

FOI 202400416034

Please send all communications from Jackie Baillie MSP to John Swinney when he was DFM, related to GTCS matters.

Doc no.	Date	Description
1.	8 January 2018	Letter from Jackie Baille regarding registration of a teacher
2.	4 June 2020	Jackie Baillie letter to John Swinney re probationer teacher
3.	13 October 2020	Follow-up letter from Jackie Baillie

1. [extracted from PDF]

Mr John Swinney MSP  
Cabinet Secretary for Education and Skills  
Scottish Government  
St Andrews House  
Regent Street  
Edinburgh  
EH1 3DG

Our Ref:LH/RAMA01009/01180000

08 January 2018

**[Redacted s38(1)(b)]**

I write on behalf of the above noted constituent who is a primary school teacher.

As a result of a report by West Dunbartonshire Council about his probationary period at **[Redacted s38(1)(b)]** has been de-registered as a teacher by the General Teaching Council of Scotland as from 4 January 2018.

Without going into the detail of the case, I would simply observe that **[Redacted s38(1)(b)]** has received nothing but positive feedback on his performance from the other school he has worked at on a supply basis ever since.

As a result of the GTC decision, **[Redacted s38(1)(b)]** is unable to teach for the next two years. His fitness to teach will then be assessed and he has to demonstrate improved teaching and performance to be able to register again. He is obviously concerned about how he can do that, if he is not in a teaching role and I have written to the GTC to clarify what employment, activities, or volunteering they would consider appropriate.

I am aware you may be considering the future of the GTC and I would be grateful if you might reflect on this case and what could be learned from **[Redacted s38(1)(b)]**

experience. Both **[Redacted s38(1)(b)]** parents are themselves teachers of many years standing and the family would welcome an opportunity to discuss their experience with you. They understand that you cannot become involved in individual cases and I appreciate you are busy but if you would consider meeting them.

Best wishes  
Jackie Baillie MSP  
Dumbarton Constituency

2. [extracted from PDF]

Mr John Swinney MSP  
Cabinet Secretary for Education & Skills

Our Ref: JB19737

04 June 2020

Dear John,

### **Probationary Teachers**

I have been contacted by a probationary teacher who feels like he and his fellow probationary teachers have been forgotten about by the government during this pandemic.

He understands that probationers may not be a priority during this pandemic, but he has pointed out that many have families to look after. He has said that all probationers who have contracts right now are due to stop at the end of June and that they cannot apply for jobs at the moment due to the pandemic. However he has been disappointed that absolutely no advice has been given to them by the government.

He would like to know when he and his colleagues will be able to apply for jobs. He and many of his colleagues are seriously concerned about job security and would like some guidance from the government about how they will be supported during these difficult times and what job security they will have come August.

He has also raised concerns with me about the recruitment process for teachers, which he would like the government to review after this pandemic. He notes that no one council recruits the same way and some even require teachers to do observations for the recruitment process, despite teachers already having spent a whole year during probation undergoing observations and professional dialogues. He would like to see a more consistent and fair approach in teacher recruitment across all councils.

Finally he has also raised issues about the way the General Teaching Council Scotland (GTC) allocates probationary posts. He feels like the GTCS should in future give consideration to probationary teachers circumstances before allocating them to councils a considerable distance away from where they live as many are forced into debt to work in these circumstances.

I look forward to your response.

Yours sincerely,



**Jackie Baillie MSP**  
**Dumbarton Constituency**

3.  
John Swinney MSP  
Cabinet Secretary for Education & Skills  
Education and Skills  
Scottish Government  
St. Andrew's House  
Regent Road  
Edinburgh  
EH1 3DG

Our Ref: JB19737  
13 October 2020

Dear John,

Probationary Teachers

I write as I have not yet received a response to the letter I sent to you dated 04 June 2020 and the follow up letters I sent on 8th July 2020, 20 July 2020, 6 August 2020 and 21 August 2020, a copy of which I have enclosed for ease of reference.

I would be grateful if you would respond to this letter as soon as possible. Many thanks for your assistance.

Yours sincerely,  
Jackie Baillie MSP Dumbarton Constituency