

# CASE STUDY



## General Teaching Council for Scotland

***“A recent staff survey demonstrated that our staff believe GTC Scotland is a good place to work: 82% of staff think GTC Scotland compares well with other organisations, 91% feel part of the organisation and 93% are proud to say they work for us. It is no surprise, then, that our staff turnover rates are extremely low compared to both public and private sectors.”***

**Matthew MacIver, GTC Scotland Chief Executive / Registrar**



### BACKGROUND

- Size:** 57 employees
- Sector:** Statutory organisation
- Location:** Edinburgh
- Status:** Recognised since 2002.

### THE ORGANISATION

The General Teaching Council for Scotland (GTC Scotland) is the independent professional body for teachers in Scotland. Originally set up in 1965 as a registration and regulation body, over the past few years the role of GTC Scotland has expanded to include new statutory responsibilities. This has meant a period of great change and growth for the organisation. GTC Scotland first achieved Investors in People recognition in November 2002.

### IMPACT OF USING INVESTORS IN PEOPLE

As an organisation at the centre of teaching and learning in Scotland, investing time and resources in the development of people has always been an important part of our culture. In the late 1990s it became clear that GTC Scotland had to modernise to be able to meet its new statutory responsibilities and other challenges. Investors in People, as a nationally recognised quality standard, was chosen as the tool to drive forward the changes necessary to bring GTC Scotland into the 21st century. To be successful our staff have to be able to perform to the best of their ability, which means ensuring that they are all effectively managed and developed and that good channels of communication are established throughout the organisation. Investors in People provided direction in achieving the required changes and was a framework against which any improvements could be measured.

Working towards Investors in People significantly improved our business planning processes, providing us with a clear vision for the future. Communication is now more effective at all levels and we are increasingly moving towards a culture where the sharing of information is the norm. The combination of the reviews and a more formal system of evaluating learning has meant that staff development is now more focused on equipping people with the skills and knowledge they need to contribute towards achieving departmental and organisational objectives. Most importantly, the results of changes made as part of Investors in People have allowed us to improve the service we provide to teachers and other stakeholders.

We have come a long way since first working towards the Standard, however we recognise that there are still areas in which our organisation might develop and improve. One of the main benefits is, therefore, that it spurs us on to continuously look for better ways of managing and developing our people.