



**General Teaching Council  
for Northern Ireland**

Promoting Teacher Professionalism

# Annual Report and Accounts

for the year ended 31 March 2015

2014-2015

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**GENERAL TEACHING COUNCIL**  
**FOR NORTHERN IRELAND**

**ANNUAL REPORT  
AND  
ACCOUNTS**

**FOR THE YEAR ENDED  
31 MARCH 2015**

**Laid before the Northern Ireland Assembly in accordance with paragraph 12 of Schedule 1 to the Education  
(Northern Ireland) Order 1998 by the Department of Education**

**on**

*18<sup>th</sup> March 2016*

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**FOREWORD BY THE CHAIRPERSON**

I have pleasure in presenting the 2014/15 Annual Report published by the General Teaching Council for Northern Ireland.

**Key Progress across the year**

Legislation was passed during the year to enable the Council to take on limited regulatory powers as of 1<sup>st</sup> April 2015.

During the year the Council continued to maintain and improve its registration service to teachers.

The maintenance and extension of the Council's core business provides reassurance to parents, pupils, the profession and the general public that only those who are appropriately qualified can teach in grant-aided schools in Northern Ireland and that any cases of professional misconduct will be addressed robustly and fairly.

In partnership with the Department of Education and other educational stakeholders, the Council contributed energetically throughout the year to the development of a career long Continuous Professional Learning Framework for all teachers. This will be published by the Department of Education. As part of this work, the Council commenced work to revise the teacher competence framework to make it more user-friendly and useful to teachers and schools. This work is on-going.

**Looking Forward**

This report is published at a time when the economic environment remains challenging.

The General Teaching Council will continue to take forward development work across all areas of its remit in support of the teaching profession and in preparation for the challenges and opportunities that lie ahead.

Shortly after year end the Minister announced that the General Teaching Council Bill, which was to make the Council fully independent of government and extend its remit to the Further Education sector, could not be progressed in this legislative session. The Council looks forward to the General Teaching Council Bill being enacted.



**Dr Jennifer Cornyn**  
**Chair, GTCNI**

## **MANAGEMENT COMMENTARY – STRATEGIC REPORT**

### **BACKGROUND**

The General Teaching Council for Northern Ireland is the statutory, professional and regulatory 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 was established by the Education (Northern Ireland) Order 1998.

### **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;
- the provision of advice to the Department of Education and employing authorities on all matters relating to teaching including the standards of entry to the profession; the training, career development and performance management of teachers; standards of teaching and teachers' conduct.

The mission of the General Teaching Council for Northern Ireland, working in collaboration with the profession and key stakeholders, is to promote teacher professionalism by: advocating the highest standards of professional conduct and practice; ensuring that everyone wishing to teach in Northern Ireland schools is appropriately qualified, registered and regulated; promoting career-long professional development and providing government and employing authorities with recommendations for enhancing teachers' career-long professional development; and providing an authoritative voice on behalf of the profession, informed by reliable research, evidence and practice.

It is the General Teaching Council's aspiration to develop its role, influence and standing as an independent and respected professional body for teachers, which represents and regulates the profession for the greater good of teachers, pupils, parents and the general public. In the conduct of its business, the Council is committed to demonstrating its core belief in the value of collaboration, reflection, respect and responsibility. Along with the profession as a whole, the General Teaching Council for Northern Ireland shares and promotes the Department of Education's vision of *'Every young person achieving to his or her full potential at each stage of his or her development'*.

### **GOVERNANCE AND ACCOUNTABILITY**

The Council is designated as a Non-Departmental Public Body (NDPB) sponsored by the Department of Education. As designated Accounting Officer, the Registrar is required to ensure that effective systems of internal control are in place and adhered to, and that the Council complies with all relevant legislation and codes.

The Governance Statement on page 14 provides assurance to the Council and to the teaching profession in Northern Ireland on the prudent management of expenditure incurred on their behalf and outlines how that responsibility has been discharged during the 2014/15 financial year to support the achievement of the Council's corporate and business objectives and policies. This is in accordance with the responsibilities assigned to the Registrar and Accounting Officer in 'Managing Public Money (Northern Ireland)' and the principles of 'the Corporate Governance Code' DAO (DFP) 06/13, in so far as they relate.

### **CONTEXT**

The Northern Ireland education system continues to face unprecedented change, including the challenge of area-based planning alongside increasing financial restraint which threatens the livelihood of teachers. The Council remains seriously concerned with the current very difficult employment situation facing many teachers, which represents an enormous wastage of talent and resources. In its consultation response to the Executive's Programme for Government, the Council called on the government to set an objective to ensure that the supply/demand of teachers was in equilibrium by 2020 with identifiable progress made by 2017.

In addition to the challenges facing schools directly, education support and quality assurance services have also undergone significant change and reorganisation. The Education and Library Boards have been amalgamated into one overarching Education Authority which came into being on 1<sup>st</sup> April 2015. The Education and Training Inspectorate, which was the subject of an Assembly Inquiry, continues to respond to recommendations made by the Education Committee in relation to inspection processes and school improvement.

**MANAGEMENT COMMENTARY – STRATEGIC REPORT cont.:**

**CONTEXT (cont)**

The Council continues to monitor these areas, including the on-going review of assessment arrangements 4-14 and of examinations at GCSE and A Level, as well as their likely impact on the teacher profession and the quality of teaching, learning and assessment.

**PURPOSE**

The thrust of the Council's work has been, and will continue to be, about enhancing respect for, and trust in, the teaching profession by promoting teacher professionalism, autonomy, professional voice and influence.

As the professional registration and regulatory body for teachers in Northern Ireland, one of the Council's core purposes is to maintain and improve its professional registration service so that only those who are appropriately qualified can teach in grant-aided schools in Northern Ireland. On 1<sup>st</sup> April 2015, the Council commenced work on another of its core purposes, that of professional self-regulation, when it received limited regulatory powers to investigate cases of professional misconduct.

The Council has also continued to energetically promote teacher professionalism. In partnership with other educational stakeholders, the Council contributed significantly to the development of a career-long Continuous Professional Development (CPD) Framework for all teachers which is critical to ensuring continuous improvement in meeting the needs of our young people.

**EQUALITY OF OPPORTUNITY**

The Council upholds 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.

**COUNCIL'S COMMITTEE STRUCTURE**

The Council provides leadership, monitors performance and promotes the highest standards of probity and propriety.

The Council undertakes its work through Council Committees.

During the year Council delegated work to the following Committees:

- The General Purposes and Finance (GP&F) Committee
- The Registration and Regulation (R&R) Committee
- The Policy & Professional Education (PPE) Committee
- The Audit and Risk Assurance (ARA) Committee

**RESULTS FOR THE YEAR**

The Council had a net income after financing of £185,734 for the year.

**NON-CURRENT ASSETS**

The movement of non-current assets is summarised in the notes to the accounts. The Council does not believe that there is any material difference between the market and historical book values of its non-current assets as at 31 March 2015. The non-current assets are stated at historical cost less depreciation and have not been re-valued during the year.



**MANAGEMENT COMMENTARY – STRATEGIC REPORT cont.:**

**REVIEW OF PERFORMANCE**

During the year the Council delivered on its four corporate goals, as set out in the annual Business Plan, as follows:

**Goal 1: *To develop as the independent, professional, regulatory body for teachers in Northern Ireland***

By working collaboratively with key stakeholders to ensure that, by 2016, appropriate advice, structures, processes and mechanism would be set in place:

- a) in relation to preparing for statutory legislation, regulations and governance, by:
  - assisting in the development of draft legislation to address the Council's extended remit, including provisions for a transition Council;
  - liaising with and providing input to Department policy to ensure that the Bill's provisions would enable the Council to fulfil its intended remit as an independent statutory registration, regulatory and advisory body for teachers and FE lecturers;
  - negotiating and consulting, through the Legislation and Regulation Working Group, on potential future regulation;
  - developing processes, policies and documentation in line with revised governing legislation.
  
- b) in relation to professional regulation, by:
  - learning from regulation systems in other relevant regulatory bodies to ensure best practice;
  - drafting and consulting informally on rules, regulations and processes, to enable GTCNI to fulfil its regulatory role;
  - designing regulatory processes, mechanisms and quality controls to facilitate the regulation of teachers and FE lecturers;
  - developing processes for considering cases of teacher professional misconduct under Article 36 of the Education (NI) Order 1998.
  
- c) in relation to maintaining the registration database and extending registration to include FE lecturers, by:
  - maintaining and updating the teacher register and ensuring that 26,734 teachers were successfully registered;
  - working to improve the registration and approval of qualifications processes;
  - developing and consulting informally on draft GTCNI rules, regulations and processes, to facilitate the registration of FE lecturers;
  - taking forward the procurement of a new database which will provide regular, timely and useful statistical analysis of registration data to stakeholders, including liaison with the NI Substitute Teachers Register (NISTR);
  - exploring the potential to develop service improvements.

**Goal 2: *To promote career-long teacher professional development***

By working collaboratively with key stakeholders to propose (and pilot aspects of) a career-long professional development continuum to influence future policy, structures and implementation mechanisms, by:

- developing proposals for a revised NI Competence Framework for teachers to align with DE work on a professional learning framework;
- researching models of continuous professional development in leading countries with a view to proposing a coherent career-long professional development continuum;
- researching documentation which informs school development, planning and self-evaluation;
- providing, in line with Council's advisory role, advice on the alignment of the competence framework with PRSD and CPD and the potential for a cyclical model of professional update/re-registration.

**MANAGEMENT COMMENTARY – STRATEGIC REPORT cont.:**

**REVIEW OF PERFORMANCE (cont)**

**Goal 3: *To promote teachers' professional voice, status and influence***

By working collaboratively with key stakeholders, by:

- developing a Communications Plan to raise the profile and enhance understanding of, and confidence in, the Council;
- developing a targeted Stakeholder Engagement Strategy to consult key stakeholders on the new rules, regulations and processes relating to the Council's expanded role, remit and functions;
- developing plans to upgrade the Council's website to reflect its wider role and remit;
- supporting activities to promote and celebrate the professionalism of teaching in schools & FE colleges;
- making research-informed responses to relevant consultations which fall within the Council's remit;
- undertaking and disseminating research on professional matters that are aligned to the Council's strategic priorities;
- developing corporate publications to target key audiences in relation to the extended role and remit of the Council;
- advocating authoritatively, and by influencing policy and debate, on key issues relating to the professionalism of teachers and lecturers consistent with the Council's role and remit;
- rebranding and launching Student Teacher Awards and piloting new FE Teacher Award.

**Goal 4: *To ensure effective business management***

By ensuring effective business management, by:

- developing and implementing a new staffing structure/human resource strategy;
- ensuring effective governance, accountability processes and risk management processes are in place;
- providing effective support to Council members;
- developing options for 'fit for purpose' office accommodation;
- developing accounting and reporting systems in accordance with NDPB requirements;
- ensuring that 100% of all non-disputed invoices were paid within 30 days of terms date;
- enabling the Annual Report & Accounts for 2013/2014 to be laid before the NI Assembly on 16<sup>th</sup> January 2015;
- providing training to Council members on governance and accountability in the public sector.

**SUSTAINABILITY**

The Council has a waste minimisation and recycling policy. During the year the Council minimised waste and recycled consumables.



**Dr Carmel Gallagher  
Registrar & Chief Executive Officer**

**29 February 2016**

## **MANAGEMENT COMMENTARY – REPORT OF COUNCIL MEMBERS**

### **COUNCIL MEMBERS**

The Council comprises independent, non-executive members and reflects the broad professional educational community.

The majority of Council members are teachers or former teachers:

- 14 members are elected directly by the profession;
- 5 members are nominated by the Northern Ireland Teaching Council (NITC);
- 10 members are nominated by broader interests within education, including Higher Education Institutions, Employing Authorities and other agencies;
- 4 members are appointed by the Department of Education for Northern Ireland, of whom 3 reflect the wider public interest and 1 the interest of industry and commerce (the latter post remained vacant throughout the year).

Council members have corporate responsibility for ensuring that the Council complies with statutory and administrative requirements and for the use of income from registration fees. Members report on other interests in the Register of Members' Interests which is held in the Council offices.

### **REGISTRAR AND SENIOR MANAGEMENT TEAM**

The Registrar, Dr Carmel Gallagher, is the Chief Executive Officer of the Council. She is supported by professional staff responsible for the Council's strategic and operational work programmes. During the year the following staff served as members of the Senior Management Team: Dr Carmel Gallagher (Registrar), Mr Gerry Devlin (Acting Head of Registration & Regulation) and Ms Judy Campbell (Acting Planning and Corporate Services Manager).

### **FORMAT OF ACCOUNTS**

The Annual Report and Accounts has been prepared in accordance with the requirements and guidelines set out in the Government's Financial Reporting Manual (FReM) 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 FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context.

### **PROMPT PAYMENT**

The Council is committed to the prompt payment of bills for goods and services received in accordance with the terms of contracts. It aims to pay invoices within 10 days and no later than 30 days. GTCNI complies 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. During the year the Council paid 100% of all such invoices on time, and as such no commercial debt interest was paid or due.

### **AUDITORS**

The Council's 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 1998. The Northern Ireland Audit Office and its staff are wholly independent of the Council and the Department of Education. The Comptroller & Auditor General reports his findings to the Northern Ireland Assembly.

The Council incurred a notional audit fee of £7,000 in respect of the audit of the financial statements. The Northern Ireland Audit Office received no remuneration in respect of non-audit work during the year.

The Council confirms that:

- so far as its Registrar / Chief Executive is aware, there is no relevant audit information of which the Council's auditors are unaware;
- the Registrar / Chief Executive has taken all the steps that she ought to have taken to make herself aware of any relevant audit information and to establish that the Council's auditors have been made aware of that information.

**MANAGEMENT COMMENTARY – REPORT OF COUNCIL MEMBERS cont...**

**Council membership for the period was as follows:**

**Elected Members**

Nursery School Representative	Mrs Sharon Beattie
Special School Representative	Mr Colm Davis (to 18 March 2015)
Primary School Representatives	Mr Brian Carlin Mrs Carney Cumper Mrs Sandra E Douglas Mrs Gillian Dunlop Mr John Kerr
Secondary School Representatives	Mr Graham Agnew Mrs Rosemary Barton Mr Colin McAlister Miss Ciara McCay Mr Ian Simons
Primary School Principal	Mr Brian Jess
Secondary School Principal	Mr Ivan Arbuthnot

**Appointed Members**

Northern Ireland Teachers' Council	Mr John Pollock Mrs Gillian Scott Mrs Teresa Graham Ms Daisy Mules Mr David Canning
Association of NI Education and Library Boards	Mr Barry Mullholland Mr John Devlin
Council for Catholic Maintained Schools	Mr John Colgan Mr Eugene O'Neill
Comhairle na Gaelscolaíochta	Ms Aine Andrews
Governing Bodies Association	Mrs Sheila Crea
Northern Ireland Council for Integrated Education	Mrs Frances Donnelly
Transferor Representatives' Council	Miss Rosemary Rainey
Trustees of Catholic Maintained Schools	Mrs Carmel McCartan
Universities Council for the Education of Teachers	Miss Audrey Curry
Department of Education	Mrs Sally McKee Dr Jennifer Cornyn Mr Sean Lambe Appointment not made

In addition, Mr Trevor Salmon was co-opted to the Council and served as an independent non-executive member of the Audit and Risk Assurance Committee throughout the year.

#### **EMPLOYEE INVOLVEMENT**

Members of staff are regularly briefed on Council business and future developments. Employees are consulted and kept informed of matters which affect them.

#### **COMPLAINTS PROCEDURE**

The Council has a complaints procedure in place. Three complaints were received during 2014/15 and resolved within the agreed timescales.

#### **HEALTH AND SAFETY**

The Council is committed to adhering to Health and Safety legislation 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.

#### **PERSONAL DATA RELATED INCIDENTS**

There were no personal data related breaches during the year.

#### **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 all parties including those considered disabled.

#### **STAFF ABSENCE**

Council sickness levels, excluding long term sickness, averaged 4.74 days in 2014/15 (3.1 days in 2013/14). Sickness levels, including long term sickness, averaged 4.74 days in 2014/15 (23.5 days in 2013/14). The management of absenteeism is an integral part of a line manager's remit.

#### **FUTURE DEVELOPMENTS**

The Council continues to work on a number of key initiatives, including:

- supporting the enactment of limited legislation to exercise a range of disciplinary powers in relation to the registered teachers' fitness to practice;
- progressing the review of the Northern Ireland Teacher Competences to include leadership competences;
- providing advice on a career-long professional development framework for the teaching profession.

#### **RECONSTITUTION OF COUNCIL**

The Council was reconstituted with effect from 15 October 2015.

#### **CHAIRPERSON**

Mr Arbuthnot served as Chair of the Council throughout the year. Dr Jennifer Cornyn was appointed Chair of the General Teaching Council for Northern Ireland on 5 January 2016.

#### **IMPORTANT EVENTS OCCURRING AFTER THE YEAR END**

There were no other important events to report in relation to these accounts after the year end.



**Dr Carmel Gallagher**  
**Registrar & Chief Executive**  
**29 February 2016**

## **REMUNERATION REPORT**

### **REMUNERATION POLICY**

The remuneration of Council staff, with the exception of 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. To this end equality is a core principle which underpins both service delivery and employment relations;
- stable industrial relations and negotiation and consultation between employers and recognised trade unions.

The remuneration of the Registrar, as approved by the Department of Education and Department of Finance & Personnel, was set initially in pay range equivalent to L25 to L33 on the NI Leadership scale for teachers. Annual reviews (which include revalorisation) are restricted within public sector pay limits. The Registrar does not receive performance related pay, bonus payments or any other allowances applicable to the leadership scale.

### **Terms and Conditions of Service**

Staff appointments are made on merit, in accordance with the Council's Appointments and Promotions Procedure, on the basis of fair and open competition. Staff terms and conditions of employment including salary progression, payment of allowances, leave entitlement and notice periods as outlined in the National Joint Council's Green Book on Pay and Conditions of Service.

### **CHAIRMAN'S EMOLUMENTS**

The Chairman, Mr Ivan Arbuthnot, received an allowance of £10,000 during the year.

### **MEMBER EMOLUMENTS**

No remuneration was paid to members of the General Teaching Council during the year.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND: YEAR ENDED 31 MARCH 2015**

**REMUNERATION REPORT cont...**

**SENIOR MANAGEMENT REMUNERATION (Audited)**

Officials	2014-15					2013-14				
	Salary £'000	Bonus payments £'000	Benefits in kind * (to nearest £100)	*Pension Benefits (to nearest £'000)	Total £'000	Salary £'000	Bonus payments £'000	Benefits in kind (to nearest £100)	* Pension Benefits (to nearest £'000)	Total £'000
C Gallagher, Registrar **	65-70	-	100	18,000	85-90	65-70	-	100	18,000	85-90
G Devlin, Senior Education Officer, Acting Head of Registration & Regulation ***	50-55	-	100	13,000	63-68	50-55	-	100	(1,000)	50-55
J Campbell, Finance & Contract Manager, Acting Planning and Corporate Services Manager ****	45-50	-	100	11,000	55-61	45-50	-	100	14,000	55-60
J Cohen, Further Education Officer	45-50	-	100	12,000	57-62	n/a	n/a	n/a	n/a	n/a
Band of highest paid director's total remuneration	65-70					65-70				
Median total remuneration	25,727					25,472				
Ratio	2.65					2.65				

\* The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increase or decreases due to a transfer of pension rights. This figure has been calculated and provided by NILGOSC.

\*\* Appointed Registrar 1st October 2012.

\*\*\* No growth in pension benefits in 2013/14. The inflation adjustment in 2013 and 2014 was 2.2% and 2.7% respectively.

\*\*\*\* Appointed Acting Planning and Corporate Services Manager 2<sup>nd</sup> January 2013. Ms Campbell left the Council on 5th March 2015.

**REMUNERATION REPORT cont...**

**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**

There were no performance related payments paid or due in respect of 2014/2015 (2013/2014, nil).

The Council is required to disclose the relationship between the remuneration of the highest paid employee and the median remuneration of the organisation's workforce. The banded remuneration of the highest paid employee in the year 2014/15 was £65k - £70k. This was 2.65 times the median remuneration of the workforce, which was £25,727.

**TOTAL REMUNERATION**

The total remuneration includes salary, non-consolidated performance related pay and benefits in kind. It does not include employer pension contributions or the cash equivalent transfer value of pensions.

**PENSIONS OF SENIOR MANAGEMENT (Audited)**

	<b>Accrued pension at age 60 as at 31/03/15 and related lump sum £000s</b>	<b>Real increase in pension at age 60 £000s</b>	<b>CETV at 31/03/15 £000s</b>	<b>CETV at 31/03/14 £000s</b>	<b>Real Increase In CETV £000s</b>
C Gallagher, Registrar	0 - 5 plus lump sum of nil	0 - 2.5	41	20	20
G Devlin, Senior Education Officer, Acting Head of Registration & Regulation	20 - 25 plus lump sum of 55- 60	0 - 2.5	561	524	31
J Campbell, Finance & Contract Manager, Acting Planning and Corporate Services Manager	0 - 5 plus lump sum of nil	0 - 2.5	26	19	7
J Cohen, Further Education Officer	0 - 5 plus lump sum of nil	0 - 2.5	9	1	8



**REMUNERATION REPORT cont...**

**PENSIONS**

The Council participates in the Northern Ireland Local Government Officers' Superannuation Committee Scheme (NILGOSC). NILGOSC is a multi-employer defined benefit scheme in which it is possible for an employer to identify its share of the assets and liabilities on a consistent basis. The NILGOSC scheme is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme.

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 and are set between 5.5% and 7.5% for 2014/15. The employer's contribution rate to the NILGOSC scheme is 20%.

**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, an arrangement to secure pension benefits in another pension scheme, or an 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 NILGOSC scheme. The CETV figures 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 within the guidelines and framework described by the Institute and Faculty of Actuaries and in accordance with guidance used by the Civil Service in Employer Pension Notice EPN 12/2012.

**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 were made during the year.

**ILL-HEALTH RETIREMENT**

No individuals retired early on ill-health grounds during the year.

**THIRD PARTIES**

No payments were made during the year to third parties for services as a senior manager.



**Dr Jennifer Cornyn**  
**Chairperson**



**Dr Carmel Gallagher**  
**Registrar & Chief Executive Officer**  
**29 February 2016**

**STATEMENT OF THE COUNCIL'S AND REGISTRAR'S RESPONSIBILITIES**

Under paragraph 12 of Schedule 1 to the Education (Northern Ireland) Order 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 income and expenditure, changes in taxpayers' 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 Registrar/ Chief Executive Officer (including responsibility for the propriety and regularity of the public finances for which the Registrar is answerable and responsibility for keeping proper records and for safeguarding the Council's assets) are set out in 'Managing Public Money Northern Ireland'.



**Dr Carmel Gallagher  
Registrar & Chief Executive Officer**

**29 February 2016**

## **GOVERNANCE STATEMENT**

### **Introduction**

This Governance Statement is an important element of the Council's Annual Report and Accounts. It provides details of how I, as Accounting Officer, together with the Council and its Committees, have ensured the effective management of the Council's resources during the 2014/15 financial year and the action we have taken to maintain effective corporate governance and risk management to support the achievement of corporate and business objectives.

### **The Council's Governance Framework**

The General Teaching Council for Northern Ireland ('the Council') is the professional and regulatory body for teachers in Northern Ireland.

The Council comprises thirty three elected or nominated members. Council members have corporate responsibility for ensuring that the Council complies with statutory and administrative requirements and for the use of income from registration fees. Council members are 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 and Annual Business 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;
- ensuring that the Council does not exceed its powers or functions whether defined in statute or otherwise.

The Council is designated as a Non-Departmental Public Body (NDPB). A Management Statement and Financial Memorandum (MSFM) have been agreed with the Department of Education (the Sponsor Department). The Management Statement sets out the broad framework within which the Council is required to operate. The Financial Memorandum sets out detailed financial provisions which the Council is required to observe.

The Council has corporate responsibility for establishing the overall strategic direction and for promoting the efficient, economic and effective use of staff and other resources within the MSFM framework determined by the Department of Education. The Council has set out its overall strategic direction within the Corporate Plan 2013/16 and within the annual Business Plan 2014/15. These plans provide an important framework of goals, objectives and performance indicators against which the Council monitors its performance and progress. The Council conducts business in accordance with its Standing Orders and Code of Practice.

As Registrar, I am responsible for the effective operational leadership and management of the organisation, its staff, its resources and its good governance. As Accounting Officer, I am responsible for ensuring that effective systems of internal control are in place and for the development and implementation of continuous improvement plans.

The Council has been recognised as a charity for tax purposes by HMRC since November 2012.

### **The Council's Committees**

Members of Council may serve on one, or more, of the Council's Committees.

The Policy and Professional Education Committee has strategic responsibility for evaluating and responding to educational policy developments, administrative changes and emerging trends and conditions within the education service. The main business of the Committee involves overseeing research in consultation with, and on behalf of, the teaching profession. The Committee also oversees the development of policy advice to the Department of Education and Employing Authorities on matters relating to teaching.

The Registration and Regulation Committee has strategic responsibility for all aspects of teacher registration and regulation, including ensuring that an effective professional registration service is maintained so that only qualified teachers are permitted to teach in grant-aided schools in Northern Ireland. The Committee is responsible for providing statistical analysis and advice on the profile of the profession in respect of recruitment and supply.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND: YEAR ENDED 31 MARCH 2015**

The General Purposes and Finance Committee has strategic responsibility for overseeing the Council’s financial and management planning and reporting. It is also responsible for approving financial and human resources policies and procedures.

The Audit and Risk Assurance Committee is responsible for monitoring the effectiveness of corporate governance, for testing and challenging the assurances provided to the Registrar and for providing independent assurance of the adequacy of the Council's governance arrangements, including the risk management framework and associated controls. The Audit and Risk Assurance Committee takes assurance from the work of internal audit. Internal Audit is represented at Committee meetings and reports regularly to the Registrar throughout the year. An observer from the Department of Education normally attends Committee meetings.

The table below details attendance of members at Council and Committee meetings throughout the year.

Member	Sub- Committee attendance				
	Council attendance	Audit and Risk Assurance	General Purposes and Finance	Policy Professional Education	Registration and Regulation
G Agnew	6	4	4		
A Andrews	4			3	
I Arbuthnot	6	6	4	3	4
R Barton	4		3		
S Beattie	2			3	
D Canning	6				
B Carlin	5				4
J Colgan	5			2	
J Cornyn	4				4
S Crea	2			2	
M Crudden	2				
C Cumper	3				1
A Curry	3			1	2
C Davis	4				4
J Devlin	5			1	
F Donnelly	3				2
G Dunlop	5		3		
T Graham	6	5	4	3	4
S Douglas	6				4

**GOVERNANCE STATEMENT cont....**

Member	Council attendance	Audit and Risk Assurance	General Purposes and Finance	Policy Professional Education	Registration and Regulation
B Jess	4			2	
S Lambe	4			3	
J Kerr	1			1	
C McAllister	2			2	
C McCay	5			1	
C McCartan	4			2	
S McKee	5		2		
D Mules	5	8		3	
B Mulholland	6	12			
J Pollock	6	10			4
R Rainey	5	9		3	
G Scott	3	3	4		
I Simons	5			2	
T Salmon		4			

**Highlights of Council and Committee Reports**

During the year, members received detailed reports at its Council meetings from each of its Committees on policy, registration, regulation, business planning, financial, governance and risk management matters.

The Policy and Professional Education Committee responded during the year to a number of important consultations including the BERA/RSA Report of Inquiry into Research in Teacher Education; the DELNI Report of International Inquiry into NI Teacher Education Infrastructure; the NI Assembly Education Committee Inquiry into Shared and Integrated Education; the follow-up to the Assembly Education Committee Report of Inquiry into ETI and School Improvement; the Assembly Education Committee Advice on Computer-Based Assessments (CBAs); the Assembly Education Committee Advice on pupil Exemptions from Exam Statistics; and the Department of Education Early Intervention Transformation Programme (EITP). The Committee also oversaw developments in the review and expansion of the GTCNI teacher competence framework and the development of research-informed advice to the Department of Education's 'Teacher Education and Professional Development Strategy.'

The Registration and Regulation Committee oversaw preparation for the extension of the Council's powers to include the registration of FE lecturers and the scrutiny of legislation to allow the Council to regulate the teaching profession. The Committee established a 'Legislation and Regulation Working Group' to monitor the drafting and passage of the GTCNI Bill and to oversee the development of regulatory processes. It also established a 'Further Education Working Group' to facilitate negotiation and consultation with the FE sector.

## **GOVERNANCE STATEMENT cont....**

The General Purposes and Finance Committee during the year considered a range of strategic, general and financial matters, including oversight of the 2014-15 Annual Business Plan and related budget. The Committee also had oversight of the management of human resources issues and the implementation of aspects of a staff re-structuring plan approved by the Department of Education in June 2014 and by the Department of Finance & Personnel in August 2014.

The Audit and Risk Assurance Committee during the year scrutinised, tested, challenged and sought assurances on key areas of business in order to provide independent assurance of the adequacy of the Council's governance arrangements and associated controls. The Committee received details of direct award contracts and assurance that appropriate processes were in place to competitively procure goods and services. It scrutinised in detail the Council's Annual Report and Accounts. It received reports from internal and external auditors, which provided a formal opinion on the adequacy, reliability and effectiveness or otherwise of the Council's system of risk management, control and governance. The Head of Internal Audit provided the Audit and Risk Assurance Committee with reports on internal audit activity within the Council during the year and an opinion on the Council's systems. Internal audit issued the following assurance ratings in respect of its work during the year:

- Information Security (including Information Management) – Satisfactory Assurance Rating
- Human Resources Management - Satisfactory Assurance Rating
- Preparation for FE Regulation - Substantial Assurance Rating
- Teacher Registration & Fee Collection Process (DAS & invoicing) - Substantial Assurance Rating
- Review of Governance Arrangements (December 2014) – Limited Assurance Rating

### **Corporate Governance**

The Council's corporate governance framework comprises the systems and processes, culture and values that underpin and regulate the Council's work. The corporate governance framework guides how the Council defines its expectations, makes its decisions, empowers management, verifies its performance and accounts for the prudent management of its resources. The Council expects the highest standards of conduct from its members and staff, which are defined and communicated through various policies, codes of conduct, protocols and other documents.

Supporting the governance framework is a series of procedures and policies which make up the Council's system of internal control. These procedures and policies are designed to facilitate effective, efficient and transparent business management and to identify, prioritise, evaluate and mitigate risks which might affect the achievement of the Council's corporate and operational objectives.

### **Declaration of interests**

A register of members' declared interests is maintained. The Register is available to the public for inspection at the Council office during normal working hours. Members are required to declare conflicts of interest at the commencement of meetings and to withdraw from the meeting when that matter is being discussed. If a member is in doubt of any actual or perceived conflict of interest s/he is required to refer the matter in advance to the Chair or the Registrar.

### **Whistle-blowing**

The Council has a whistle-blowing policy in place, which encourages staff to report any instances of suspected unlawful conduct, financial malpractice, or other actions that might compromise, in any way, the Council's reputation and integrity. There were no whistle-blowing instances received by the Council during 2014/15.

### **Financial Management**

The Council's financial management procedures are set out in the Finance Manual and Financial Memorandum. The Council's financial performance and financial reporting processes are monitored by the Senior Management Team and by the General Purposes and Finance Committee.

### **Data Management**

The Council manages the information it holds in accordance with current legislation including the Data Protection Act. The Council had no data losses reported during 2014/15.

## **GOVERNANCE STATEMENT cont....**

### **Compliance with the Corporate Governance Code**

Non Departmental Public Bodies are encouraged to consider and adopt the practices set out in the Corporate Governance Code wherever this is relevant, practical and suits business needs.

The Council considers that it complied during 2014/15 with the Code in so far as it relates, with the exception outlined below, which is being addressed as follows:

#### **Board Composition**

The code states that “The Board should have a balance of skills and experience appropriate to fulfilling its responsibilities. The membership of the Board should be balanced, diverse and manageable in size”.

The Composition of the Council is set out in the General Teaching Council for Northern Ireland (Constitution) Regulations (Northern Ireland) 2001. The Regulations state that one of the four members appointed by the Department of Education should be a representative of industry and commerce. This appointment remained unfilled by the Department during 2014/15.

To compensate, and to address a skills gap among members, the Council continued to co-opt Mr Trevor Salmon during the year as an independent member to its Audit and Risk Assurance Committee.

#### **Quality of the data used by the Council**

The Council relies on a range of data to inform its deliberations, including:

- financial and operational information, including monthly management reports prepared from internal finance systems which comply with the Council’s Finance Manual and are subject to rigorous internal controls and internal and external scrutiny;
- regular reports from internal audit activity and summarised in the Audit Annual Assurance Report;
- statistical information from the Council’s registration data base, which is updated on an on-going basis;
- policy advice derived from research, surveys and consultation with stakeholders.

Due to the rigour of the processes and the various checks and controls that are applied in relation to financial, audit, regulation and registration information, the Council considers that it has confidence in the data received during 2014/15 and can rely on the accuracy, quality and veracity of this data.

#### **Governance and Accountability Review (GAR) Meetings**

Bi-annual Governance Accountability and Review (GAR) meetings are held with Department of Education and chaired by the Permanent Secretary. These meetings provide an opportunity for the Department to seek and receive formal assurances from me, as Accounting Officer, that standards of governance are appropriate, that resources are being used in accordance with the requirements of regularity, propriety and value for money and that the Minister’s policy priorities and agreed performance targets contained in the Annual Business Plan are being progressed effectively. The meetings also provide the Council with an opportunity to raise particular issues that merit discussion with the Department at a senior level. Items discussed at Governance and Accountability Review (GAR) Meetings in 2014/15 included the governance and accountability framework, financial performance against budget allocation, performance against corporate and business plans and key statutory functions.

#### **Ministerial Directions**

No Ministerial Directions were sought or given during the year.

#### **Risk Management**

The Council employs a detailed Risk Management Strategy to identify and assess risks that could impact the achievement of the Council’s aims and objectives and to put in place actions to mitigate risks, while recognising that some risks were outside the Council’s direct control. During 2014/15 the Council monitored its performance against the Corporate Plan and Annual Business Plan and the Risk Register.

**GOVERNANCE STATEMENT cont....**

During the year, the Corporate Risk Register was monitored, reviewed and updated by the Senior Management Team, the Audit and Risk Assurance Committee and the Council. Action was taken to identify, appraise and manage risk.

**Significant issues faced during 2014/15**

**Independent reputation and credibility:** This issue related to the delay in implementation of fit for purpose legislation to allow the Council to act as an independent professional and regulatory body. This risk was mitigated in part during 2014/15 through the proactive work of the 'Legislation and Regulation Working Group' which was set up to monitor the drafting of the GTCNI Bill and to oversee the development of regulatory processes. It was also mitigated in part by the work of the 'Further Education Working Group' which was established to facilitate negotiation and consultation with the FE sector on proposals to extend registration and regulation to FE lecturers.

**Business efficiency:** This issue related to delays in having in place appropriate and adequate staffing. This meant that a significant programme of work relating to the review of teacher competences could not be fulfilled to the timescale planned. This risk is being addressed through a staff restructure, training and development. The research and development work on the review of teacher competences is expected to be completed in 2015/16 in line with the Department of Education's Strategy for Teacher Education and Professional Development.

**Information and Security:** This issue related to the need to plan and prepare for significant disruption to services and operations. The risk was managed in part during 2014/15 through the development of a business continuity plan and ICT disaster recovery plan, which includes off site back up office accommodation for staff and IT facilities which can be used to restore the registration and regulation database in case of disaster.

**Significant Governance issues**

**Engagement of Legal Advisors:** During the year a member of Council engaged the services of legal advisors without the knowledge or authorisation of Council or the Accounting Officer. The actions of the member committed the organisation to a payment of £10k in legal fees. In the opinion of ASM, the Council's internal auditors, the scope of the advice taken strayed into a range of matters where the member should have recognised that he could have been perceived to have a personal, as well as a corporate, interest in the outcome.

**Review of Board Effectiveness:** The Council's internal auditors undertook in December 2014, at the request of the Audit & Risk Assurance Committee, a review of governance arrangements, which identified a number of complex and significant governance-related matters. Business Consultancy Services undertook in June 2015, at the request of the General Teaching Council for Northern Ireland and the Department of Education, a review of board effectiveness. The Business Consultancy Services review, which comprised self-evaluation by Council members of their own performance, resulted in a number of recommendations in areas such as strategy, control and risk, performance management, culture and dynamics and the future size and composition of the Council. The Council has accepted, and is in the process of addressing, the recommendations arising.

**9. Registrar's Assurance Statement**

On the basis of the review detailed in this governance statement, I consider that during 2014/15 the Council has fulfilled its role in ensuring that expenditure incurred on behalf of the profession has been managed prudently. As designated Accounting Officer I am confident in providing assurance to the Minister, the Department of Education and the teaching profession in Northern Ireland that any identified short-comings in the Council's systems of internal control, governance and accountability will be addressed and resolved in the near future.



**Dr Carmel Gallagher  
Registrar and Accounting Officer**

**29 February 2016**



**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND**  
**THE CERTIFICATE OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY**

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I certify that I have audited the financial statements of the General Teaching Council for Northern Ireland for the year ended 31 March 2015 under the Education (Northern Ireland) Order 1998. These comprise the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, 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, certify and report on the financial statements in accordance with the Education (Northern Ireland) Order 1998. I conducted my audit in accordance with 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 read all the financial and non-financial information in the Report of Council Members to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate.

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

**Opinion on regularity**

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements 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 2015 and of the 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 made under the Education (Northern Ireland) Order 1998; and
- the information given in the Report of the Council Members and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND**  
**THE CERTIFICATE OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN**  
**IRELAND ASSEMBLY**

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**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
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with Department of Finance and Personnel's guidance.

**Report**

I have no observations to make on these financial statements.



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

*10 March 2016*

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND: YEAR ENDED 31 MARCH 2015**

**STATEMENT OF COMPREHENSIVE NET EXPENDITURE FOR THE YEAR ENDED 31 MARCH 2015**

	Notes	2014/15	2013/14
		£	£
<b><u>EXPENDITURE</u></b>			
Staff Costs	2	691,936	651,070
Depreciation	8	1,991	3,299
Other expenditure	4	372,439	394,142
Total expenditure		<b>(1,066,366)</b>	<b>(1,048,511)</b>
<b><u>INCOME</u></b>			
Income from activities	5	1,179,145	1,176,468
Other Income	6	60,456	12,633
Total income		<b>1,239,601</b>	<b>1,189,101</b>
<b>Net Income</b>		<b>173,235</b>	<b>140,590</b>
Interest Receivable	7	10,499	16,089
<b>Net Income after Interest</b>		<b>183,734</b>	<b>156,679</b>
Net Return on Pension Finance	2	(5,000)	(1,000)
<b>Net Income after Financing</b>		<b>178,734</b>	<b>155,679</b>
Credit in respect of notional costs	4	7,000	7,000
<b>Net Income after financing transferred to Net Expenditure Reserve</b>		<b>185,734</b>	<b>162,679</b>
<b>Other Comprehensive Expenditure</b>			
Actuarial (loss) in respect of pension liability		(46,000)	(99,000)
<b>Total Comprehensive Income for the year ended 31 March 2015</b>		<b>139,734</b>	<b>63,679</b>

The notes on pages 26 to 39 form part of these financial statements and should be read in conjunction therewith.

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND: YEAR ENDED 31 MARCH 2015**

**STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2015**

	Notes	2015 £	2014 £
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	8	-	1,991
<b>Total non-current assets</b>		<b>-</b>	<b>1,991</b>
<b>CURRENT ASSETS</b>			
Trade and other receivables	10	46,726	243,645
Cash and cash equivalents	11	1,745,599	1,273,079
<b>Total current assets</b>		<b>1,792,325</b>	<b>1,516,724</b>
<b>TOTAL ASSETS</b>		<b>1,792,325</b>	<b>1,518,715</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	12	(67,522)	(55,646)
<b>Total current liabilities</b>		<b>(67,522)</b>	<b>(55,646)</b>
<b>Non-current assets plus net current assets</b>		<b>1,724,803</b>	<b>1,463,069</b>
<b>NON-CURRENT LIABILITIES</b>			
Pension (Liability)	2	(244,000)	(177,000)
<b>Total non-current liabilities</b>		<b>(244,000)</b>	<b>(177,000)</b>
<b>ASSETS LESS LIABILITIES</b>		<b>1,480,803</b>	<b>1,286,069</b>
<b>TAXPAYERS' EQUITY</b>			
Net expenditure reserve		1,480,803	1,286,069
		<b>1,480,803</b>	<b>1,286,069</b>

The notes on pages 26 to 39 form part of these financial statements and should be read in conjunction therewith.

The financial statements were approved on 29 February 2016 on behalf of the Council by:



.....  
**Dr Jennifer Cornyn**

**Chairperson**



.....  
**Dr Carmel Gallagher**

**Registrar & Chief Executive Officer**

**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2015**

	Notes	2014/15	2013/14
		£	£
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net surplus after interest		185,734	162,679
Decrease / (Increase) in trade and other receivables		196,919	(185,792)
Increase / (Decrease) in trade and other payables		11,876	(56,103)
Depreciation charges	8	1,991	3,299
Actuarial loss on pension scheme	2	(46,000)	(99,000)
Pension scheme movement		67,000	116,000
<b>Net cash inflow / (outflow) from operating activities</b>		<b>417,520</b>	<b>(58,917)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment	8	-	-
<b>Net cashflow from investing activities</b>		<b>-</b>	<b>-</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Grant-in-aid		55,000	52,000
<b>Net financing</b>		<b>-</b>	<b>-</b>
<b>NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS IN THE PERIOD</b>	11	<b>472,520</b>	<b>(6,917)</b>
<b>CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE PERIOD</b>	11	<b>1,273,079</b>	<b>1,279,996</b>
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD</b>	11	<b>1,745,599</b>	<b>1,273,079</b>

The notes on pages 26 to 39 form part of these financial statements and should be read in conjunction therewith.

**STATEMENT OF CHANGES IN TAXPAYERS' EQUITY FOR THE YEAR ENDED 31 MARCH 2015**

	<b>NET EXPENDITURE RESERVE £</b>	<b>TOTAL RESERVES £</b>
<b>Balance at 31 March 2013</b>	<b>1,170,390</b>	<b>1,170,390</b>
<b>Changes in Taxpayers Equity 2013/14</b>		
Actuarial (loss) on the pension scheme	(99,000)	(99,000)
Comprehensive Income for 2013/14	162,679	162,679
Grant-in-aid	52,000	52,000
<b>Balance at 31 March 2014</b>	<b>1,286,069</b>	<b>1,286,069</b>
<b>Changes in Taxpayers Equity 2014/15</b>		
Actuarial (loss) on the pension scheme	(46,000)	(46,000)
Comprehensive Income for 2014/15	185,734	185,734
Grant-in-aid	55,000	55,000
<b>Balance at 31 March 2015</b>	<b>1,480,803</b> =====	<b>1,480,803</b> =====

The notes on pages 26 to 39 form part of these financial statements and should be read in conjunction therewith.

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015**

**1. Statement of accounting policies**

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

Where the FReM 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 for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Council 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. 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. These accounts have been prepared in pounds sterling and are rounded to the nearest pound.

**1.2 Registration Fee Income**

The annual registration year runs from 1<sup>st</sup> April to the following 31<sup>st</sup> March, with the fee becoming due on 1<sup>st</sup> 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 Net Expenditure Reserve. The grant-in-aid is recognised in the financial period in which the cash is received.

**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 Pensions**

The following disclosures relate to the funded liabilities within the Northern Ireland Local Government Officers' Pension Fund (the "Fund") which is part of the Local Government Pension Scheme (Northern Ireland) (the "LGPS").

The LGPS is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme. Details of the benefits earned over the period covered by this disclosure are set out in the 'LGPS (Benefits, Membership and Contributions) Regulations (Northern Ireland) 2009' (as amended).

The funded nature of the LGPS requires participating employers and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets. Information on the framework for calculating contributions to be paid is set out in LGPS (Administration Regulations (Northern Ireland) 2009 (as amended) and the Fund's Funding Strategy Statement. The latest actuarial valuation was at 31 March 2013 and the contributions to be paid until 31 March 2017 resulting from that valuation are set out in the Fund's rates and Adjustment Certificate. An Actuarial Valuation of the Fund will be carried out in March 2016 and as part of that valuation a new Rates and Adjustment Certificate will be produced for the three year period from 1 April 2017.

The Funding Administering Authority may invest a small proportion of the Fund's investments in the assets of some of the employers participating in the Fund if it forms part of their balanced investment strategy.

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015**

### **1.5 Pensions (cont)**

The assets allocated to the employer in the Fund are notional and are assumed to be invested in line with the investments of the Fund for the purposes of calculating the return to be applied to those notional assets over the accounting period. The Fund is large and holds a significant proportion of its assets in liquid investments. As a consequence there will be no significant restriction on realising assets if a large payment is required to be paid from the Fund in relation to an employer's liabilities. The assets are invested in a diversified spread of investments and the approximate split of the assets for the Fund as a whole (based on data supplied by the administering authority) is shown in the disclosures.

### **1.6 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 not material.

### **1.7 Intangible assets**

Expenditure on intangible assets, which comprise software licenses and the cost of IT 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.

### **1.8 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

### **1.9 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 Net Expenditure Reserve.

### **1.10 Leasing**

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

### **1.11 Value added tax**

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

### **1.12 Corporation Tax**

Since 2013 HM Revenue & Customs has recognised the Council as a charity for tax purposes in line with Paragraph 1 of Schedule 6 Finance Act 2010.

### **1.13 Staff costs**

In accordance with IAS 19: Employee Benefits, staff costs (including leave and flexi time accrued) are recorded as an expense as soon as the organisation is obligated to pay them.



**NOTES TO THE COUNCIL'S ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont...**

**1.14 Accounting estimates**

No material accounting estimates or judgements were made by the Council in preparing these accounts. In accordance with IAS 8, the Council has reviewed the standards, interpretations and amendments to published standards that became effective during 2014/2015 and which are relevant to its 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. In particular:

- 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 the Council as one operating unit in making decisions. Management information is generated on a holistic basis for the whole organisation.

**2. Staff numbers and related costs**

**2.1 Total staff costs**

	<b>2014/15 Permanently employed staff</b>	<b>2014/15 Others</b>	<b>2014/15 Total</b>	<b>2013/14 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Salaries & Wages	423,916	128,529	552,445	515,185
Social Security Costs	30,430	4,897	35,327	35,547
Pension Costs	94,968	9,196	104,164	100,339
<b>Total</b>	<b>549,314</b>	<b>142,622</b>	<b>691,936</b>	<b>651,071</b>

**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:

	<b>2014/15 Permanently employed staff</b>	<b>2014/15 Others</b>	<b>2014/15 Total</b>	<b>2013/14 Total</b>
	<b>No</b>	<b>No</b>	<b>No</b>	<b>No</b>
Directly employed	14	1	15	15
Other	-	2	2	1
Engaged on capital projects	-	-	-	-
<b>Total</b>	<b>14</b>	<b>3</b>	<b>17</b>	<b>16</b>

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**2.3 Pension and Similar Obligations**

As explained in the accounting policies, the Council participates in the Northern Ireland Local Government Officers' Superannuation Committee Scheme (NILGOSC). NILGOSC is a multi-employer defined benefit scheme in which it is possible for an employer to identify its share of the assets and liabilities on a consistent basis. The NILGOSC scheme is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme.

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.

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 and are set between 5.5% and 7.5% for 2014-15. The employer's contribution rate to the NILGOSC scheme is 20%.

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

In accordance with IAS19, the Council accounts for employer pension contributions as a defined benefit scheme. Under IAS19 the Council is required to account for its share of the assets and liabilities in the scheme.

The Council has included a pension charge to the Statement of Comprehensive Net Expenditure (SOCNE) for 2014/15 totaling £158,000.

The latest formal valuation of the fund for the purpose of setting employer's actual contributions was at 31st March 2013 with the next formal valuation due at 31st March 2016. A valuation was carried out by a qualified independent actuary for the purposes of meeting the requirements of IAS19 for these accounts.

The major assumptions used by the actuary were:

	<b>31 March 2015</b>	<b>31 March 2014</b>	<b>31 March 2013</b>
	<b>% p.a.</b>	<b>% p.a.</b>	<b>% p.a.</b>
Rate of increase in salaries	3.30%	3.90%	5.2%*
Rate of increase in pensions	1.80%	2.40%	2.8%
Discount rate	3.20%	4.30%	4.5%
Pension accounts revaluation rate	1.8%	n/a	n/a

\*Salary increases were assumed to be 1% p.a. until 31 March 2016, reverting to the long term assumption shown thereafter.

The Council's share of the assets of the Scheme was:

	<b>Assets at</b>	<b>Assets at</b>
	<b>31 March 2015</b>	<b>31 March 2014</b>
	<b>£'000</b>	<b>£'000</b>
Equities	2,548	2,284
Property	440	345
Corporate Bonds	227	188
Government Bonds	199	181
Cash	70	80
Other	<u>7</u>	<u>-</u>
Fair value of assets	<b><u>3,491</u></b>	<b><u>3,078</u></b>

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**2.3 Pension and Similar Obligations (cont)**

<b>Statement of Financial Position</b>	<b>2015 £'000</b>	<b>2014 £'000</b>
Fair value of assets	3,491	3,078
Present value of funded defined benefit obligation	<u>(3,735)</u>	<u>(3,255)</u>
Pension asset/(liability) recognized in the Statement of Financial Position	<u>244</u>	<u>177</u>
<b>Changes to the Present value of Defined Benefit</b>		
<b>Obligation during the Accounting Period</b>		
Opening defined benefit obligation	3,255	2,797
Current Service Cost	107	96
Interest expense on defined benefit obligation	138	124
Contributions by participants	30	27
Actuarial losses / (gains) due to changes in financial assumptions	338	(78)
Actuarial (gains)/losses due to changes in demographic assumptions	-	(27)
Actuarial (gains)/losses due to liability experience	(21)	425
Net benefits paid out	<u>(112)</u>	<u>(109)</u>
Closing defined benefit obligation	<u>3,735</u>	<u>3,255</u>
<b>Changes to the fair value of assets during the accounting period</b>		
Opening Fair Value of Assets	3,078	2,736
Interest income on assets	133	123
Re-measurement gains/(losses) on assets	271	221
Contributions by the employer	91	80
Contributions by participants	30	27
Net benefits paid out of the fund	<u>(112)</u>	<u>(109)</u>
Closing Fair Value of Employer Assets	<u>3,491</u>	<u>3,078</u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....

**2.3 Pension and Similar Obligations (cont)**

**Charges to the Statement of Comprehensive Net Expenditure (SOCNE)**

	<b>2014/15</b>	<b>2013/14</b>
	<b>£'000</b>	<b>£'000</b>
<b>Amounts included in Staff Costs</b>		
Operating Charge: Current service cost	107	96
<b>Amounts charged to Pension Financing Charge</b>		
Other Finance Costs: Interest on net defined liability/(asset)	<u>5</u>	<u>1</u>
Pension expense recognized in SOCNE	<u>112</u>	<u>97</u>
<b>Amounts recognized in Other Comprehensive Expenditure (OCE)</b>		
Return on plan assets (in excess of)/below that recognized in net interest.	(271)	(221)
Actuarial losses / (gains) due to changes in financial assumptions	338	(78)
Actuarial (gains)/losses due to changes in demographic assumptions	-	(27)
Actuarial (gains)/losses due to liability experience	<u>(21)</u>	<u>425</u>
Total losses recognized in OCE	<u>46</u>	<u>99</u>

<b>Amounts for the current and previous accounting periods</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Fair value of employer assets	3,491	3,078	2,736
Present value of funded defined benefit obligation	3,735	3,255	2,797
	<u>          </u>	<u>          </u>	<u>          </u>
(Liability) recognized on the Statement of Financial Position	(244)	(177)	(61)
	<u>          </u>	<u>          </u>	<u>          </u>
Experience (Losses) / Gains on assets	(271)	(221)	(297)
	<u>          </u>	<u>          </u>	<u>          </u>
Experience (Gains)/Losses on liabilities	(21)	425	(1)
	<u>          </u>	<u>          </u>	<u>          </u>
Actuarial (Gains)/Losses on assets	(271)	(221)	(297)
Actuarial (Gains)/Losses on liabilities	317	320	252
	<u>          </u>	<u>          </u>	<u>          </u>
Actuarial Losses / (Gains) recognized in OCE	<u>46</u>	<u>99</u>	<u>(45)</u>

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**2.3 Pension and Similar Obligations (cont)**

**Sensitivity Analysis**

IAS19 valuation results depend critically on the principal assumptions used in the calculations. Each factor is considered in isolation i.e. the “impact on liability” assumes all other factors are constant.

**Asset Volatility:** The liabilities used for accounting purposes are calculated using a discount rate with reference to corporate yield bonds. If assets underperform, the yield will create a deficit in the accounts. The Fund holds a significant proportion of growth assets which while expected to outperform corporate bonds in the long term creates volatility and risk in the short term in relation to the accounting figures.

**Changes in Bond Yield:** A decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes although this will be marginally offset by the increase in the assets as a result.

**Inflation Risk:** Most pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to higher liability value. The assets are either unaffected or loosely correlated with inflation meaning that an increase in inflation will increase the deficit.

**Life Expectancy:** The majority of the Fund’s obligations are to provide benefits for the life of the members following retirement, so increases in life expectancy will result in an increase in liabilities.

**Exiting employers:** Employers who leave the Fund (or their guarantor) may have to make an exit payment to meet any shortfall in assets against their pension liabilities. If the employer (or guarantor) is not able to meet this exit payment the liability may in certain circumstances fall on other employers in the Fund. Further the assets on exit in respect of “orphan liabilities” may in retrospect, not be sufficient to meet the liabilities. This risk may fall on other employers. “Orphan liabilities” are currently a small proportion of the overall liabilities of the Fund.

The sensitivity of the principal assumptions used to measure the liabilities as at 31 March 2015 are set out below:

**Discount rate assumption**

Adjustment to discount rate	+0.1% p.a.	-0.1% p.a.
Present value of total obligation (£m)	3.667	3.804
% change in present value of total obligation	-1.8%	1.8%
Projected service cost (£m)	0.124	0.132
Approximate % change in projected service cost	-3.1%	3.1%

**Rate of general increase in salaries**

Adjustment to salary increase rate	+0.1% p.a.	-0.1% p.a.
Present value of total obligation (£m)	3.754	3.716
% change in present value of total obligation	0.5%	-0.5%
Projected service cost (£m)	0.128	0.128
Approximate % change in projected service cost	0.0%	0.0%

**Rate of increase to pensions in payment and deferred pensions assumption, and rate of revaluation of pension accounts**

Adjustment to pensions increase rate	+0.1% p.a.	-0.1% p.a.
Present value of total obligation (£m)	3.787	3.684
% change in present value of total obligation	1.4%	-1.4%
Projected service cost (£m)	0.132	0.124
Approximate % change in projected service cost	3.1%	-3.1%

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**2.3 Pension and Similar Obligations (cont)**

Post retirement mortality assumption

Adjustment to mortality age rating assumption*	-1 year	+1 year
Present value of total obligation (£m)	3.836	3.634
% change in present value of total obligation	2.7%	-2.7%
Projected service cost (£m)	0.132	0.124
Approximate % change in projected service cost	3.4%	-3.4%

\*A rating of +1 year means that members are assumed to follow the mortality pattern of the base table for an individual that is 1 year older than them.

Comment on Mortality assumptions:

The mortality assumptions are based on the recent actual mortality experience within the Fund and allow for expected future mortality improvements. Sample life expectancies resulting from these mortality assumptions are shown below.

	Males	Females
Current pensioners	22.2 years	24.7 years
Future pensioners	24.4 years	27.0 years

**2.4 Reporting of Compensation scheme – exit package**

There was no compensation or exit package paid during the financial year. (2013/14: nil)

**3. Chairperson’s Remuneration**

The Chair, Mr Arbuthnot, received the following allowance during the year:

	<b>2014/15</b>	<b>2013/14</b>
	£	£
Chairman’s allowance	10,000	10,000
	<b>10,000</b>	<b>10,000</b>
	=====	=====

**4. Other Expenditure**

	<b>2014/15</b>	<b>2013/14</b>
	£	£
<b>Continuing Professional Development (CPD) costs</b>		
Research – AARTS Repository	792	5,744
Research – Lesson Studies	-	25,213
Research – Teacher Fellowships	-	4,830
E Portfolio	-	2,500
	<b>792</b>	<b>38,287</b>
	=====	=====
<b>Registration Costs</b>		
Database support and maintenance	29,027	23,911
Database Licences	8,754	9,945
Database enhancements	-	528
	<b>37,781</b>	<b>34,384</b>
	=====	=====

**GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND: YEAR ENDED 31 MARCH 2015**

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**4. Other Expenditure (cont)**

	<b>2014/15</b>	<b>2013/14</b>
	<b>£</b>	<b>£</b>
<b>Other Operating Costs</b>		
Rent and rates	60,293	88,033
Professional & outsourced costs	60,859	42,734
Service charge and utilities	46,001	47,450
Computer costs	27,892	19,236
Printing and stationery	20,490	21,813
Legal fees	20,353	1,020
Training and recruitment	17,318	13,889
Maintenance services	11,772	13,275
Substitution costs	11,715	6,353
Postage	9,698	22,158
Travel and subsistence - Council	8,236	6,216
Insurances	5,489	5,804
Travel and subsistence – Staff	7,027	5,367
Hospitality and venue hire	5,978	3,540
Stakeholder engagement	5,832	9,627
Miscellaneous expenses	2,807	2,868
Bank charges	1,976	2,062
Subscriptions	1,659	1,734
Books & newspapers	1,471	1,292
	<b>326,866</b>	<b>314,471</b>
	=====	=====

**Non cash items**

Notional audit fee	7,000	7,000
	<b>7,000</b>	<b>7,000</b>
	=====	=====
Total Other Expenditure	<b>372,439</b>	<b>394,142</b>
	=====	=====

**5. Income from activities**

	<b>2014/15</b>	<b>2013/14</b>
	<b>£</b>	<b>£</b>
Registration fees	1,179,145	1,176,468
	<b>1,179,145</b>	<b>1,176,468</b>
	=====	=====

**6. Other Income**

	<b>2014/15</b>	<b>2013/14</b>
	<b>£</b>	<b>£</b>
Department of Employment and Learning	60,226	12,633
Miscellaneous	230	-
	<b>60,456</b>	<b>12,633</b>
	=====	=====

**7. Interest receivable**

	<b>2014/15</b>	<b>2013/14</b>
	<b>£</b>	<b>£</b>
Bank interest receivable	<b>10,499</b>	<b>16,089</b>
	=====	=====

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**8. Property, plant and equipment**

	<b>Current Year</b>			
	<b>Office Equipment £</b>	<b>Computer Equipment £</b>	<b>Furniture &amp; Fittings £</b>	<b>Total £</b>
<b>Cost or valuation</b>				
As at 1 April 2014	72,494	46,791	50,217	169,502
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2015	<u>72,494</u>	<u>46,791</u>	<u>50,217</u>	<u>169,502</u>
	=====	=====	=====	=====
<b>Depreciation</b>				
As at 1 April 2014	72,494	44,800	50,217	167,511
Charge for period	-	1,991	-	1,991
Disposals	-	-	-	-
As at 31 March 2015	<u>72,494</u>	<u>46,791</u>	<u>50,217</u>	<u>169,502</u>
	=====	=====	=====	=====
<b>Net Book Value</b>				
As at 31 March 2015	-	-	-	-
	=====	=====	=====	=====
As at 31 March 2014	-	1,991	-	1,991
	=====	=====	=====	=====
Purchased	-	-	-	-
Donated	-	-	-	-
Total at 31 March 2015	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	=====	=====	=====	=====

The Council holds no third party assets.



**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**8. Property, plant and equipment (cont)**

	Prior Year			
	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
<b>Cost or valuation</b>				
As at 1 April 2013	72,494	46,791	50,217	169,502
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2014	<u>72,494</u>	<u>46,791</u>	<u>50,217</u>	<u>169,502</u>
	=====	=====	=====	=====
<b>Depreciation</b>				
As at 1 April 2013	72,494	41,501	50,217	164,212
Charge for period	-	3,299	-	3,299
Disposals	-	-	-	-
As at 31 March 2014	<u>72,494</u>	<u>44,800</u>	<u>50,217</u>	<u>167,511</u>
	=====	=====	=====	=====
<b>Net Book Value</b>				
As at 31 March 2014	-	<b>1,991</b>	-	<b>1,991</b>
	=====	=====	=====	=====
As at 31 March 2013	-	<b>5,290</b>	-	<b>5,290</b>
	=====	=====	=====	=====
Purchased	-	1,991	-	1,991
Donated	-	-	-	-
Total at 31 March 2014	<u>-</u>	<u><b>1,991</b></u>	<u>-</u>	<u><b>1,991</b></u>
	=====	=====	=====	=====

The Council holds no third party assets.

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**9. 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 materially expose the Council to interest rate risk. Assets and liabilities are denominated in sterling, the Council is not materially exposed to currency risk.

**10. Trade receivables and other current assets**

	<b>2015</b>	<b>2014</b>
	£	£
<b>Amounts falling due within one year:</b>		
Prepayments and accrued income	27,079	31,557
Other receivables	19,647	212,088
Total	<u>46,726</u>	<u>243,645</u>
	=====	=====
<b>Amounts falling due after more than one year:</b>		
Prepayments and accrued income	-	-
Other receivables	-	-
Total	<u>-</u>	<u>-</u>
	=====	=====
<b>Intra-Government Balances</b>		
Balances with other central government bodies	19,647	212,088
Balances with local authorities	-	-
Balances with NHS bodies	-	-
Balances with public corporations and trading funds	-	-
Intra-government balances	<u>19,647</u>	<u>212,088</u>
Balances with bodies external to government	27,079	31,557
Total receivables at 31 March	<u>46,726</u>	<u>243,645</u>
	=====	=====

**11. Cash and cash equivalents**

	<b>2015</b>	<b>2014</b>
	£	£
Balance at 1 April	1,273,079	1,279,996
Net change in cash and cash equivalent balances	<u>472,520</u>	<u>(6,917)</u>
Balance at 31 March	<u>1,745,599</u>	<u>1,273,079</u>
	=====	=====
The following balances at 31 March were held at commercial banks and in cash in hand:	<u>1,745,599</u>	<u>1,273,079</u>
	=====	=====

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**12. Trade payables and other current liabilities**

	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
Trade payables	35,728	15,824
Other payables	142	553
Accruals and deferred income	30,672	37,920
Other taxation and Social Security	980	1,349
	<u>67,522</u>	<u>55,646</u>
	=====	=====
<b>Amounts falling due after more than one year:</b>		
Other payables, accruals and deferred income	-	-
Obligations under finance leases	-	-
	<u>-</u>	<u>-</u>
	=====	=====
<b>Intra-Government Balances</b>		
Balances with central government bodies	980	1,349
Balances with local authorities	-	-
Balances with NHS bodies	-	-
Balances with public corporations and trading funds	-	-
	<u>980</u>	<u>1,349</u>
Intra-government balances	<b>980</b>	<b>1,349</b>
Balances with bodies external to government	66,542	54,297
Total payables at 31 March	<u>67,522</u>	<u>55,646</u>
	=====	=====

**13. Commitments under Leases**

	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Total future minimum lease payments under operating leases are as follows:		
Obligations under operating leases comprises:		
Buildings:		
Not later than one year	62,316	62,316
Later that one year and not later than five years	25,965	88,281
Later than five years	-	-
Equipment:		
Not later than one year	4,976	-
Later that one year and not later than five years	5,806	-
Later than five years	-	-

**14. Capital Commitments**

There were no capital commitments at 31 March 2015 for which contracts had been entered into or authorised by the Council.

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2015 cont....**

**15. Contingent Liabilities disclosed under IAS 37**

There are no contingent liabilities.

**16. Related party transactions**

The Council is a non-departmental public body (NDPB) sponsored by the Department of Education (DE) which is regarded as a related party. During the year the Council received Grant-in Aid from the Department in respect of the Approval of Qualifications function. The Council also entered into a number of immaterial transactions with schools in Northern Ireland for which DE is regarded as the parent.

The Council co-opted Mr Trevor Salmon as an independent non-executive member of its Audit and Risk Assurance Committee. Mr Trevor Salmon is Chairman of the NILGOSC scheme in which the Council is a participating employer.

In addition, the Council had a number of material transactions with other government departments and central government bodies as follows:

- Central Procurement Directorate (CPD)
- Department of Employment and Learning (DEL)
- Land and Property Services (LPS)

During the year, none of the Council members, members of the key management staff, or other related parties undertook any material transactions with the Council, other than those disclosed in the Remuneration Report. A register of members' interests is available and can be inspected at the Council's office, Albany House, during normal working hours.

**17. Losses and Special Payments**

There were no losses or special payments during the year.

**18. Events after the reporting period**

The General Teaching Council for Northern Ireland was reconstituted on 15 October 2015.

The Registrar authorised these financial statements for issue on 10 March 2016