



GTCNI

General Teaching Council for Northern Ireland

Annual Report and Accounts

for the year ended 31 March 2011

2010-2011

www.gtcni.org.uk

General Teaching Council for Northern Ireland
Annual Report and Accounts
for the year ended 31 March 2011

The Acting Registrar/Chief Executive Officer authorised these
Financial Statements for issue on 8th June 2012

Laid before the Northern Ireland Assembly in accordance with paragraph 12 of Schedule 1 to the Education Order
(Northern Ireland) 1998 by the Department of Education
On
5th July 2012

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GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
YEAR ENDED 31 MARCH 2011

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GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
CHAIRPERSON'S FOREWORD
THE YEAR ENDED 31 MARCH 2011

CHAIRPERSON'S FOREWORD

This is the seventh Annual Report published by the General Teaching Council for Northern Ireland. The Council was established by the 1998 Education (NI) Order and the Council first met in November 2002. Since then, the Council has taken every opportunity to promote the status of teaching and to emphasise the importance of teachers' work. This has involved the Council communicating and building relationships with a wide range of stakeholders. In previous years the Council has made some notable achievements: the publication of a Code of Values and Professional Practice; and the creation and dissemination of a Charter for Education; and the development of the Northern Ireland Teacher Competences.

This year has been a year of achievement and frustration. The Council has made significant progress in terms of registration, approval of qualifications, accreditation of ITE provision and evidence-informed policy advice. However, the further delay in providing the Council with appropriate powers to regulate effectively continues to undermine the status of the Council. The Council will work assiduously in the coming year to ensure that it receives the necessary powers to help ensure that the professional work of teachers is valued and professional status enhanced.



Ivan Arbuthnot
Chair, GTCNI

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
PROFESSIONAL ADVISORS
THE YEAR ENDED 31 MARCH 2011

AUDITORS

Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

INTERNAL AUDITORS

ASM
Horwath House
20 Rosemary Street
Belfast
BT1 1QD

SOLICITORS

Cleaver Fulton Rankin
50 Bedford Street
Belfast
BT2 7FW

BANKERS

Northern Bank Ltd
Donegall Square North
Belfast
BT1 2HQ

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REPORT OF THE COUNCIL MEMBERS
THE YEAR ENDED 31 MARCH 2011

The Council are pleased to present their Annual Report and Accounts for the year to 31 March 2011.

Our Annual Report and Accounts have been prepared in accordance with the requirements and guidelines set out in the Government's Financial Reporting Manual (FRM) issued by the Department of Finance and Personnel which is in force for the financial year for which the accounts are being prepared and under an Accounts Direction given by the Department of Education in accordance with paragraph 12 of Schedule 1 to the Education (Northern Ireland) Order 1998. The accounting policies contained in the FRM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context.

BACKGROUND AND INFORMATION

The General Teaching Council for Northern Ireland was established by the Education (Northern Ireland) Order 1998, and held its first meeting on the 15th October 2002. The Council is the statutory, independent body for the teaching profession and is dedicated to enhancing the status of teaching and promoting the highest standards of professional conduct and practice. The Council has a membership of 33, the majority of whom are teachers.

The Council is constituted as follows: 14 members are elected directly by the profession with a further 5 members nominated by the Northern Ireland Teaching Council. In addition, 10 members are nominated by broader interests within education including Higher Education Institutions, Employing Authorities and other agencies. The remainder are appointed by the Department of Education for Northern Ireland of whom one will be representative of industry and commerce and 3 will reflect the wider public interest. In essence the membership reflects the broad professional educational community. All members of the Council are independent, non-executive members and they report on other interests in the Register of Members' Interests which is held in the Council offices.

The Registrar is the Chief Executive Officer of the Council and he is supported by professional staff responsible for the Council's strategic and operational work programmes.

PRINCIPAL OBJECTIVES AND ACTIVITIES

The Council's responsibilities, as set out in the Education (Northern Ireland) Order 1998, Articles 34-41 as amended by the 2003 and 2006 Education (NI) Orders, are as follows:

- the registration of all teachers in grant-aided schools;
- the approval of qualifications for the purposes of registration;
- regulatory functions relating to unacceptable professional conduct and serious professional incompetence; and
- the provision of advice to the Department of Education and employing authorities.

FUTURE DEVELOPMENTS

The Council's work in the forthcoming year will include the completion of a number of key initiatives:

- work with DE to clarify the Council's 'status';
- review and revise, as required, the Council's Code of Values and Professional Practice;
- undertake a review of communications with stakeholders and develop digital communications channels;
- continue with research and modelling of good CPD practice in relation to 'Lesson Study' and
- develop regulatory procedures and processes further to primary legislation from the NI Assembly.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REPORT OF THE COUNCIL MEMBERS
THE YEAR ENDED 31 MARCH 2011

COUNCIL MEMBERS AND RESPONSIBILITIES

Council Members have corporate responsibility for ensuring that the Council complies with any statutory or administrative requirements for the use of its income from registration fees. They are specifically responsible for:

- ensuring that high standards of administration and decision-making are observed at all times;
- establishing the overall strategic direction of the Council by means of oversight of the production of the Corporate Plan;
- overseeing the delivery of planned results by monitoring performance against agreed strategic objectives and targets;
- formulating a strategy for the security of personal information held so as to comply with the Council's statutory responsibilities; and
- ensuring that the Council does not exceed its powers or functions whether defined in statute or otherwise. Members are normally advised on these matters by the Council's Registrar and its legal advisors.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REPORT OF THE COUNCIL MEMBERS
THE YEAR ENDED 31 MARCH 2011

Council membership for the period was:

Elected Members	Up to October 2010	From November 2010
Nursery School Representative	Mrs Susan Campbell	Mrs Sharon Beattie
Special School Representative	Mrs Sally McKee	Mr Colm Davis
Primary School Representatives	Mr Charles Glenn Mr John McGrady Ms Daisy Mules Mrs Thea Patton Mr John Kerr	Mr Brian Carlin Mrs Carney Cumper Mrs Sandra E Douglas Mrs Gillian Dunlop Mrs Mary Leonard
Secondary School Representatives	Mr Keith Smith Mr Damian Walls Dr Theo Laverty Mrs Teresa Graham Mrs Rosemary Barton	Mr Keith Smith Mr Paddy Linden Dr Theo Laverty Mr Graham Agnew Miss Ciara McCay
Primary School Principal	Mrs Audrey Stewart	Mr Brian Jess
Secondary School Principal	Mr Ivan Arbuthnot	Mr Ivan Arbuthnot
Appointed Members		
Northern Ireland Teachers' Council	Mr John Pollock Mr Peter Scott Mr Malachy Doherty Mr Tony Lappin Mr Alistair Orr	Mr John Pollock Mrs Gillian Scott Mrs Teresa Graham Ms Daisy Mules Mr Stephen Moore
Association of NI Education and Library Boards	Mr Gary Haire (Appointed April 2008, resigned November 2009) Mr Gordon Topping	Barry Mullholland (Appointed December 2011) John Devlin (Appointed March 2012)
Council for Catholic Maintained Schools	Mr John Colgan Mrs La'Verne Montgomery	Mr John Colgan Mr Eugene O'Neill
Comhairle na Gaelscolaíochta	Ms Aine Andrews	Ms Aine Andrews
Governing Bodies Association	Mr Ronnie Hassard	Mrs Sheila Crea
Northern Ireland Council for Integrated Education	Mrs Frances Donnelly	Mrs Frances Donnelly
Transferor Representatives' Council	Miss Rosemary Rainey (Appointed November 2009)	Miss Rosemary Rainey
Trustees of Catholic Maintained Schools	Mr Joe Corrigan	Mrs Elizabeth McNeice
Universities Council for the Education of Teachers	Dr Leslie Caul	Miss Audrey Curry
Department of Education	Mrs Dorothy Black Dr Jennifer Cornyn Mrs Miriam Karp Mr Brendan McConville	Sally McKee (Appointed March 2012) Dr Jennifer Cornyn (Appointed March 2012) Sean Lambe (Appointed March 2012)

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REPORT OF THE COUNCIL MEMBERS
THE YEAR ENDED 31 MARCH 2011

COUNCIL'S COMMITTEE STRUCTURE

The Council provides leadership, monitors performance to ensure that the GTCNI's aims and objectives are met, and promotes the highest standards of probity and propriety. In order to facilitate this work, the Council delegates different areas of the work to a range of committees as outlined below. The Committees report on the work they have undertaken at the Council meetings and bring forward significant issues for discussion and approval.

The General Purposes and Finance Committee

This Committee has responsibility for overseeing the Council's planning and operational processes encompassing:

Planning Processes

- Corporate and Business Plans
- Annual Reports

Financial Procedures

- Financial Procedures Manual
- Procurement
- Budget approval
- Annual Accounts

Staffing and Accommodation

- Recruitment
- Staff Discipline

Policy Issues

- Equal opportunities
- Health and safety

The Registration Committee

This Committee has strategic responsibilities in regard to all aspects of Teacher Registration, including:

- The development and maintenance of registration processes.
- The commissioning of the registration database and managed services.
- The exceptional registration processes and applications for same.
- Review of the Council's disciplinary procedures.

In addition the Committee will advise on:

- The profile of the Profession and its implications for recruitment and supply.
- The implications of statutory policies in respect of registration requirements.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REPORT OF THE COUNCIL MEMBERS
THE YEAR ENDED 31 MARCH 2011

The Policy & Professional Education Committee

This Committee has responsibility for the analysis of issues arising from changes and policy decisions within the education service.

The Committee exercises an analytical and advisory role in responding to issues emerging from policy developments, administrative changes or emerging trends or conditions within education.

It has a specific role in the consideration of issues such as:

- The Professional Code for Teachers.
- Standards of teaching.
- Initial teacher training.
- Professional development.
- Performance management.

The Audit and Risk Management (ARM) Committee

This Committee has responsibility for:

- strategic processes for risk, control and governance and the Statement on Internal Control;
- the accounting policies, the accounts, and the annual report of the organisation, including the process for review of the accounts prior to submission for audit, levels of error identified, and management's letter of representation to the external auditors;
- the planned activity and results of both internal and external audit;
- adequacy of management response to issues identified by audit activity, including external audit's management letter;
- assurances relating to the corporate governance requirements for the organisation;
- (where appropriate) proposals for tendering for either Internal or External Audit services or for purchase of non-audit services from contractors who provide audit services;
- anti-fraud policies, whistle-blowing processes, and arrangements for special investigations; and
- the ARM Committee will also periodically review its own effectiveness and report the results of that review to the Council.

Corporate Governance

To ensure coherence in the operation of the ARM Committee, it is chaired by an independent Council member, who is not the Chairperson of the Council, and includes in its membership the Chairs of the other Committees. The ARM Committee ensures that the internal control systems, including audit activities, are monitored actively, independently and objectively in order to promote and ensure the highest standards of propriety, accountability and financial management within the Council. The Chair of the ARM Committee reports directly to the Council on the Committee's activities.

The Remuneration Committee

The Remuneration Committee meets annually to confirm the Registrar's objectives for the forthcoming year and to determine the annual pay award, in line with the Council's Performance Related Pay Scheme.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REPORT OF THE COUNCIL MEMBERS
THE YEAR ENDED 31 MARCH 2011

AUDITORS

Our financial statements are audited by the Comptroller & Auditor General for Northern Ireland (C&AG) in accordance with paragraph 12 of Schedule 1 to the Education (Northern Ireland) Order 1988. He is head of the Northern Ireland Audit Office and he and his staff are wholly independent of the Council and the Department. He reports his findings to the Northern Ireland Assembly.

The audit of the financial statements resulted in a notional audit fee of £7,250. Remuneration in respect of non-audit work amounted to £Nil.

The Council confirms that:

- (a) so far as its Acting Registrar/CEO is aware, there is no relevant audit information of which the Council's auditors are unaware, and
- (b) the Acting Registrar/CEO has taken all the steps that he ought to have taken to make himself aware of any relevant audit information and to establish that the Council's auditors are aware of that information.

PROMPT PAYMENT

GTCNI is committed to the prompt payment of bills for goods and services received in accordance with the terms of contracts and aims to pay within 10 days but no later than 30 days. GTCNI shall comply with the British Standard for Achieving Good Payment Performance in Commercial Transactions (BS 7890), and with the Late Payment of Commercial Debts (Interest) Act 1998 as amended and supplemented by the Late Payment of Commercial Debts Regulations 2002 DAO (DFP) 12/98 and DAO (DFP) 10/02 refer. This was achieved for 82% of all such invoices in 2010-2011, and no commercial debt interest was paid or was due in respect of transactions in 2010-2011.

DISABLED PERSONS

The Council adopts an equal opportunities approach to the recruitment, development and promotion of staff. Full and fair consideration is given to applications for employment from disabled people where they have the appropriate skills and abilities to perform the job. The Council provides work experience to a trainee for one day per week as part of its commitment to assist disabled people enter the workforce.

EQUALITY OF OPPORTUNITY

We follow the Northern Ireland Civil Service policy that all eligible persons shall have equal opportunity for employment and advancement on the basis of ability, qualifications and aptitude for work.

EMPLOYEE INVOLVEMENT

Staff are regularly briefed on Council business and future developments. Employees are consulted and kept informed of matters which affect them, by means of staff forums, written communication, informal discussions, and where appropriate, information meetings.

HEALTH AND SAFETY

The Council is committed to adhering to all existing legislation on Health and Safety at work to ensure that staff and visitors enjoy the benefits of a safe environment.

CHARITABLE DONATIONS

The Council made no charitable donations during the period.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REPORT OF THE COUNCIL MEMBERS
THE YEAR ENDED 31 MARCH 2011

RESULTS FOR THE YEAR

The financial statements show an operating surplus on ordinary activities of £211,711.

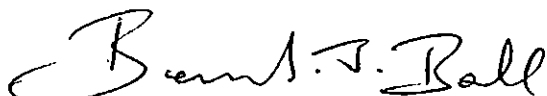
NON-CURRENT ASSETS

Details of the movement of non-current assets have been summarised in note 7 to the accounts. The Council do not believe that there is any material difference between the market and historical book values of its non-current assets as at 31 March 2011. The non-current assets are stated at historical cost less depreciation and have not been revalued during the year.

IMPORTANT EVENTS OCCURRING AFTER THE YEAR END

Since the year end, Mr Eddie Mc Ardle, Registrar and Chief Executive Officer retired from Council on 31st August 2011. Mr Barney Ball has been appointed Acting Registrar and Chief Executive Officer and will sign the Annual Report and Accounts.

Mr B Ball



Acting Registrar &
Chief Executive Officer

Date: 31st May 2012

INTRODUCTION

This report issued by the Council, comes at a time of great uncertainty for education. The unprecedented cuts imposed on the Northern Ireland Executive will undoubtedly have an impact on the funding for education over the coming years. Budgetary constraints will impact on all aspects of education: schools, capital projects, support services and the profession itself. Teachers, committed as they are to the well-being of children, will rise to meet the challenges that lie ahead – just as they have always done. At the same time, it is incumbent on all involved in the education service to work assiduously to minimise the impact of the budget restrictions on teaching and front line services.

The delay in establishing the Education and Skills Authority has created deep confusion for schools and support services alike. This must never be repeated. In short, at a time when uncertainty is the norm, no effort must be spared to promote, where possible, certainty and stability. This will require more than just commitment; but transparency, trust and constructive collaboration among all partners as well.

Given the inevitability difficult circumstances facing the educational community, there needs to be a new consensus. We need a new era characterised by realism, a sharing of perspectives and a commitment to a unified vision. The Council's Charter for Education, endorsed by all political parties and the diverse partners within the broader education service, provides a ready-made template.

What is now required is a determination, on the part of all, to turn that support for the principles within the Charter into positive action in pursuit of the vision outlined in it. The Charter clearly recognises that:

- education, in developing social capital, facilitates personal development and empowerment and contributes to communal well-being and social cohesion;
- education, in all its phases and aspects, is central to the knowledge economy and economic prosperity;
- education, in its fullest sense, embraces both the formal and informal and is the responsibility of students, parents and society as a whole, as well as of teaching professionals;
- appropriate investment in education, in all phases, equals investment for future economic prosperity and towards the goal of a stable, mutually respectful and diverse society in Northern Ireland; and
- teaching is the core profession for the knowledge economy, in that it is the bedrock of knowledge development in all domains.

The Council recognises that, in times of economic constraint, the investment of resources is problematical. However, the investment of energy in collaboration and consensus-building is essential – and resource neutral.

Over the coming years, our collective responsibility is to ensure that the profession is supported in its challenging role.

CONTEXT AND PURPOSE

At a time of upheaval, it is wholly appropriate that the profession should seek to identify and confirm the core purposes of education, as a means of reaffirming the profession's mission and sustaining professional dynamism. It is interesting that it was just such a desire that underpinned the initiation of the recently completed Nuffield Foundation Review, entitled *Education for All: The Future of Education and Training for 14-19 Year Olds*.

In publishing its findings, the Review identified what might be deemed five overarching demands and there is merit in quoting the first of these in full:

"The re-assertion of a broader vision of education in which there is a profound respect for the whole person (not just the narrowly conceived 'intellectual excellence' or 'skills for economic prosperity') irrespective of ability or cultural and social background, in which the learning contributes to a more just and cohesive society".

It is noteworthy that the Council, in its *Charter for Education* first launched in 2006, had already articulated a similar view as to the nature and purposes of education; drawing on the UNESCO Delors Report of 1996 – *Learning the Treasure Within* – and affirming not just that education should be seen as "a liberating experience to be enjoyed by all", but equally,

"...education must seek to develop social capital, engender a commitment to excellence and contribute to the common good".

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
MANAGEMENT COMMENTARY
THE YEAR ENDED 31 MARCH 2011

It is encouraging that *Every School a Good School*, published in April 2009, which effectively serves as a strategic plan for education, endorses the Council's views on the nature and core purposes of our mission in education.

CONTEXT AND SOCIETAL CHANGE

If teaching is to be appropriately recognised as a profession – or if teachers are to be fully recognised as professionals – it is essential that the work of teachers is considered within the broader context of a rapidly changing world. Whilst the 'immediacy' of daily routines, allied to the pressures engendered by initiatives, inevitably absorbs much of the energies of individual teachers, it is nonetheless important that collectively, as a profession, teachers both understand the nature of the changes impacting on society and, where appropriate, comment on and seek to shape how society responds to such changes. Failure to do so would be to embrace a culture of passivity which is wholly inappropriate for those who consider themselves to be professionals.

The Council has always recognised that the profession has a central role in shaping the citizens of the future, and confirms that, in so doing, teachers need to be aware of the social and policy contexts in which the aims of education are defined and implemented and equipped to participate in the public debate around these matters. It was in this context that the Council addressed this issue in the second of its competence statements:

"Teachers will have developed a knowledge and understanding of contemporary debates about the nature and purposes of education and the social and policy contexts in which the aims of education are defined and implemented."

If the profession is to contribute meaningfully to the ongoing debate on education, it is essential that teachers are aware of the factors and forces impacting on society at large and of research in areas such as: early learning; the importance of social and cultural capital as determinants of educational outcomes; and the potential of disciplines like neuroscience to inform thinking, not just on learning, but also in the area of developmental disorders and issues such as dyslexia and dyscalculia. The weight attached to neuroscience is evidenced by its inclusion in the Teaching and Learning Research Programme (TLRP).

It will be part of the Council's responsibility, as the professional body for teachers, to both inform the profession and engage with key policy and decision makers. Thus the Council, will engage proactively with the NI Assembly, the Minister for Education, the Department of Education and ESA to seek to both inform and influence discussions and policy decisions. In doing so, the Council will ensure that the voice of the profession is heard.

CONTEXT AND REGULATION

With the passing of the proposed legislation establishing the Education and Skills Authority (ESA) the Council will be in a position to discharge its full regulatory remit. Delays in providing the Council with all its required powers has caused considerable concern. However, the Council is proactive on this issue and, has worked assiduously to ensure that protocols and systems are in place to ensure a trouble free introduction of a self-regulatory framework for the profession. Over the past four years the Council has:

- established a Code of Values and Professional Practice thus making explicit the values underpinning ethical practice;
- established the Northern Ireland Teacher Competences, underpinning professional practice;
- established a robust basis for the approval of qualifications;
- initiated processes for the accreditation of Initial Teacher Education Programmes; and
- consulted extensively on the principles that will underpin professional regulation.

In addition, the Council has promoted the concept of reflection and the development of communities of practice as core aspects of a tiered model of professional regulation, the other tiers being school-based regulations (reflecting the employer's responsibilities) and ultimately professional regulation, where the Council itself will exercise its powers.

However, even as the Council embraces this aspect of its work, it is important to be mindful that the world of regulation is in a state of flux, with new pressures demanding that professional regulation is demonstrably independent and transparent. This will, of course, have implications for the protocols the Council develops in regard to its regulatory work. Above all, it will require that the Council establishes sound working relationships with ESA and engages again with colleagues in the Teaching Unions.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
MANAGEMENT COMMENTARY CONT'D
THE YEAR ENDED 31 MARCH 2011

MISSION STATEMENT, CULTURE AND VALUES

Mission Statement

The General Teaching Council for Northern Ireland is the independent, professional and regulatory body for teachers. It is dedicated to enhancing the status of the profession by upholding the highest standards of professional conduct and practice.

In doing so, the Council will work in partnership to develop professional communities of practice characterised by a commitment to excellence and a culture of respect, integrity and cooperation.

The achievement of this mission is predicated upon a compact between teachers and society based on trust and responsibility, and the acceptance of service as a fundamental element of professionalism in practice. This implies a working pattern that is based on partnership, respect, dialogue and a sense of common purpose and a community of interests.

Corporate Values

Professional communities are sustained not just by a sense of common purpose but equally by a commitment to guiding principles and values. The Council has set out, in its *Charter for Education*, the principles it believes should underpin education and professional service. Furthermore, the Council has articulated clearly, in its *Code of Values and Professional Practice*, the commitments that teachers, as professionals, must make in relation to learners, colleagues and the profession itself. The Code also sets out clearly the values embraced by the Council and the profession namely:

**trust, respect, integrity, honesty, fairness,
tolerance, equality and commitment of service.**

The teaching profession like all professions must be aware of the broader issues impacting on society and of government policy and programmes and, as far as is possible, contribute to the common good. The Council believes that its commitment to excellence and service and the core values set out above will do much to support the pledge set out in the ten-year strategy for children and young people 2006-2016 *Our Children and Young People – Our Pledge*, to create an environment in which “all children and young people living in Northern Ireland will thrive and look forward with confidence to the future.”

Mission and Empowerment

For the profession to contribute to this lofty and wholly appropriate vision, it is necessary that politicians and society as a whole recognise their responsibility to address the eleven commitments enshrined within the *Charter for Education*, published by GTCNI and endorsed by all local political parties.

As articulated above, if government, society at large and the profession work in a mutually supportive way and meaningfully share in respective responsibilities to young people then society can be assured that education can be a liberating enterprise to be enjoyed by all. This will promote the development of social capital, facilitate personal development and contribute to economic prosperity, communal well-being and social cohesion.

The Council and indeed the profession as a whole, shares the Department of Education’s commitment, as set out in *Every School a Good School* published in April 2009:

“... to ensuring that every child has equal opportunity to go to a good school where their aspirations will be nurtured, their learning needs met and their welfare supported.”

This commitment resonates with the Council’s undertaking to pursue excellence, in, and for, all. However, if the profession is to optimise its efforts on behalf of this programme then it is imperative that government take note of the Chief Inspector’s Report for 2006-2008, in which he observed in relation to the professional development of teachers:

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
MANAGEMENT COMMENTARY CONT'D
THE YEAR ENDED 31 MARCH 2011**

“There is proportionately insufficient investment in the development of the teachers and the education workforce compared with that in changing structures and systems.”

The Chief Inspector’s observations are particularly significant at a time when the pace of change is accelerating and financial resources are increasingly constrained. If, as the McKinsey Report *How the World’s Best-Performing School Systems Come Out on Top*, suggests:

“...the quality of an education system cannot exceed the quality of its teachers...”

then this is perhaps the most significant comment in the Chief Inspector’s Report.

The Council regards the ongoing professional development of teachers as the single most crucial factor requiring attention over the lifespan of this Corporate Plan. Failure to address this issue will have serious implications, not just in terms of morale and performance within the profession, but in terms of our success in meeting the needs of our young people.

STRATEGIC GOALS, OBJECTIVES AND ACTIVITIES

The Council has identified four overarching strategic goals for the duration of its 2010-2013 Corporate Plan. However, it recognises that in an environment that is characterised by rapid change these goals or their associated objectives may change.

Goal 1

To provide an independent and authoritative voice for the profession and promote teaching as a profession.

Goal 2

To maintain and promote the highest standards of professional conduct and practice.

Goal 3

To promote a culture within teaching of activist and responsible professionalism.

Goal 4

To develop efficient and cost-effective structures, processes and systems to support the delivery of the Council’s goals and associated objectives.

Listed below are the key objectives associated with each of the Council’s strategic goals and the 2010-2011 achievements noted against each objective. The core thrust of the Council’s work is, and will continue to be, about empowerment and professional autonomy of the profession. The Council has and will continue to impress upon policy makers and others that it is only by sustaining the morale and commitment of teachers that we can optimise the opportunities for our young people and secure the future social and economic well being of Northern Ireland.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
MANAGEMENT COMMENTARY CONT'D
THE YEAR ENDED 31 MARCH 2011**

Goal 1: To provide an independent, representative and authoritative voice for the profession and promote teaching as a profession.

Associated with this goal were the following objectives:

Promote an understanding of teaching as a core public service and a key element in civic life, promoting concern for democracy and civic virtues such as equality, inclusion and social justice; enhance the status of the teaching profession through the establishment of alliances with key stakeholders; establishing GTCNI as an authoritative independent advocate for the teaching profession and as the pre-eminently influential voice on matters pertaining to teaching; and act as a catalyst for research and promote a re-intellectualisation of the profession.

Achievements in 2010/2011 included the following:

- A comprehensive programme of stakeholder engagements took place.
- Meetings were expedited with DE/DEL/ESA and teacher unions. Advice as requested offered to members of Assembly Education Committee.
- Three termtalk editions published and distributed. Research and policy matters expedited on an edition by edition basis.
- During the year the following consultation responses were made to: Review of Teacher Ed; Special Needs; Early Years 0-6 Strategy; DEL/DE Stem Strategy; Community relations, equality, diversity in education; DE Draft Budget; and CCEA Consultation 'Proposals in relation to new assessment arrangements'.
- The GTCNI Survey has been completed and preliminary analysis undertaken.
- A Research Lesson Study Pilot is underway in 8 schools supported by GTCNI/QUB/RTU.

Goal 2: To maintain and promote the highest standards of professional conduct and practice.

Associated with this goal were the following objectives:

Maintain and enhance the Council's Register of Teachers and explore the extension of registration status to a wider education workforce; ensure that the teacher competences remain fit-for-purpose and remain central to all phases of teacher education and development; refine the Council's data mapping and verification of teacher qualifications; explore processes of 'up-skilling' for those returning to the profession and those educated outwith Northern Ireland; and establish a robust, transparent, independent and professionally-led system of regulation.

Achievements in 2010/2011 included the following:

- Qualifications verified and approved for 679 NI 2010 ITE Graduates. Some 582 (85.71%) have registered.
- 2010/2011 Registration Renewal completed including Deduction at Source, Invoicing and Lapsing. Credit and Debit Card Payment Options available throughout.
- The 'school-list' data collation process was completed with a 100% return. This represents the most complete data set available from any agency.
- Preliminary statistical analysis was produced on Main Subject Taught. Data collected for the 2nd time within the 2010 School List Data Cleansing Project and now included as an integral part of the School List Data Collection.
- Further work has been completed in respect of the concepts of 'student' and 'provisional' registration.
- The ITE pilot accreditation process was completed and independent evaluation report published. Accreditation on remaining courses agreed and scheduled with Stranmillis University College and St Mary's University College.
- Advice on regulation and regulatory processes for teachers and the general public has been drafted. Delay in the making of primary legislation has precluded further work in this area.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
MANAGEMENT COMMENTARY CONT'D
THE YEAR ENDED 31 MARCH 2011

Goal 3: To promote a culture within teaching of activist and responsible professionalism.

Associated with this goal are the following objectives:

Advocate a coherent professional development framework for all teachers in N. Ireland; develop and promote the concept of collaborative teacher development within professional communities of practice; nurture and extend teacher professionalism to encompass evidence-informed practice and action research; and explore the opportunities for extended professional engagement with the wider educational workforce and other inter-professional working.

Achievements in 2010/2011 included the following:

- An RLS pilot with 8 schools established with regular monitoring and review mechanisms in place. Development conference March 2011. Council endorsed (Jan 2011) a significantly extended project in next financial year.
- The AART facilities continue to be developed with a new collection established: GTC Worldwide.
- School-based Professional Development by Dr Despina Galanouli was published and distributed to all schools (April 2010).
- Paper regarding registration of FE was approved by Council.
- The Council has been involved in Scotens funded North/South Project on FE teacher education and qualifications.

Goal 4: To develop effective and cost efficient structures, processes and systems to support the delivery of the Council's goals and associated objectives.

Associated with this goal are the following objectives:

Optimise the use of human and financial resources through careful planning, monitoring, financial control and policy development; promote a climate of probity and propriety in relation to operations and business; provide an efficient and effective support service for Council Members; and ensure appropriate staffing profile commensurate with Council business activity.

Achievements in 2010/2011 includes following:

- The Council developed and published a new Corporate Plan for 2010-2013.
- The Operational Plan 2010-2011 developed and approved by Council. 12 month output report completed and draft Annual Report 2010 -2011 developed.
- Appropriate Financial Reports produced for SMT and Council throughout the year. Accounts for 2007/2008 and 2008/2009 certified and submitted to DE.
- A comprehensive internal and external audit programme established and delivered.
- New Council was in place from October 2010. Committee membership assigned and induction programme completed.
- All Council and Committee meetings took place as scheduled. Appropriate support delivered to Council and Committee by Officers.
- Staff policies reviewed and amended policies approved by the GP&F Committee.

PERSONAL DATA RELATED INCIDENTS

There were no personal data related incidents during the year.

MANAGING ATTENDANCE

Absence management continues to be a key objective in order to reduce the level of sick absence within GTCNI. Excluding long term sickness absence, an average of 6 days (2010: 6.5 days) were lost through sickness absence during 2010/11. The Council is committed to reduce absence levels and to ensure that the management of absenteeism is an integral part of a line managers remit.

SUSTAINABILITY

A Waste Minimisation and Recycling Action Plan has been developed to progress and implement the recommendations identified by an audit of the Council's offices and working practices, as part of the Council's Waste Minimisation and Recycling Policy. This action plan has continued to be implemented in 2010/2011.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REMUNERATION REPORT FOR THE
THE YEAR ENDED 31 MARCH 2011**

REMUNERATION POLICY

The remuneration of all Council staff, except for the Registrar, is determined by the National Joint Council for local authorities and other authorities of equivalent status. The National Joint Council's principal role is to reach agreement, based on shared values, on a national scheme of pay and conditions for local application throughout the UK.

The National Joint Council's guiding principles are to support and encourage:

- high quality services delivered by a well trained, motivated workforce with security of employment. To this end employers are encouraged to provide training and development opportunities for employees;
- equal opportunities in employment; equality as a core principle which underpins both service delivery and employment relations; and both the removal of all discrimination and the promotion of positive action;
- a flexible approach to providing services to the community, which meets the needs of employees as well as employers; and
- stable industrial relations and negotiation and consultation between employers and recognised trade unions.

The remuneration of the Registrar is entirely performance based. The Registrar's annual pay award is determined by the Remuneration Committee of the Council, in line with the Council's Performance Related Pay Scheme, and approved by the Department of Education. However, due to the ongoing issue regarding the status, the Department did not approve the Registrars pay awards from April 2006 to March 2010 until 27th April 2011 and the award from April 2010 to March 2011 until 9th March 2012. The awards from April 2006 to March 2010 were paid in full to the Registrar in July 2011 and the award from April 2010 to March 11 was paid in March 2012.

Terms and Conditions of Service

Staff appointments are made in accordance with the Council's Appointments and Promotions Procedure, which requires appointment to be on merit on the basis of fair and open competition. Permanent members of staff hold appointments, which are open-ended until they reach normal retirement age. Staff terms and conditions of employment including salary progression, payment of allowances, leave entitlement and notice periods are outlined in the National Joint Council's Green Book on Pay and Conditions of Service.

CHAIRPERSON'S EMOLUMENTS:

No remuneration was paid to members of the General Teaching Council except for an allowance to the Chairpersons, Mrs Sally McKee and Mr Ivan Arbuthnot. Mrs McKee's total emoluments comprised an allowance of £5,000, and Mr Arbuthnot's total emoluments comprised an allowance of £5,000.

SENIOR MANAGEMENT REMUNERATION (Audited)

Officials	2010 – 11			2009 – 10		
	Salary including performance pay £'000	Performance related bonus £'000	Benefits in kind (to nearest £100)	Salary including performance pay £'000	Performance related bonus £'000	Benefits in kind (to nearest £100)
E McArdle Registrar	80-85	0-5	£100	75-80	5-10	-
B Ball Registration Manager	50-55	-	£100	50-55	-	-
G Devlin Senior Education Officer	45-50	-	£100	45-50	-	-

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REMUNERATION REPORT FOR THE
THE YEAR ENDED 31 MARCH 2011**

SALARY

'Salary' includes gross salary; performance pay, bonuses and any allowances all of which are subject to UK taxation. This report is based on payments made by the Council and thus recorded in these accounts.

BENEFITS IN KIND

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HMRC as a taxable emolument.

BONUSES

The remuneration of the Registrar is entirely performance based. The Registrar's annual pay award is determined by the Remuneration Committee of the Council, in line with the Council's Performance Related Pay Scheme, and approved by the Department of Education. The performance related bonuses reported in 2010-11 relate to performance in 2010-11 and the comparative bonuses reported for 2009-10 relate to the performance in 2009-10.

PENSIONS OF SENIOR MANAGEMENT (Audited)

	Accrued pension at age 60 as at 31/03/11 and related lump sum	Real increase in pension at age 60	CETV at 31/03/11	CETV at 31/03/10	Real Increase In CETV
	£	£	£	£	£
E Mc Ardle Registrar	29,892 plus lump sum of 83,430	146	677,499	711,536	-62,282
B Ball Registration Manager	18,941 plus lump sum of 51,633	305	350,599	365,054	-29,142
G Devlin Senior Education Officer	19,728 plus lump sum of 54,437	348	395,660	406,304	-24,136

*** The actuarial factors used to calculate CETVs were changed in 2010/11. The CETVs at 31/03/10 and 31/03/11 have both been calculated using the new factors, for consistency. The CETV at 31/03/10 therefore differs from the corresponding figure in last year's report which was calculated using the previous factors.

PENSIONS

The Council is a member of the Northern Ireland Local Government Officers' Pension scheme. The Scheme is a defined benefit scheme, which provides retirement benefits on a "final salary" basis. For each year of service, an individual in the NILGOSC Scheme will accrue retirement benefits at the rate of 1/60th of their pensionable salary for each year of service. In addition, members can choose to commute some of their pension to provide a tax free lump sum of up to 25% of the capital value of their pension assets.

All pensions (including spouses' pensions, children's pensions, age pensions, ill health pensions, redundancy pensions provided the pensioner is aged 55 or over and preserved benefits) are index-linked and increased each year in line with inflation, as measured by the Consumer Price Index (CPI). Prior to 2011, pensions were increased in line with the Retail Price Index (RPI). The Government determines this increase each year by way of the Local Government Superannuation – Pensions Increase (Review) Order (Northern Ireland) 2002.

The Scheme is funded by contributions made by both employees and employers who have been admitted to the Scheme. Employee contribution rates depend on their pensionable remuneration but will be between 5.5% and 7.5%, while employer contribution rates are determined by the Scheme's actuary every three years and the rate is currently 17%. Following the results of the actuarial valuation as at 31 March 2004, the Committee approved a series of stepped employer increases with effect from 1 April 2008.

The Scheme is a statutory public service pension scheme as defined by the Pensions Schemes Act 1993 and is regulated by the Local Government Pension Scheme (Northern Ireland) Regulations 2002. As a public service pension scheme, the Scheme is contracted out of the State Second Pension (S2P) and is exempt approved for purposes of Chapter 1 of Part XIV of the Income and Corporation Taxes Act 1988; full tax relief is granted on members' and employers' contributions paid to the Fund.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
REMUNERATION REPORT FOR THE
THE YEAR ENDED 31 MARCH 2011

CASH EQUIVALENT TRANSFER VALUES

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Northern Ireland Local Government Pension Scheme. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pensions Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when benefits are taken.

The actuarial factors used in the CETV calculation were changed during 2010, due to changes in demographic assumptions and the move from the Retail Prices Index (RPI) to the Consumer Prices Index (CPI) as the measure used to uprate Civil Service pensions. This means that the CETV in this year's report for 31/03/10 will not be the same as the corresponding figure shown in last year's report.

REAL INCREASE IN CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employer (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

COMPENSATION FOR LOSS OF OFFICE

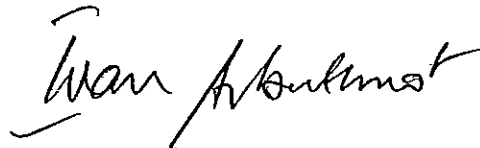
No awards or compensation payments have been made to former Senior Managers during 2010/11.

ILL-HEALTH RETIREMENT

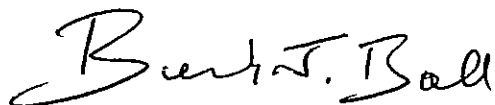
No individuals retired early on ill-health grounds (2009/10: nil).

THIRD PARTIES

No payments have been made to third parties for services as a Senior Manager.



Mr Ivan Arbuthnot
Chairperson of GTCNI



Mr Barney Ball
Acting Registrar &
Chief Executive Officer

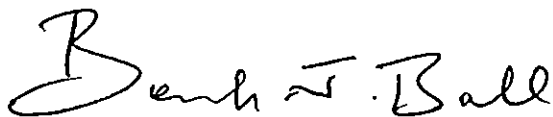
Date: 31st May 2012

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
STATEMENT OF THE COUNCIL'S AND REGISTRAR'S RESPONSIBILITIES
THE YEAR ENDED 31 MARCH 2011

Under paragraph 12 of Schedule 1 to the Education Order (Northern Ireland) 1998, the General Teaching Council for Northern Ireland is required to prepare financial statements in the form and on the basis determined by the Department of Education with the approval of the Department of Finance and Personnel (DFP). The financial statements are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Council at the year end and of its net expenditure, changes in taxpayer's equity and cash flows for the financial year. In preparing these financial statements, the Council is required to:

- observe the accounts direction issued by the Department of Education including relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Council will continue in operation.

The responsibilities of the Acting Registrar/CEO; including responsibility for the propriety and regularity of the public finances for which the Registrar is answerable, for keeping proper records and for safeguarding the Council's assets, are set out in 'Managing Public Money Northern Ireland'.



Acting Registrar &
Chief Executive Officer

Date: 31st May 2012

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
STATEMENT ON INTERNAL CONTROL
YEAR ENDED 31 MARCH 2011

1. Scope of Responsibility

As Acting Registrar, I have the responsibility for maintaining a sound system of internal control that supports the achievement of the Council's aims and objectives whilst safeguarding the funds and Council assets, in accordance with the responsibilities assigned to me.

2. Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than eliminate all risk of failure to achieve the Council's aims and objectives; it can therefore, only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Council's policies, aims and objectives, to evaluate the likelihood of these risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

To support the achievement of the Council's objectives, the Council has established an Audit and Risk Management Committee, comprising of the senior management team and members of Council. The Audit and Risk Management Committee carry out exercises to formally identify the significant risks that may affect the achievement of the Council's objectives and identify the most appropriate control strategies for each of the significant risks.

An integral part of this exercise includes the allocation of responsibility for the management of the identified risks, to the most appropriate staff. The risk framework has been developed in line with the Department of Finance and Personnel (DFP) guidance and has been used as a risk management tool during 2010-2011.

3. Capacity to Handle Risk

The identification and impact of risk is incorporated into the corporate and operational planning, and decision making processes of the Council. Consequently, the Council ensures that there are procedures in place for verifying internal controls and ensuring that aspects of risk management are regularly reviewed and reported on.

The Council's approach to risk management and its risk management processes and procedures are set out in the Council's Risk Management Strategy. The Council considers and monitors strategic risks through the work of the ARM Committee. The Council's SMT evaluate and monitor business area risks. The Council receives periodic reports from Line Managers concerning internal control measures, manages risks in significant areas of responsibility and monitors progress on key projects.

4. The Risk and Control Framework

The Audit and Risk Management Committee oversees the Council's Risk Management policy. The risk and control framework includes maintenance of a Corporate Risk Register which is reviewed quarterly by senior officers, and at meetings of the Council's Audit and Risk Management Committee. The Risk Register details all key threats to achieving the corporate objectives as set out in the Corporate and Operational Plans.

Each key risk is given a score based on its potential impact on the business of the Council and its likelihood. The management strategy involves accepting, reducing or transferring risks in response. Specific actions required are identified, allocated and actioned by set deadlines. Progress is reported during the regular review by the Senior Management Team. The Risk Register is also taken to Council for consideration at least once during the year.

The Council holds a specific risk registrar in respect of its IT systems and data security. The Council has reviewed and updated its Electronic Communications Policy and Guidelines to help ensure it complies with data protection and data security best practice.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
STATEMENT ON INTERNAL CONTROL
YEAR ENDED 31 MARCH 2011

5. Review of Effectiveness

As Acting Registrar, I have responsibility for reviewing the effectiveness of the system of internal control. My review of this system is informed by the work of the internal auditors and the Council's senior management team who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their report on the Council's financial activities. I am advised on the implications of the result of my review of the effectiveness of the system of internal control by the Council and Audit and Risk Management Committee and I ensure that any weaknesses are addressed and that continuous improvements to the system are put in place.

ASM provided Internal Audit services to the Council during the year. The work was carried out in accordance with Government Internal Audit Standards (GIAS) and with an Internal Audit Strategy and Plan, prioritised according to risk assessments. In accordance with the Strategic Internal Audit Plan, the internal audit work in relation to 2010/ 2011 year focused on assessing the controls in respect of the following areas: Payroll, pensions and travel; Fixed Assets; and Bank and Cash; more details of each of the assurance reviews is provided below:

System	Assurance Rating	Number of recommendations	Priority rating
Payroll, pensions and travel	Satisfactory	7	2, high, 5 low priority
Fixed Assets	Substantial	5	5, low priority
Bank and Cash	Substantial	4	4, low priority

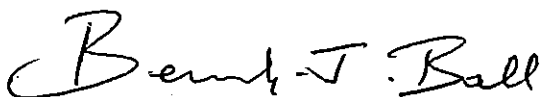
During April 2011 ASM undertook a follow up review of recommendations made during 2009/10. At that time, they identified that seven out of the 12 accepted recommendations had been fully implemented, one recommendation had been partially implemented and four recommendations had not been implemented. I can confirm that since April 2011 the partially implemented and non-implemented accepted recommendations have now been fully implemented.

In addition to the above assignments in the 2010/11 Internal Audit Plan, the Council requested that ASM utilise the contingency days within the plan to provide advice and guidance in relation to various corporate governance matters. These included recommending agenda items for each future meeting of the ARM Committee, providing advice on appropriate self-assessment tools for the ARM Committee and advising on templates for a new risk register for the Council.

The Council has established and implemented an action plan to take forward internal audit recommendations made in 2010/2011. The Council received an overall Annual Internal Audit Assurance rating of satisfactory in relation to the effective and efficient achievement of the Council's objectives. The Council's internal auditors identified no significant issues which needed to be brought to my attention. There were no data security incidents during the year.

6. Significant internal control problems

I am able to report that there were no significant weaknesses in the Council's system of internal control in 2010/11 that affected the achievement of the Council's policies aims and objectives. The Council continues to liaise with the Department of Education on the matter of the Council's status.



Acting Registrar &
Chief Executive Officer

Date: 31st May 2012

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

THE CERTIFICATE OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

I certify that I have audited the financial statements of the General Teaching Council for Northern Ireland for the year ended 31 March 2011 under the Education (Northern Ireland) Order 1998. These comprise the Statement of Comprehensive Net Expenditure Account, the Statement of Financial Position, the Statement of Cash flows, the Statement of Changes in Taxpayers Equity and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Council, Registrar and auditor

As explained more fully in the Statement of the Council's and Registrar's Responsibilities, the Council and Registrar are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit the financial statements in accordance with applicable law. I conducted my audit in accordance with the International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the General Teaching Council for Northern Ireland's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the General Teaching Council for Northern Ireland; and the overall presentation of the financial statements.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income reported in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

Opinion on Regularity

In my opinion, the financial transactions conform to the authorities which govern them.

Opinion on financial statements

In my opinion:

- the financial statements give a true and fair view, of the state of the General Teaching Council for Northern Ireland's affairs as at 31 March 2011 and of its net expenditure, cash flows and changes in taxpayers' equity for the year then ended; and
- the financial statements have been properly prepared in accordance with the Education (Northern Ireland) Order 1998 and Department of Education directions issued thereunder.

Opinion on other matters

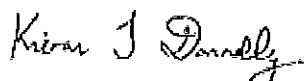
In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with Department of Education directions issued under the Education (Northern Ireland) Order 1998; and
- the information given in the Report of the Council Members for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records; or
- the Statement on Internal Control does not reflect compliance with Department of Finance and Personnel's guidance.



KJ Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

8 June 2012

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
STATEMENT OF COMPREHENSIVE NET EXPENDITURE FOR
THE YEAR ENDED 31 MARCH 2011

	Notes	2010/11 £	2009/10 (as restated) £
<u>EXPENDITURE</u>			
Staff Costs	2	345,730	621,534
Depreciation	7	20,312	27,508
Other expenditure	4	684,026	591,488
Total expenditure		(1,050,068)	(1,240,530)
<u>INCOME</u>			
Income from activities	5	1,237,271	1,234,336
Other Income		772	1,109
Total income		1,238,043	1,235,445
Net expenditure		187,975	(5,085)
Interest Receivable	6	24,486	13,340
Net Expenditure after Interest		212,461	8,255
Net Return on Pension Finance	2.3	(8,000)	(29,000)
Net Expenditure after Financing		204,461	(20,745)
Credit in respect of notional costs		7,250	5,435
Net Expenditure transferred to I&E Reserve		211,711	(15,310)
		=====	=====
Other Comprehensive Expenditure			
Actuarial gain/(loss) in respect of pension liability		774,000	(626,000)
Total Comprehensive Expenditure For the year ended 31 March 2011		985,711	(641,310)
		=====	=====

The figures for 2009/10 have been restated following the removal of the cost of capital charge.

The notes on pages 28 to 38 form part of these financial statements and should be read in conjunction therewith.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2011

	Notes	2011 £	2010 £
NON-CURRENT ASSETS			
Property, plant and equipment	7	20,334	39,554
<i>Total non-current assets</i>		<u>20,334</u>	<u>39,554</u>
CURRENT ASSETS			
Trade and other receivables	9	71,660	54,674
Cash and cash equivalents	10	1,193,368	1,175,474
Total current assets		<u>1,265,028</u>	<u>1,230,148</u>
TOTAL ASSETS		1,285,362	1,269,702
CURRENT LIABILITIES			
Trade and other payables	11	(191,435)	(207,486)
<i>Total current liabilities</i>		<u>(191,435)</u>	<u>(207,486)</u>
Non-current assets plus/less net current assets/liabilities		<u>1,093,927</u>	<u>1,062,216</u>
NON-CURRENT LIABILITES			
Pension (Liability)/Asset	2.3	19,000	(1,008,000)
<i>Total non-current liabilities</i>		<u>19,000</u>	<u>(1,008,000)</u>
ASSETS LESS LIABILITIES		<u>1,112,927</u>	<u>54,216</u>
TAXPAYERS' EQUITY			
I&E Reserve		1,112,927	54,216
		<u>1,112,927</u>	<u>54,216</u>

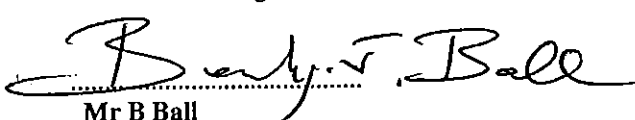
The financial statements were approved by the Council on

and signed on its behalf by:



Mr Ivan Arbuthnot

Chairperson of GTCNI



Mr B Ball

Acting Registrar &
Chief Executive Officer

The notes on pages 28 to 38 form part of these financial statements and should be read in conjunction therewith.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
STATEMENT OF CASH FLOWS FOR
THE YEAR ENDED 31 MARCH 2011

	Notes	2010/11 £	2009/10 (as restated) £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net surplus/(deficit) after interest		211,711	(15,310)
(Increase)/ decrease in trade and other receivables		(16,986)	(18,653)
(Decrease)/ increase in trade payables		(16,051)	52,879
Depreciation charges	7	20,312	27,508
Actuarial gain/(loss) on pension scheme	2	774,000	(626,000)
Pension scheme movement	2	(1,027,000)	674,000
Net cash (outflow)/inflow from operating activities		(54,014)	94,424
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment	7	(1,092)	(10,724)
Net cash outflow from investing activities		(1,092)	(10,724)
CASH FLOWS FROM FINANCING ACTIVITIES			
Grant-in-aid		73,000	72,000
Net financing		73,000	72,000
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS IN THE PERIOD	10	17,894	155,700
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE PERIOD	10	1,175,474	1,019,774
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	10	1,193,368	1,175,474

The figures for 2009/10 have been restated following the removal of the cost of capital charge.

The notes on pages 28 to 38 form part of these financial statements and should be read in conjunction therewith.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
STATEMENT OF CHANGES IN TAXPAYERS' EQUITY
FOR THE YEAR ENDED 31 MARCH 2011

	DONATED ASSET RESERVE £	I&E RESERVE £	TOTAL RESERVES £
Balance at 31 March 2009	998	623,526	624,524
Changes in Taxpayers Equity 2009-10			
Actuarial gain/ (loss) on the pension scheme	-	(626,000)	(626,000)
Depreciation release to Statement of Comprehensive Expenditure	(998)	-	(998)
Comprehensive Expenditure for 2009-10	-	(15,310)	(15,310)
Grant-in-aid	-	72,000	72,000
Balance at 31 March 2010	<u>-</u>	<u>54,216</u>	<u>54,216</u>
Changes in Taxpayers Equity 2010-11			
Actuarial gain/ (loss) on the pension scheme	-	774,000	774,000
Comprehensive Expenditure for 2010-11	-	211,711	211,711
Grant-in-aid	-	73,000	73,000
Balance at 31 March 2011	<u>-</u> =====	<u>1,112,927</u> =====	<u>1,112,927</u> =====

The notes on pages 28 to 38 form part of these financial statements and should be read in conjunction therewith.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

1. Statement of accounting policies

These financial statements have been prepared in accordance with the 2010-11 Government Financial Reporting Manual (FRM) issued by the Department of Finance and Personnel (DFP). The accounting policies contained in the FRM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context.

Where the FRM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the General Teaching Council for Northern Ireland (GTCNI) for the purpose of giving a true and fair view has been selected. The particular policies adopted by the GTCNI are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

Management have reviewed new accounting standards that have been issued but are not yet effective, nor adopted early for these accounts. Management considers that these are unlikely to have a significant impact on the accounts in the period of initial application.

1.1 Accounting Convention

The financial statements have been prepared under the historical cost convention.

1.2 Registration Fee Income

The annual registration year runs from 1st April to the following 31st March, with the fee becoming due on 1st April every year. The fee is required to be paid in full regardless of the date on which a teacher actually registers with the Council. There is no reduction for part year registration.

1.3 Grant-in-Aid

Funding is received from the Department of Education in respect of the Approval of Qualifications function and has been credited to the Income and Expenditure Reserve.

1.4 Continuing Professional Development (CPD) Expenditure

CPD expenditure is recognised on receipt of a claim. Where CPD support has been offered but no claim received by the year end these amounts are recorded as commitments.

1.5 The removal of cost of capital charge

In accordance with FD (DFP) 02/11, the cost of capital has been removed from the statements on the grounds that this will result in improved consistency of financial reporting in accordance with HM Treasury's 'alignment' project and will have retrospective application.

Impact on adjustment:

	2009/10
	£
Net expenditure after cost of capital charge	(39,954)
Removal of cost of capital	34,869
Adjusted net expenditure	<u>(5,085)</u>
	=====

As the prior year adjustment does not affect the Statement of Financial Position it has not been necessary to restate the comparative figures on this statement; therefore it has not been necessary to provide two sets of comparative figures as usually required under IAS 8.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
NOTES TO THE COUNCIL'S ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

1.6 Pensions

Council employees are given the option of joining NILGOSC and past and present employees of GTCNI participate in the Northern Ireland Local Government Officers' Superannuation Committee Scheme (The NILGOSC Scheme). The NILGOSC scheme is a "multi employer", defined benefit scheme, which provides members of participating employers with the benefits related to pay and services at rates which are defined under statutory regulations. To finance these benefits, assets are accumulated in the scheme and are held separately from the assets of the employers. The scheme is funded by employers participating in the NILGOSC scheme who pay contributions at rates determined by an independent professionally qualified actuary on the basis of regular valuations using the projected unit method.

Further information is contained at note 2.3 below.

1.7 Property, plant and equipment

Property, plant and equipment is defined as any single piece of equipment costing more than £1,000 (inclusive of VAT) that has an estimated economic / operational life of more than one year. Where it is more usual to treat individual components as a group, these are treated as assets so long as their collective value exceeds the capitalisation threshold. Property, plant and equipment has been valued at historic cost at the year end as, in the opinion of the Council, any revaluation adjustments are unlikely to be material.

1.8 Intangible assets

Expenditure on intangible assets which are software licenses and the associated costs of implementation is capitalised where the cost is £1,000 or more. Software licenses paid on a yearly basis are expensed in the year incurred. All software utilised by the Council is purchased externally and is therefore recognised as an intangible asset when it is expected to be in use for greater than one year and exceeds the capitalisation limit.

1.9 Depreciation

Fixed assets are depreciated on a straight line basis in order to write off the cost, less estimated residual value of each asset over its expected useful life at the following rates.

Office Equipment.....	20% per annum
Furniture and Fittings.....	20% per annum
Computer Equipment.....	33.33% per annum

1.10 Inventory

The Council holds inventory of publications. These have no net realisable value and as a result all related expenditure during the year is charged to the Statement of Comprehensive Net Expenditure.

1.11 Leasing

Rentals payable on leases of property under operating leases are charged to the Statement of Comprehensive Net Expenditure on the basis of costs incurred in the year. Operating lease rentals of equipment are charged to the Statement of Comprehensive Net Expenditure in equal amounts over the term of the lease.

1.12 Value added tax

The Council is not registered for VAT. All expenditure and capital purchases in the accounts is stated inclusive of VAT.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

1.13 Staff costs

Under the requirements of IAS 19: Employee Benefits, all staff costs must be recorded as an expense as soon as the organisation is obligated to pay them. This includes the cost of any untaken leave and flexi time as at the year end. The cost of untaken leave has been determined by reviewing data from leave records and the cost of untaken flexi leave has been determined by reviewing data from flexi records.

1.14 Accounting Estimates

No material accounting estimates or judgements were made by GTCNI in preparing these accounts.

In accordance with IAS 8, GTCNI reviewed the standards, interpretations and amendments to published standards that became effective during 2009-10 and which are relevant to its operations. GTCNI anticipates that the adoption of these standards will have no material impact on its financial position or results of operations.

1.15 Financial Instruments

Financial assets and financial liabilities are recognised on the Council's statement of financial position when the Council becomes party to the contractual provisions of the instruments on a trade basis.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand.

Trade and other receivables

Trade receivables do not carry any interest and are recognised at the lower of their original invoiced value and recoverable amount. Provision is made when there is objective evidence that the asset is impaired. Balances are written off when the probability of recovery is assessed as being remote.

Trade and other payables

Trade payables are not interest bearing and are stated at their nominal value.

1.16 Operating segments

The Chief Operating Decision Maker considers GTCNI as one operating unit in making decisions. Management information is generated on a holistic basis for the whole organisation.

2. Staff Costs

2.1 Total staff costs

	2010/11			2009/10
	£			£
	Total	Permanently employed staff	Others	Total
Salaries & Wages	507,051	497,175	9,876	502,621
Social Security Costs	31,870	31,202	668	35,357
Pension Costs	(193,191)	(193,191)	-	83,556
Total	345,730	335,186	10,544	621,534
	=====	=====	=====	=====

The reduction in staff costs from 2009/10 to 2010/11 is mainly due to the adjustments required in respect of pension costs as outlined in note 2.3.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
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FOR THE YEAR ENDED 31 MARCH 2011

The change in linking the pension increase to CPI rather than RPI also has had an effect on 'Staff Costs' included in the Statement of Comprehensive Net Expenditure. The previous RPI basis would have been treated as a 'constructive obligation' for FRS17/IAS19 purposes, Consequently, the reduction in liabilities has been included as a past service credit in the Statement of Comprehensive Net Expenditure . This has given rise to an overall net pension credit (as opposed to expense) in the Statement of Comprehensive Net Expenditure.

2.2 Average Number of Persons Employed

The average number of whole-time equivalent persons (including senior management) employed during the year was as follows:

	2010/11 £			2009/10 £
	Total	Permanently employed staff	Others	Total
Directly employed	16	15	1	18
Other	-	-	-	-
Staff engaged on capital projects	-	-	-	-
Total	<u>16</u>	<u>15</u>	<u>1</u>	<u>18</u>
	=====	=====	=====	=====

2.3 Pension Commitments

The Council is a member of the Northern Ireland Local Government Officers' Pension scheme. The Scheme is a defined benefit scheme, which provides retirement benefits on a "final salary" basis. For each year of service, an individual in the NILGOSC Scheme will accrue retirement benefits at the rate of 1/60th of their pensionable salary for each year of service. In addition, members can choose to commute some of their pension to provide a tax free lump sum of up to 25% of the capital value of their pension assets.

All pensions (including spouses' pensions, children's pensions, age pensions, ill health pensions, redundancy pensions provided the pensioner is aged 55 or over and preserved benefits) are index-linked and increased each year in line with inflation, as measured by the Consumer Price Index (CPI). Prior to 2011, pensions were increased in line with the Retail Price Index (RPI). The Government determines this increase each year by way of the Local Government Superannuation – Pensions Increase (Review) Order (Northern Ireland) 2002.

The Scheme is funded by contributions made by both employees and employers who have been admitted to the Scheme. Employee contribution rates depend on their pensionable remuneration but will be between 5.5% and 7.5%, while employer contribution rates are determined by the Scheme's actuary every three years and the rate is currently 17%. Following the results of the actuarial valuation as at 31 March 2004, the Committee approved a series of stepped employer increases with effect from 1 April 2008.

The Scheme is a statutory public service pension scheme as defined by the Pensions Schemes Act 1993 and is regulated by the Local Government Pension Scheme (Northern Ireland) Regulations 2002. As a public service pension scheme, the Scheme is contracted out of the State Second Pension (S2P) and is exempt approved for purposes of Chapter 1 of Part XIV of the Income and Corporation Taxes Act 1988; full tax relief is granted on members' and employers' contributions paid to the Fund.

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
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FOR THE YEAR ENDED 31 MARCH 2011

Medical retirement is possible in the event of serious ill-health. In this case pensions are brought into payment immediately without actuarial reduction and with service enhanced as for widow(er) pensions.

Salaries include gross salaries and performance pay but exclude travel lump sums.

The latest actuarial valuation of the scheme was carried out at 31 March 2011; the liability and cost calculations are as follows:

Assumptions as at:

	2011	2010	2009	2008	2007
Price inflation	2.8%	3.8%	3.1%	3.6%	3.2%
Salary Increase Rate	5.1%	5.3%	4.6%	5.1%	4.7%
Discount Rate	5.5%	5.5%	6.5%	7.3%	5.4%
Expected Return on Assets	6.9%	7.2%	6.9%	6.9%	7.2%

Assets (employer)	Long term return at 31/03/11 % pa	Assets at 31/03/11 £'000	Long term return at 31/03/10 % pa	Assets at 31/03/10 £'000	Long term return at 31/03/09 % pa	Assets at 31/03/09 £'000	Long term return at 31/03/08 % pa	Assets at 31/03/08 £'000	Long term return at 31/03/07 % pa	Assets at 31/03/07 £'000
Equities	7.5%	1,872	7.8%	1,575	7.0%	1,076	7.7%	1,454	7.8%	1,366
Bonds	4.9%	340	5.0%	286	5.4%	206	5.7%	221	4.9%	194
Property	5.5%	146	5.8%	123	4.9%	103	5.7%	147	5.8%	175
Cash	4.6%	73	4.8%	61	4.0%	88	4.8%	18	4.9%	20

Net pension asset at	31/03/11	31/03/10	31/03/09	31/03/08	31/03/07
	£'000	£'000	£'000	£'000	£'000
Estimated employer assets	2,431	2,045	1,473	1,840	1,755
Present value of scheme liabilities	(2,412)	(3,053)	(1,807)	(1,804)	(1,957)
Net pension (liability) / asset	19	(1,008)	(334)	36	(202)

Analysis of amount charged to the Statement of Comprehensive Net Expenditure

	2011	2011	2010	2010
		%		
	£'000	payroll	£'000	% payroll
Operating charge				
Current Service Cost	90	23.5	44	13.9
Past Service Cost	(285)	(74.6)	33	10.4
Other finance costs				
Expected Return on Employer Assets	(150)	(39.3)	(95)	(30.1)
Interest Cost	158	41.4	124	39.2
Net return	8		29	
Net revenue account cost	(187)	(49.0)	106	33.4

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
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Analysis of amount recognised in Statement of Changes in Taxpayers' Equity

	2011	2010	2009	2008
	£'000	£'000	£'000	£'000
Actuarial return less expected return on scheme assets	774	(626)	(378)	246
Actuarial (loss)/gain recognised in the Statement of Changes in Taxpayers' Equity	774	(626)	(378)	246

Movement in surplus/(deficit) during the year

	2011	2010	2009	2008
	£'000	£'000	£'000	£'000
Surplus / deficit at the beginning of the year	(1,008)	(334)	36	(202)
Movement in the year:				
Current service cost	(90)	(44)	(54)	(74)
Past Service Cost	285	(33)	-	(69)
Employer contributions	66	58	52	114
Net return on assets	(8)	(29)	10	21
Actuarial (loss) gain	774	(626)	(378)	246
Surplus/ (deficit) at the end of the year	19	(1,008)	(334)	36

2.4 Reporting of Compensation scheme – exit package

There was no compensation or exit package paid during the financial year. (2009-10: Nil)

3. Chairperson's Remuneration

No remuneration was paid to members of the General Teaching Council except for an allowance to the Chairman.

	2010/11	2009/10
	£	£
Mrs Sally McKee (to October 2010)	5,000	10,000
Mr Ivan Arbuthnot (from November 2010)	5,000	-
	<u>10,000</u>	<u>10,000</u>
	=====	=====

4. Other expenditure

	2010/11	2009/10
	£	£
Registration/Direct Programme Costs		
Database support and maintenance	21,160	41,528
Database Licences	7,992	6,391
Database enhancements	14,776	19,264
	<u>43,928</u>	<u>67,183</u>
	=====	=====

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

4. Other expenditure (continued)

	2010/11	2009/10
	£	£
Continuing Professional Development (CPD) Costs		
CPD Bursary Payments	19,990	27,711
Research – Lesson Studies	21,638	-
Research – AARTS Repository	5,674	13,967
Research – Survey of Teachers	11,761	-
Research – General	40,471	-
Research - SENCO	-	3,575
	<u>99,534</u>	<u>45,253</u>
	=====	=====

Other Operating Costs – Recurrent Budget

	2010/11	2009/10
	£	£
Rent and rates	88,065	85,950
Postage	47,310	59,519
Computer costs	36,808	44,921
Legal fees	59,323	43,233
Service charge and utilities	46,727	41,817
Printing and stationery	53,407	40,178
Professional and consultancy fees	50,510	39,952
PR, advertising & outreach activities	42,130	24,035
Travel and subsistence - Council	17,877	20,004
Maintenance services	14,191	14,540
Substitution costs	16,088	12,540
Training and recruitment	14,447	10,983
Miscellaneous expenses	3,065	2,895
Bank charges	1,432	2,423
Subscriptions	2,716	2,519
Books & newspapers	1,650	1,836
Gifts & samples	-	44
Travel and subsistence – Staff	7,575	10,607
Insurances	7,534	8,172
Hospitality and venue hire	10,696	7,449
Election costs	11,763	-
Total	<u>533,314</u>	<u>473,617</u>
	=====	=====

Non cash items

	2010/11	2009/10
	£	£
Notional audit fee	7,250	5,435
	<u>7,250</u>	<u>5,435</u>
	=====	=====

TOTAL

<u>684,026</u>	<u>591,488</u>
=====	=====

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
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5. Income

	2010/11 £	2009/10 £
Registration fees	1,237,271	1,234,336
Other income	772	1,109
Total	<u>1,238,043</u> =====	<u>1,235,445</u> =====

6. Interest receivable

	2010/11 £	2009/10 £
Bank interest receivable	24,486 =====	13,340 =====

7. Property, plant and equipment - Purchased

7.1 2010/11

	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
Cost or valuation				
As at 1 April 2010	64,446	45,041	50,217	159,704
Additions	-	1,092	-	1,092
Disposals	-	(8,329)	-	(8,329)
As at 31 March 2011	<u>64,446</u> =====	<u>37,804</u> =====	<u>50,217</u> =====	<u>152,467</u> =====
Depreciation				
As at 1 April 2010	47,956	33,523	38,671	120,150
Charge for period	8,246	5,359	6,707	20,312
Disposals	-	(8,329)	-	(8,329)
As at 31 March 2011	<u>56,202</u> =====	<u>30,553</u> =====	<u>45,378</u> =====	<u>132,133</u> =====
Net Book Value				
As at 31 March 2011	<u>8,244</u> =====	<u>7,251</u> =====	<u>4,839</u> =====	<u>20,334</u> =====
As at 31 March 2010	<u>16,490</u> =====	<u>11,518</u> =====	<u>11,546</u> =====	<u>39,554</u> =====
Purchased	8,244	7,251	4,839	20,334
Total at 31 March 2011	<u>8,244</u> =====	<u>7,251</u> =====	<u>4,839</u> =====	<u>20,334</u> =====

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

7.2 2009/10 - Purchased

	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
Cost or valuation				
As at 1 April 2009	64,446	34,317	50,217	148,980
Additions	-	10,724	-	10,724
Disposals	-	-	-	-
As at 31 March 2010	<u>64,446</u> =====	<u>45,041</u> =====	<u>50,217</u> =====	<u>159,704</u> =====
Depreciation				
As at 1 April 2009	35,066	27,949	28,629	91,644
Charge for period	12,890	5,574	10,042	28,506
Disposals	-	-	-	-
As at 31 March 2010	<u>47,956</u> =====	<u>33,523</u> =====	<u>38,671</u> =====	<u>120,150</u> =====
Net Book Value				
As at 31 March 2010	<u>16,490</u> =====	<u>11,518</u> =====	<u>11,546</u> =====	<u>39,554</u> =====
As at 31 March 2009	<u>29,380</u> =====	<u>6,368</u> =====	<u>21,588</u> =====	<u>57,336</u> =====
Purchased	16,490	11,518	11,546	39,554
Total at 31 March 2010	<u>16,490</u> =====	<u>11,518</u> =====	<u>11,546</u> =====	<u>39,554</u> =====

The Council holds no third party assets.

8. Financial instruments

The Council's core functions are funded from fee income from teachers' registration. The Council has no borrowings and mitigates its exposure to liquidity risk by managing its resources. Its cash balances are held in commercial bank accounts, none of which expose the Council to interest rate risk. All assets and liabilities are denominated in sterling, so it is not exposed to currency risk.

9. Trade and other receivables

	2010/11 £	2009/10 £
Prepayments and accrued interest	<u>71,660</u>	<u>54,674</u>
	<u>71,660</u> =====	<u>54,674</u> =====

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
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FOR THE YEAR ENDED 31 MARCH 2011

10. Cash and cash equivalents

	2010/11 £	2009/10 £
Balance at 1 April 2010	1,175,474	1,019,774
Net change in cash and cash equivalent balances	<u>17,894</u>	<u>155,700</u>
Balance at 31 March 2011	<u>1,193,368</u> =====	<u>1,175,474</u> =====
The following balance at 31 March 2011 was held at commercial banks and cash in hand	<u>1,193,368</u> =====	<u>1,175,474</u> =====

11. Trade payables and other current liabilities

	2010/11 £	2009/10 £
Trade payables	55,204	77,898
Other payables	577	773
Accruals	135,654	128,815
	<u>191,435</u> =====	<u>207,486</u> =====

12. Commitments under Operating Leases

Total future minimum lease payments under operating leases are as follows:

	2010/11 £	2009/10 £ (restated)
Obligations under operating leases comprises		
Buildings		
Not later than one year	62,316	61,342
Later than one year and not later than five years	249,264	25,965
Later than five years	25,965	-

13. Other financial commitments

GTCNI has entered into non-cancellable contracts (which are not leases or PFI contracts), for the payment of CPD bursaries. The payments to which GTCNI is committed during 2010–11, analysed by the period during which the commitment expires are as follows.

	2010/11 £	2009/10 £
Not later than one year	-	22,587

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND
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FOR THE YEAR ENDED 31 MARCH 2011

14. Capital Commitments

There were no capital commitments at 31 March 2011 for which contracts had been entered into or authorised by the Council.

15. Contingent Liabilities

There are no contingent liabilities

16. Related party transactions

The Council administers a Continuing Profession Development (CPD) funding programme to registered teachers in Northern Ireland. Schools that have been awarded such CPD funding during the financial year where that school employs either a teacher or head teacher who is also a member of Council are regarded as related parties.

The table below provides details of funding awarded. In each case the member took no part in the decision to award funding.

Name of School	Number of teachers awarded CPD funding	Total amount of CPD funding awarded (£)
Priory Integrated College	1	£495

The Council commenced Pilot 1 of its Research Lesson Study (RLS) Project to schools in Northern Ireland. Schools that have been awarded funding to take part in the project during the financial year where that school employs either a teacher or head teacher who is also a member of Council are regarded as related parties.

The table below provides details of funding awarded. In each case the member took no part in the decision to award funding.

Name of School	Number of teachers awarded CPD funding	Total amount of CPD funding awarded (£)
St Marks Primary School	1	£4,785

17. Losses and Special Payments

There were no losses or special payments during the year.

18. Events after the reporting period

Mr Eddie Mc Ardle, Registrar and Chief Executive Officer retired from Council on 31st August 2011. Mr Barney Ball has been appointed Acting Registrar and Chief Executive Officer and will sign the Annual Report and Accounts.

The Annual Report and Accounts were authorised to be issued on the same day the Comptroller and Auditor General signed his Audit Report.

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