcing request for a Higher Executive Officer and two Executive Officers for the Fitness to Practice section **was approved having been proposed by Ann Mulcahy and seconded by Mary Magner.**

The critical resourcing request for a Higher Executive Officer in the Qualifications Assessment/Recognition section **was approved having been proposed by Ann Mulcahy and seconded by Gráinne Conachy.**

The critical resourcing request for an Executive Officer in the Policy and Communications section **was approved having been proposed by Declan Fahie and seconded by Kathleen Burke.**

The high priority resourcing request for a Social Science researcher/ Data Analyst (Higher Executive Officer) in the Policy and Communications section **was approved having been proposed by Fergal McCarthy and seconded by Mary Curley.**

The high priority resourcing request for an Irish Language Officer (Executive Officer) in the Policy and Communications section **was approved having been proposed by Seán Ó hArgáin and seconded by Eamonn Shaughnessy.**

The high priority resourcing request for a 0.5 Executive Officer (0.2 Finance & 0.2 Registration) and one Clerical Officer (Registration) **was approved having been proposed by Rosena Jordan and seconded by David O'Sullivan.**

The high priority resourcing request for an Executive Officer in the Registration section **was approved having been proposed by Seán Ó Dúbhlaing and seconded by Fergal McCarthy.**

6. Items for Decision

6.1. Lease for Ground Floor

The Head of Finance provided an update on the vacant space as Schneider is relocating to a new premises.

The decision to authorise management to proceed (with professional advice) with negotiations and conclude arrangements with potential tenants **was approved having been proposed by Noel Cronin and seconded by Mary Curley.**

7. Item for Noting

7.1. PCR Update

The Director provided a brief update on the Periodic Critical Review which has been completed and advised that the report is now with the Secretary General of the DoE.

8. Items for Noting -

8.1. Teacher Release Update

The Director confirmed that school visits would be ongoing with the schools of outgoing Council Members.

A Council Member thanked their colleagues for their continued support which allowed them to attend Council Meetings.

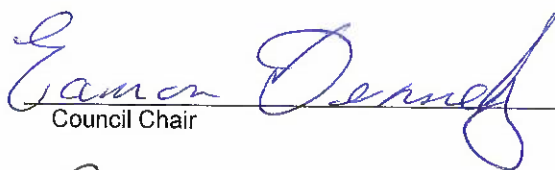
A.O.B.

The Head of Corporate Affairs and HR confirmed that progress had been made in filling the IBEC vacancy and that a nomination had been submitted to the Department of Education that day.

Meeting Ended 14:30

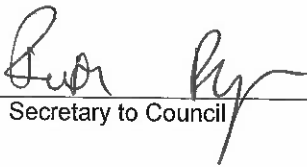
Signed:

Date:


Council Chair 27/5/2024

Signed:

Date:


Secretary to Council 27 May 2024

APPENDIX 1

Actions Arising from Council Meeting 25 March 2024

Action	Owner	Timeframe
An action plan will be assembled regarding the recommendations of the Board Effectiveness review.	SMT	Q2/Q3