



**General Teaching Council
for Northern Ireland**

Promoting Teacher Professionalism

**2021-22
Annual Report
and
Accounts**

For the year ended 31 March 2022

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

30 March 2023

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FOREWORD BY THE INTERIM CHIEF EXECUTIVE OFFICER/REGISTRAR

This Annual Report focuses on the performance of the General Teaching Council for Northern Ireland (GTCNI) in 2021-22. As with many organisations, GTCNI has now transitioned smoothly from its Covid-19 response of a remote working model to a model of hybrid working whilst continuing to maintain operations, promote teacher professionalism and undertake statutory functions. Highlights throughout the year include:

- Maintaining an annual programme of teacher registration with in excess of 26,000 teachers registered;
- Continuing to progress significantly the development of new “leadership competences” in support of Learning Leaders, a policy aimed at improving teacher professional learning in NI;
- Embedding upgrading of key IT infrastructure and progressing the business case approvals for the upgrading of key teacher registration systems. Post-year end, in August 2022, a successful CPD-led procurement exercise saw the appointment of a successful contractor and the project to move to a new system is progressing; and
- Continuing to work collaboratively with the teaching councils in Scotland, Wales and Republic of Ireland to the benefit of the teaching profession.

An independent review into the effectiveness of the Council (i.e. GTCNI’s Board), announced by the Minister of Education in October 2020, was completed in November 2021. Subsequently, in light of the findings, on 13 December 2021, the Minister took the decision to stand the Council down with immediate effect and to initiate a consultation on the future undertaking of GTCNI’s functions. That consultation period closed on 30 September 2022, with, as of yet, no determination made on the future of GTCNI.

However, there is still a legal requirement under the Education (Northern Ireland) Orders to provide assurance to the primary and post-primary education sectors of the appropriate qualification and successful registration of the current and newly-qualified teaching population of both Northern Ireland and any overseas teacher applicants, totalling in excess of 26,000 teachers. To this end, GTCNI remains operational with governance and oversight provided by Department of Education officials.

GTCNI staff wish to thank all its stakeholders for their continued support, encouragement and cooperation.

During the period covered by this report, Sam Gallaher was GTCNI's Chief Executive Officer/Registrar. Sam left GTCNI on 31 May 2022 and I wish to thank him for his service.

A handwritten signature in black ink that reads "Ian Gallagher". The signature is written in a cursive style and is underlined with a single horizontal line.

Ian Gallagher

Interim Chief Executive Officer/Registrar

Date: 22 March 2023

PERFORMANCE REPORT

PERFORMANCE OVERVIEW

Background

The General Teaching Council for Northern Ireland (GTCNI) was established to be the statutory, professional and regulatory body for the teaching profession in Northern Ireland, to enhance the status of teaching and to promote the highest standards of professional conduct and practice. GTCNI was established by the Education (Northern Ireland) Order 1998.

Purpose

GTCNI's purpose is to work in collaboration with the teaching profession and key stakeholders across the education sector in Northern Ireland as an independent and respected professional body, representing teachers 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;
- providing government and employing authorities with recommendations for enhancing teachers' career-long professional development, and
- being an authoritative voice on behalf of the profession.

Principal Objectives and Activities

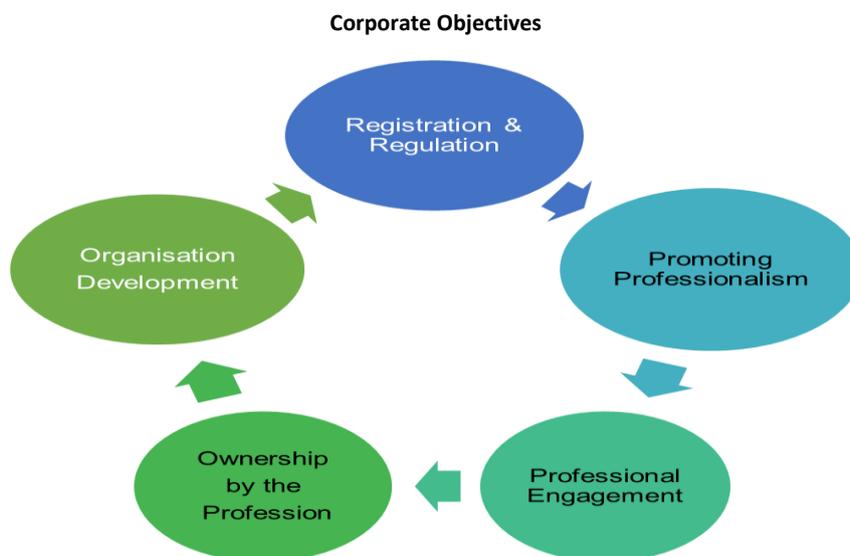
GTCNI's responsibilities are set out in the Education (Northern Ireland) Order 1998, Articles 34-41, as amended by the 2003 and 2006 Education (NI) Orders, and are as follows:

1. the establishment and maintenance of a register of teachers to support the registration of all teachers in grant-aided schools;
2. regulate the teaching profession;
3. the approval of qualifications for the purposes of registration; and
4. the provision of advice to the Department of Education (DE) 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, and standards of teaching and teachers' conduct.

Corporate Plan

In July 2020, the Council approved a Corporate Plan for the period April 2020 to March 2023. This plan articulates the Council's key Corporate Strategic Objectives and provides a framework for the development and delivery of annual business plans.



In this mid-year of the three-year plan, GTCNI's objectives continue to be to operate as the professional body for the teaching profession in Northern Ireland to:

- fulfil all of its statutory legal functions and maintain a financially sustainable organisation, demonstrating effective stewardship and governance;
- continue to promote professionalism amongst teachers through offering appropriate advice and guidance and work towards embedding competence based professional development across the education sector;
- promote the interests of the profession through effective engagement and by working collaboratively with stakeholders across the education sector in Northern Ireland;
- secure within the teaching profession a greater sense of ownership and recognition of GTCNI as its professional body, and
- develop the organisation as appropriate, ensuring it continues to meet the professional needs of teachers in a manner consistent with our remit.

Organisation Performance

2021-22 proved challenging again for GTCNI as we emerged from Covid-19 and continued to experience a deterioration in the operation of the organisation's Board, i.e. the Council. GTCNI ended the year with a net surplus after taxation of £305,477. Teacher registration fee income was largely in line with expectations, whilst overall operating expenditure was reduced due in part to the effects of Covid-19 pandemic on overall running costs.

In 2021-22, staff continued to work from home, albeit, in early 2022, GTCNI moved from a remote model of working to a hybrid working arrangement: part office-based, part remote working in response to updated Government and Public Health guidance. This transition has proved effective and day-to-day operations were able to continue. Staff successfully completed the in-year registration programme, including for all newly-qualified teacher applicants. This was achieved against a backdrop of annual staff absence showing a marked increase in 2021-22, primarily as a result of a small number of staff members being off on long-term sickness, with a total of 280 working days lost due to absence, and, of which, two long term absences accounted for 225 days or 81%. Absence per employee was an average of 11%, up from 2.5% in 2020-21. However, excluding the two long-term cases, absence per employee was 2.2%. The commitment and flexibility shown by all staff in maintaining operations in very challenging circumstances is recognised and appreciated, as was the support offered by the Department of Education (DE) Sponsor Team.

Throughout 2021-22, the Council continued in a "special measures" regime with DE. The CEO, together with the Chair and Vice Chair of Council, attended monthly oversight meetings with DE's Permanent Secretary and other DE officials. These were in addition to the bi-annual Governance and Review meetings. The internal audit assurance position in 2021-22 is an overall "*Unacceptable*" assurance rating. During 2021-22 limited progress was made in addressing identified audit recommendations due to continued governance issues within the Council and the continuing operational challenges posed by Covid-19 operating arrangements.

One of GTCNI's core functions is maintaining a register of teachers and the registration of teachers seeking to work in Northern Ireland, ensuring that only those who are appropriately qualified can teach in grant-aided schools here. During 2021-22, GTCNI successfully completed the business case process for the procurement and implementation of a new IT system to support its registration and regulatory functions (failure to appoint a successful contractor initially resulted in a second CPD-led procurement exercise with a regulation-led IT systems contractor successfully appointed in August 2022). This new system project represents a

significant capital investment for GTCNI to automate and streamline the teacher registration process and improve the registrant experience.

The organisation continued to work with both DE and the Departmental Solicitors' Office to address the legislative weaknesses within GTCNI's regulatory powers. This situation has prevented GTCNI from fulfilling a key statutory responsibility in being able to deliver professional regulation in an effective manner reflecting established standards in public and human rights law. At present, GTCNI is conducting its regulatory processes as far as is possible under the present legal framework and exercises due diligence to minimise public risk and to safeguard children and young people. GTCNI continued to promote the importance of teachers' professional learning through working collaboratively with DE and other stakeholders in the development of 'Learning Leaders: A Strategy for Teacher Professional Learning'. The 'Learning Leadership Lens and Leadership Competences' document (which underpins school leadership at all levels from initial teacher education to the professional learning of senior leaders and school principals), was previously developed by the GTCNI's Leadership Competences Advisory Group, and formed the basis of the 'Teacher Professional Learning in Northern Ireland' proposals paper, produced in November 2021. This proposals paper is expected to be incorporated into a future DE consultation process on Learning Leaders. GTCNI representatives will continue to participate in other DE working groups taking forward other areas of work under the Learning Leaders Strategy and on the Learning Leaders Oversight Group.

Governance and Accountability

The General Teaching Council for Northern Ireland (GTCNI) is an ALB is accountable to the Department of Education (DE). The designated Accounting Officer is GTCNI's Chief Executive Officer, who, led by the Management Statement and Financial Memorandum (MSFM) arrangement with DE, is required to ensure that effective systems of internal control are in place and adhered to, and that GTCNI complies with all relevant legislation and codes.

GTCNI's responsibilities are set out in the Education (Northern Ireland) Order 1988 and subsequent 2003 and 2006 Education (NI) Orders.

The Governance Statement on pages 21-31 addresses governance and assurance issues relating to the management of expenditure and the discharge of responsibilities during the 2021-22 financial year to support the achievement of GTCNI's objectives. This is in accordance

with the responsibilities assigned to the Accounting Officer in ‘Managing Public Money (Northern Ireland)’ and the principles of ‘the Corporate Governance in Central Government Departments; Code of Good Practice 2013’, in so far as they relate to GTCNI. In his governance statement, the Interim Chief Executive Officer has provided assurance to the Northern Ireland Assembly and to Northern Ireland’s teaching profession that the overall “Unacceptable” internal audit assurance rating of GTCNI’s systems, governance and accountability remain a matter of grave concern.

Council’s Committee Structure

From 1 April to 13 December 2021, the Council operated a Committee structure, with meetings of Council and Committees continuing to be held online, having moved to this format in June 2020, due to Covid-19. The Council comprised representatives of the teaching profession and other stakeholders. The Council is meant to set the strategic direction for the organisation supported by an Executive Team. The Council was constituted to operate for a term of four years from 15 October 2019, comprising 33 members, however, for most of 2021-22 - up until its dissolution in December - Council membership was significantly depleted due to vacancies within the cohort of DE appointed members (3 vacancies) and a significant number of resignations and withdrawals (13 in total).

The Council, through the operation of the Governance Framework, delegated some of its responsibilities to the following committees:

- Policy, Registration and Regulation Committee;
- Human Resources Committee;
- Finance and General Purposes Committee, and
- Audit and Risk Assurance Committee.

The Council met four times during the year – the meeting in November 2021 was a special meeting called by the Chair - and each of the four sub-committees met a minimum of three times up to December 2021, with minutes provided to Council.

Key Issues & Risks

An independent review into the effectiveness of GTCNI’s Council was commissioned by the Minister of Education in October 2020 and completed in November 2021. Subsequently, in

light of the findings, on 13 December 2021, the Minister took the decision to stand the Council down with immediate effect and to initiate a consultation on the future undertaking of GTCNI's functions.

In 2021-22, the Council continued to work with its Sponsor Department (DE) under "special measures" to address the following:

- operation of GTCNI and functioning of its Governance Framework and delivery of its Corporate Plan;
- development of a revised framework to enable GTCNI to undertake professional regulation;
- addressing weaknesses in Information Management & Governance within GTCNI due to a number of breaches of confidentiality, a significant data breach and the "Unacceptable" internal audit assurance opinion from 2020-21, and
- advancing the procurement of a new replacement registration IT system.

Equality of Opportunity

GTCNI sought to meet its equality of opportunity obligations in line with its Equal Opportunities Policy and its Equality Scheme and Disability Action Plan.

Going Concern

GTCNI believes that it is appropriate to prepare the financial statements on a going concern basis. At the date of signing this Annual Report and Accounts, there is a reasonable expectation that GTCNI will continue in operational existence for at least the next 24 months. While DE has consulted on the future of GTCNI's functions ahead of GTCNI's dissolution, the former Education Minister, Michelle McIlveen MLA, decided that it was essential that the Department obtained a more representative sample of teacher opinions before proceeding to legislate. While work is in hand to achieve this, the funding arrangements for GTCNI remain unchanged and annual teacher registration fees will continue to be charged until such times as the current body is dissolved. This continues to guarantee funding and the financial viability of the organisation for the duration of the process.

PERFORMANCE REPORT - PERFORMANCE ANALYSIS

This section of the Annual Report and Accounts for the year ended 31 March 2022 reviews GTCNI's performance in greater detail in the context of achievements against its current 3-year corporate plan and annual business plan.

Results for the Year

GTCNI had a net surplus after taxation of £305,477 for the year.

Corporation Tax

Income in respect of registration fees is regarded as non-trading income for taxation purposes. Corporation tax is chargeable on income from all other sources. GTCNI paid £581 in corporation tax in 2021-22.

Non-Current Assets

The movement of non-current assets is summarised in the notes to the accounts. GTCNI 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 2022. The non-current assets are stated at historical cost less depreciation and have not been re-valued during the year.

Reporting Performance

GTCNI continues to operate in an environment where income is flat-lining and expenditure is managed within the approved budget allocation from DE.

GTCNI measured its performance against the objectives contained in the Corporate Plan 2020-23 and its annual Business Plan 2021-22, with key corporate objectives and work-streams aligned to key DE priorities and Children and Young People (CYP) objectives, including ongoing teacher registration, completing a necessary repair of the current registration system and progressing the procurement of a new teacher registration system. Overall accountability on progress in meeting objectives was provided through detailed Quarterly Monitoring reporting to both the Council (until 13 December 2021) and DE, supplemented by additional monthly oversight meetings with DE officials. Of the 17 work-streams comprising the plan, only 3 were outcome-driven with 14 relating to internal outputs and processes. Due to the ongoing operational difficulties during 2021-22, GTCNI's progress in relation to a number of internal corporate objectives was limited with 1 achieved, 8 substantially progressed and 5 not achieved. Progress in relation to outcome-driven objectives is reported below:

DE Strategic Priority / Objective	DE CYP Outcome	GTCNI Corporate Objective	Performance
1. DE Strategic Priority 7 – Support and develop our education workforce	3	7.2 Review of Qualification Requirements for Teacher Registration	A 2-year review of the qualifications (routes into teaching) currently recognised for full teacher registration within each of the jurisdictions within the UK and how these align with the standards currently applied by GTCNI for teacher registration in Northern Ireland has progressed, but will not be completed until 2022-23.
		8.9 Procurement of new Registration IT System	This objective was not achieved in 2021-22 as the CPD-led procurement exercise failed to appoint a successful supplier (the exercise was subsequently re-run and a successful supplier was duly appointed in August 2022, with a new system expected to be live by April 2023). It is envisaged that this system will support DE in development of our education workforce from 2023-24 on by providing meaningful analyses on teacher and subject profiling to anticipate under/over supply on an education demographic basis.
2. DE Strategic Priority 8 – Effectively manage, review and transform our education system		8.8 Registration and Assessment of Qualifications	The statutory annual Direct Award Schools / Voluntary Grammar Schools processes were completed in a timely manner, with registered teachers authorised to teach in schools on permanent and NI Substitute Teachers Register and ensuring continuity of learning for children and young people.

DE Strategic Priority / Objective	DE CYP Outcome	GTCNI Corporate Objective	Performance
and DE CYP objective 7 - Children and young people live in a society which respects their rights			Part 1 and Part 2 registration process was successfully completed for final year Initial Teacher Education students in NI, as was the registration of 2021 ITE graduates in NI, allowing final year students to progress to next level and ensuring graduates are available to fill teaching vacancies ensuring continuity of learning for children and young people.
and DE CYP objective 3 - Children and young people learn and achieve		8.9 Procurement of new Registration IT system	This objective was not achieved in 2021-22 as the CPD-led procurement exercise failed to appoint a successful supplier (the exercise was subsequently re-run and a successful supplier was duly appointed in August 2022). It is envisaged that a new system, including a registered teacher / teacher applicant self-serve portal, as well as a school/employer self-serve portal, is expected to go live in April 2023. The many benefits of this new system will streamline renewals and new applications, again contributing to availability of teachers for the continued learning of our children and young people.

Significant progress was made in relation to a number of other objectives, including the 2019 HR Action Plan, with a number of HR policies consulted on, and the project for a programme of work to improve Information Management and Governance was initiated, but with a delay in resourcing resulting in significant progress being achieved post year-end.

The professional regulation of teachers remains hindered by the limitations of the current legislation framework. Until this position is resolved, it will not be possible for GTCNI to make significant headway into a full regulation remit.

Sustainability

GTCNI is committed to making sustainable environmental improvements where possible. GTCNI continues to address sustainability through recycling activities, minimisation of paper and utilising electronic technology where possible to support its business operations. Throughout the Covid-19 pandemic, GTCNI, like other organisations across both the public and private sectors, facilitated and resourced staff to work remotely to ensure business continuity. This has had a positive knock-on impact on travel and the environment and will be considered in any future GTCNI policy development.

Anti-Fraud and Bribery

GTCNI operates a zero tolerance approach to fraud, bribery and corruption. An Anti-Fraud and Bribery Policy incorporating a Fraud Response Plan outlines in detail GTCNI's approach to these areas. There were no reported incidences of fraud or bribery in 2021-22.

Equality Obligations

GTCNI has an approved Equality Scheme and Disability Action Plan and is committed to fulfilling its statutory obligations under the Scheme. Due to the Covid-19 situation and ongoing challenging circumstances within GTCNI, there was limited scope to progress the Equality Scheme Action Plan during 2021-22.

Covid-19 Pandemic

For most of 2021-22, staff continued to work from home, with additional focus on supporting staff through weekly team "Zoom" calls and 1:1 calls. In early 2022, GTCNI moved from a remote model of working to a hybrid working arrangement in response to updated Government and Public Health guidance.

ACCOUNTABILITY REPORT

The requirements of the accountability report are based on the matters required to be dealt with in a directors’ report, as set out in Chapter 5 of Part 15 of the Companies Act 2006 and Schedule 7 to the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008 (SI 2008/410), as adapted for the public sector context.

In order to meet the key accountability requirements of the NI Assembly, the primary user of the Annual Report and Accounts, this review of corporate governance sets out below matters pertaining to the Council and its meetings, as well as the format of the accounts, key policy issues and post-year events of note. The report also identifies GTCNI’s auditors.

Corporate Governance Report

Report of Council

Council Members

GTCNI’s Council is constituted in accordance with ‘The General Teaching Council for Northern Ireland (Constitution) Regulations (Northern Ireland) 2001. Fourteen members are elected in accordance with paragraph 5 of the Constitution Regulations and the Council’s Scheme of Election and 19 members are appointed by the bodies set out in paragraph 7 of the Constitution Regulations.

The 2020-21 Council was constituted for a four year term on 14 October 2019. The Council normally has a membership of 33 comprising representatives drawn from the teaching profession and the wider education service in Northern Ireland, however for most of 2021-22 - up until its dissolution in December 2021 - Council membership was significantly depleted due to vacancies within the cohort of DE appointed members (3 vacancies) and a significant number of resignations and withdrawals (13 in total).

TABLE 1: Council Membership 2021 to 13 December 2021

ELECTED MEMBERS		
Representation Provided for	Name of Representative	Representative from
Nursery School Representative	Ms Sonia McGowan	October 2019 (resigned December 2021)
Special School Representative	Ms Julian Morgan	October 2019
Primary School Representatives	Ms Ciara Duffy Ms Shaunagh Lambe Ms Lisa Magennis	October 2019 October 2019 October 2019 (resigned October 2021)

ELECTED MEMBERS		
Representation Provided for	Name of Representative	Representative from
	Ms Catriona Mullan Ms Catherine McBride	April 2016 January 2020 (resigned September 2021)
Secondary School Representatives	Dr David Baxter Ms Siobhan McElhinney (Vice – Chair) Mr Brendan Morgan (Chair) Ms Susan Parlour Mr Keith Smith	October 2019 April 2016 April 2016 April 2016 October 2019
Primary School Principal	Dr Graham Gault	October 2019 (resigned June 2021)
Secondary School Principal	Vacant	

APPOINTED MEMBERS		
Representation Provided for	Name of Representative	Representative from
Northern Ireland Teachers' Council	Mr John Kelly Mr Raymond Beggs Mr Gordon White Ms Emma Loughridge Ms Geri Cameron	October 2019 April 2016 March 2016 (resigned June 2021) October 2019 January 2020 (resigned May 2021)
The Education Authority	Ms Aine Andrews Mr John Unsworth	October 2019 (resigned June 2021) October 2019
Council for Catholic Maintained Schools	Mr Paul O'Doherty Ms Shirley McKenna	October 2015 (withdrew June 2021) October 2019 (withdrew June 2021)
Comhairle na Gaelscolaíochta	Ms Maria Thomasson	October 2019 (resigned June 2021)
Governing Bodies Association	Ms Mary Lou Winchborne	October 2015 (withdrew September 2021)
Northern Ireland Council for Integrated Education	Ms Clodhna Scott-Wills	May 2015
Transferor Representatives' Council	Mr John Wilkinson	October 2019
Trustees of Catholic Maintained Schools	Mr Martin Cromie	October 2019 (withdrew October 2021)
Universities Council for the Education of Teachers	Dr Martin Hagan	October 2015 (resigned December 2021)
Department of Education	Ms Maria Mullally 3 vacancies	March 2016

As of 13 December 2021, all elected members and appointed members were stood down.

Chairperson

In 2021-22, the Council continued under the Chairmanship of Mr Brendan Morgan until 8 December 2021 when Mr Raymond Beggs took up this role (until 13 December 2021). The Vice Chair elected by the Council was Ms Siobhan McElhinney until 8 December when Ms Susan Parlour was elected Vice Chair (until 13 December 2021).

Senior Management Team

Mr Sam Gallaher remained as Chief Executive Officer/Registrar during the year. The following staff were members of the Senior Management Team: Mr Sam Gallaher (Chief Executive Officer/Registrar), Mr Gerry Devlin (Senior Education Officer until 31 October 2021), Mrs Majella Matthews (Finance & Contracts Manager until 18 June 2021) and Mr Ivor Johnston (Head of Corporate Services (from 21 March 2022)).

Register of Interests

A Register of Interests of all Council members and officers is maintained by GTCNI and is available on request.

Format of Accounts

The Annual Report and Accounts have 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, which is in force for the financial year for which the accounts are being prepared, and under an Accounts Direction given by DE 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

GTCNI 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. During the year GTCNI paid 81% of its invoices within 10 days and 96% of all invoices non-disputed within 30 days (the remaining 4% related to refunds of

registration fees and were not supplier-driven), and, as such, no commercial debt interest was paid or due.

Auditors

GTCNI'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 GTCNI and DE. The Comptroller & Auditor General reports her findings to the Northern Ireland Assembly.

GTCNI incurred a notional audit fee of £14,500 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.

GTCNI confirms that:

- so far as its Interim Chief Executive Officer is aware, there is no relevant audit information of which GTCNI's auditors are unaware, and
- the Interim Chief Executive Officer has taken all the steps to make himself aware of relevant audit information and to establish that GTCNI's auditors have been made aware of that information.

Complaints Procedure

GTCNI has a complaints process in place to ensure that complaints from both stakeholders and the public are dealt with in a timely, transparent and fair way and in line with public sector good practice. A copy of the Complaints Procedure is available on request from GTCNI.

Two requests were received from the Northern Ireland Public Services Ombudsman following complaints they had received during 2021-22. The Ombudsman took no further action on one request and closed the other and advised GTCNI that no further action was being taken.

Health and Safety

GTCNI is committed to adhering to Health and Safety legislation at work to ensure that staff and visitors enjoy the benefits of a safe environment.

All staff have access to an independent and confidential counselling, support and advice service. This counselling support is free to staff at the point of use and is totally external to the office.

Charitable Donations

GTCNI made no charitable donations during the period.

Personal Data Related Incidents

There were no personal data-related incidents in 2021-22.

Disabled Persons

GTCNI has an Equality Commission approved Equality Scheme and Disability Action Plan in place. GTCNI 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.

Future Developments

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

- operationalising GTCNI's limited powers to regulate the teaching profession;
- the replacement of its core IT Registration System' and
- working with DE on the implementation of 'Learning Leaders - A Strategy for Teacher Professional Learning'.

Important Events Occurring after the Year End

A successful CPD-led procurement resulted in the appointment in August 2022 of a supplier to progress the new Teacher Registration System.

GTCNI was made aware of an impending Industrial Tribunal (IT) action led by NIPSA, with the organisation being one of four named respondents on a class action emanating from the McCloud Judgement in relation to "hurt feelings" from the 2015 decision regarding the move from final benefits to average salary for the purposes of pension calculation. The IT is ongoing.

Whilst GTCNI operationally continues to function, governance oversight is being provided by DE officials and the Permanent Secretary. GTCNI's future will be determined following the

outcome of a consultation process which closed on 30 September 2022 on the future form and purpose of the organisation.

A handwritten signature in black ink that reads "Ian Gallagher". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Ian Gallagher
Interim Chief Executive Officer/Registrar
Date: 22 March 2023

STATEMENT OF THE GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND AND THE ACCOUNTING OFFICER'S/INTERIM CHIEF EXECUTIVE OFFICER'S RESPONSIBILITIES

Under paragraph 12 of Schedule 1 to the Education (Northern Ireland) Order 1998, the Department of Education (DE), with the approval of the Department of Finance, has directed the General Teaching Council for Northern Ireland (GTCNI) to prepare, for each financial year, a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of GTCNI and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the Accounts Direction issued by DE, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the *Government Financial Reporting Manual* have been followed, and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis, and
- confirm that the Annual Report and Accounts, as a whole, is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable.

DE has appointed the Interim Chief Executive Officer as Accounting Officer of GTCNI. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the GTCNI's assets, are set out in *Managing Public Money NI*, issued by the Department of Finance.

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that GTCNI's auditors are aware of

that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

Ian Gallagher

Ian Gallagher

Interim Chief Executive Officer/Registrar

Date: 22 March 2023

GOVERNANCE STATEMENT

Introduction

This Governance Statement sets out how, in 2021-22, the Chief Executive Officer (CEO) for the General Teaching Council for Northern Ireland (GTCNI) discharged their responsibility to manage and control the resources of GTCNI, along with action to maintain and promote an effective system of governance and risk management in support of GTCNI achieving its aims and objectives.

The 2021-22 year proved to be another very challenging one in the operations of GTCNI. The organisation continued to operate under “special measures” with the Department of Education (DE) and there continued to be a significant deterioration in the operation of the Council (Board of GTCNI) and its leadership. This continued to raise concerns within the NI Assembly’s Education Committee and (following a previous appearance in March 2021) the CEO was invited to give evidence to the Committee for a second time in May 2021.

The Minister initiated an independent review (October 2020) of the Council’s (Board) effectiveness, which was conducted by Baker, Tilly, Mooney & Moore (BTMM) over the period April to July 2021. Members of Council co-operated with the independent review, with all members completing a Board effectiveness self-evaluation questionnaire, used by BTMM as part of their evidence gathering process. BTMM identified systemic failures within the Council and deep divisions hindering its effectiveness. It concluded that these difficulties were too deeply entrenched to be rectified and recommended the dissolution of GTCNI and that, pending the passage of the necessary legislation to achieve this, the Council should be stood down with immediate effect. Having considered the findings of the BTMM review, the Minister accepted both of BTMM’s recommendations, announcing her decisions on 13 December 2021 and standing down GTCNI’s Council from the same date.

The key challenges arising in the Council and organisation are summarised in the [Minister’s Statement¹](#) and BTMM’s [Executive Summary²](#).

¹ <https://www.education-ni.gov.uk/publications/ministerial-statement-gtcni-13-december-2021>

² [General Teaching Council for Northern Ireland – Board Effectiveness Review - Executive Summary Report | Department of Education \(education-ni.gov.uk\)](#)

Responding to the Covid-19 Pandemic

During 2021-22, GTCNI continued to contend with the impact of the Covid-19 pandemic and adjusted its operations in response to UK Government and NI Executive guidance. Staff continued to work remotely until early 2022 when a hybrid working arrangement was implemented. The commitment and flexibility shown by all staff in maintaining operations in very challenging circumstances is recognised and appreciated, as was the support offered by the DE Sponsor Team.

GTCNI's Governance Framework

GTCNI is the professional registration and regulatory body for the teaching profession in Northern Ireland, solely funded by the profession through the annual registration fee.

GTCNI is deemed a Non-Departmental Public Body (NDPB) and has a Management Statement and Financial Memorandum (MSFM) in place with DE. The Management Statement creates a broad framework within which GTCNI and its executive team are required to operate. The Financial Memorandum defines the financial parameters and constraints with which the organisation is obliged to comply.

In accordance with the MSFM, the CEO is responsible to the Council for the effective operational management of the organisation, its staff and resources, and for ensuring good governance. This responsibility to Council continued to 13 December 2021, thereafter replaced by responsibility to DE in special measures. The CEO, in his role as GTCNI's Accounting Officer, is also responsible to the Minister of Education, through the Permanent Secretary of DE, for ensuring that effective systems of internal control are maintained.

Council and its Committees

The Council's role, with corporate responsibility for the overall strategic direction of GTCNI, its financial viability and for promoting the efficient, economic and effective use of resources, is formalised through its statutory functions and Governance Framework, comprising the MSFM, Standing Orders and Code of Conduct for Council Members. Up to its dissolution on 13 December 2021, the Council met four times – the meeting in November 2021 was a special meeting called by the Chair - and each of the four sub-committees met a minimum of three times with minutes provided to Council.

TABLE 2: Council and Committee attendance at meetings April to December 2021

Member	Council Attendance (incl Special Meeting)	Sub-Committee Attendance (possible attendance shown in brackets)			
		Audit & Risk Assurance (ARAC)	Finance & General Purpose (F&GP)	Policy Registration & Regulation (PRRC)	Human Resources (HR)
B Morgan	3 (3)		3 (3)	3 (3)	2 (2)
S McElhinney	3 (3)		1 (3)	3 (3)	1 (2)
A Andrews ¹	0 (3)	1 (4)			
D Baxter	3 (3)	3 (4)			
R Beggs	3 (3)	4 (4)	2 (3)		
D Boggs ³	2 (2)				
G Cameron ¹	0 (3)	0 (4)			
M Cromie ²	0 (3)				0 (2)
C Duffy	2 (3)				1 (2)
G Gault ¹	0 (3)		0 (3)		
M Hagan ¹	0 (3)			2 (3)	
J Hunt ³	1 (2)				
J Kelly	2 (3)				1 (2)
S Lambe	3 (3)		3 (3)		
E Loughridge	1 (3)		0 (3)		
C McBride ¹	1 (3)		1 (3)		
S McGowan ¹	1 (3)		2 (3)		
S McKenna ²	0 (3)				0 (2)
L Magennis ¹	1 (3)			1 (3)	
J Morgan	3 (3)			3 (3)	
M Mullally	2 (3)			1 (3)	
C Mullan	3 (3)				0 (2)
P O'Doherty ²	0 (3)	1 (4)			
S Parlour	3 (3)	3 (4)			
P Rice ³	2 (2)				
T Salmon *	N/A	4 (4)			
C Scott-Wills	2 (3)				2 (2)
K Smith	2 (3)		3 (3)		
M Thomasson ¹	0 (3)			0 (3)	
J Unsworth	3 (3)				2 (2)
G White ¹	0 (3)			0 (3)	
J Wilkinson	3 (3)	3 (4)			
ML Winchborne ²	1 (3)			1 (3)	

* Independent Member of the Audit and Risk Assurance Committee.

¹ Resigned from Council.

² Withdrawn from Council.

³ Replacement elected member.

Policy, Registration and Regulation Committee (PRRC)

PRRC oversaw processes for the registration of teachers and the approval of qualifications to teach in Northern Ireland. Through the Committee, the Council exercised its responsibility to ensure that only suitable individuals with qualifications approved by GTCNI are able to teach in grant-aided schools in Northern Ireland. The Committee monitored teacher registration, the registration system project and steps taken to put in place new arrangements for undertaking Disclosure and Barring Service (DBS) checks as part of the registration process. Plans were also developed to screen all live misconduct referrals held by GTCNI, but disruptions within the Council prevented these from progressing ahead of the Council being stood down in December 2021. The Committee continued to support work associated with the policy 'Learning Leaders – A Strategy for Teacher Professional Learning'.

In respect of professional regulation and pending revised legislation, GTCNI seeks to follow its guidance for professional regulation as far as is possible in present circumstances. No regulatory referrals were received in 2021-22.

During the year, GTCNI engaged with Standing Conference on Teacher Education, North & South (SCoTENS) and with Universities Council for Education of Teachers NI (UCETNI).

Finance and General Purposes Committee (F&GP)

F&GP had responsibility for financial and budget monitoring and audit recommendations relevant to its area of responsibility. The Committee oversaw approval of the 2019-20 Annual Report and Accounts and the preparation of the 2020-21 accounts in accordance with the DE Accounts Direction and Timetable. (The NIAO completed its audit of the 2020-21 Annual Report and Accounts, and these were certified and laid before the Assembly on 11 October 2022.)

Human Resources Committee (HR)

HR had oversight in respect of organisation development and HR matters. HR matters specific to the Committee considered in 2021-22 included:

- approval of a new Staff Handbook;
- addressing staff grievances and two Industrial Tribunal cases;
- absence monitoring, and
- staff resourcing.

Audit and Risk Assurance Committee (ARAC)

ARAC sought to provide assurance to the Council and guidance to the CEO on corporate governance, risk management and internal control. During 2021-22, Mr Trevor Salmon continued as the Independent co-opted member of this Committee and I thank him for his contribution. Representatives from internal and external audit organisations attended all meetings of this Committee, as did two representatives from DE who attended as observers.

The Committee monitored the corporate risk register and the implementation of audit recommendations.

Relationships within this Committee proved difficult, with the Committee Chair tendering his resignation in May 2021.

The Committee oversaw a somewhat limited programme of internal audit that included project management. In light of continuing organisational issues, the overall internal audit opinion for 2021-22 remains as an '*Unacceptable*' assurance rating.

In 2021-22, there were no reported instances of fraud or bribery or of raising a concern at work (whistleblowing) made to the GTCNI ARAC.

Board Effectiveness

The Council and its Committees met regularly up to 13 December 2021. In 2021-22, ongoing dysfunction characterised the operation of the Council, which resulted in nine members resigning and three nominating bodies withdrawing their nominees (four members).

As indicated, members co-operated with the comprehensive independent review of the Council's effectiveness, which subsequently prompted the Minister's decision to stand down the Council with immediate effect.

Governance and Accountability meetings

The Council Chair (one meeting) and CEO/Registrar attended bi-annual Governance and Accountability Review (GAR) meetings with DE, chaired by the Permanent Secretary. Meetings took place in June 2021 and January 2022.

In addition to the bi-annual GAR meetings, both the Council Chair and the CEO/Registrar attended monthly monitoring meetings (MOM) with senior DE officials focusing on matters of concern.

Compliance with the Corporate Governance Code

The 'Corporate Governance in Central Government Departments: Code of Good Practice in Northern Ireland 2013' seeks to promote good corporate governance. The focus of the Code is on ministerial departments, but as an NDPB GTCNI seeks to comply with the practices set out in the Code insofar as it relates to the work of the Council.

As GTCNI is classified as an NDPB, it is accountable to DE (its sponsor Department) for performance and the use of its resources. GTCNI has in place an agreed MSFM with DE and this is an integral component of GTCNI's Governance Framework.

GTCNI continued to operate under its Governance Framework of 2017 deeming it remained appropriate at subsequent reviews. GTCNI continues to operate an oversight and governance function through DE via regular reporting and maintenance and review of a corporate risk register.

The CEO and officers of GTCNI have endeavoured to ensure that operations comply with the MSFM and provide regular reporting and monitoring returns to DE.

Quality of Data used by GTCNI

GTCNI relies on a range of data to inform decision making, including:

- financial and operational information, including regular management reports;
- reports from internal audit activity and summarised in the Audit Annual Assurance Report;
- statistical information from GTCNI's registration database which is refreshed and updated on a regular basis, and
- policy advice derived from consultation with stakeholders.

GTCNI remains confident in the information and data used during 2021-22.

Significant progress was made in the procurement of a new IT system to support the administration of teacher registration during the year. DE approved the business case for this investment on 17 June 2021 and an ITT issued in January 2022, with support from the Department of Finance's Construction and Procurement Delivery (CPD) leading to the successful appointment of Fortesium post year-end in August 2022.

Ministerial Directions

During 2021-22, no Ministerial Directions were sought or given.

Data handling incidents

GTCNI is required to comply with the Data Protection Act 1998 and, from May 2018, the General Data Protection Regulations (GDPR) in the handling and storage of personal data.

A full review and overhaul of GTCNI's approach to Information Management and Governance remains a key action and the programme of work will continue into 2022-23.

A data breach in March 2021 was reported to the Information Commissioner's Office and appropriate action taken. A Group Internal Audit & Fraud Investigation Service investigation completed 30 April 2021 proved inconclusive regarding identifying the source of the breach. The Information Commissioner's Office subsequently informed GTCNI that it was taking no further action. Recommendations arising from this occurrence are being actioned.

Risk Management

Risk management is the process through which we seek to control the level of risk facing GTCNI and to reduce its effects.

The GTCNI risk management framework is based on the principles that the CEO assumes responsibility for risk management across GTCNI as a whole and that the Council, through its ARAC takes an open and receptive approach to discussing and addressing risks across GTCNI; that there is a recognition and disclosure of the financial and non-financial implications of risks and that monitoring key risks is a priority for the management team.

The corporate risk register is subject to regular review and update as appropriate by officers. The corporate risk register was a standing agenda item for all Committee meetings and for the ARAC. Currently the key corporate level risks and challenges are:

- GTCNI has an ineffective governance and accountability framework and does not exercise proper stewardship of its resources in accordance with the conditions set out in the MSFM and manage resources to deliver annual objectives within budget;
- ineffective arrangements for ensuring business continuity in respect of untoward incidents or emergencies;
- ineffective Information Management & Governance policies and processes to protect the organisation;
- delay in procuring a new Registration, Regulation Support System results in no registration IT system being available to GTCNI post 2022, and
- lack of clarity on the future of GTCNI impacts on staff retention and delivery of legislative functions.

Significant Issues

Significant issues affecting the organisation during 2021-22 were:

1. operation of Council - This has been referred to previously in this statement and the Minister's action to stand down the Council has been highlighted;
2. teacher Registration - The Department for Education in England informed GTCNI in March 2021 of the immediate withdrawal of a long-standing arrangement that enabled GTCNI to carry out necessary UK Disclosure and Barring Service (DBS) checks in support of teacher registration. No alternative process was immediately forthcoming and as GTCNI is not an employer organisation, using the services of Access NI was not possible. This resulted in a backlog of circa 150 applications for teacher registration accumulating in the period April – June 2021. The backlog was addressed in July 2021 when an appropriate alternative process to facilitate DBS checks was agreed and this remains in place, and
3. in August 2021, GTCNI transferred to an upgraded version of software on its registration IT system. This was a planned activity facilitating the online payment of registration fees, providing instant confirmation of registration as opposed to the former use of hard copy letters issued by post. An unforeseen technical issue disrupted

an established link between the GTCNI registration system and the Education Authority's NI Substitute Teacher Register (NISTR). This caused some delay in newly registered teachers receiving confirmation of their registration on NISTR. A temporary fix was put in place within days and the matter resolved fully within three weeks.

Public and media attention drawn to these last two issues led to a large number of enquiries and complaints regarding perceived registration delays. This large volume of enquiries exacerbated the workload of GTCNI's registration team at that time and directly delayed the processing of some applications. Through working collaboratively and flexibly, GTCNI staff managed to complete the vast majority of applications for registration received between July and September 2021 within a target period of six weeks, while simultaneously clearing the backlog that accumulated between April and June 2021. The co-operation of staff during this time was greatly appreciated.

Staffing

Dysfunction within the operation of the Council adversely affected the day-to-day operations of GTCNI, which was unsettling for staff. A significant number of staff left GTCNI during the year. Six staff left between May 2021 and January 2022, the entire Corporate Services function and three staff associated with the Registration function. In addition, a higher level of staff absence occurred. In total, 60% of the staff complement in April 2021 left GTCNI or were absent for a significant period during 2021-22.

Five replacement staff were recruited into the Registration Team and three vacancies replaced in Corporate Services. Recruitment into the latter, particularly of finance staff, proved problematic due to market conditions and a lack of clarity regarding the future form of GTCNI. Given present circumstances, all new recruitment to GTCNI is on a temporary basis.

Professional Regulation

The ability to remove members, whose conduct or behaviour falls below expected standards, is a core feature of all professional bodies. In the case of the teaching profession in Northern Ireland, the legislation that established GTCNI and the GTCNI Regulations 2015 provide the legal basis for professional regulation. GTCNI continues to seek a position where full professional regulation can be undertaken. In the interim, GTCNI is committed to processing regulatory referrals as far as is possible.

Internal Audit Assurance

GTCNI presently utilises the NICS Internal Audit & Fraud Investigation Service for its internal audit services. During 2021-22, the Internal Audit plan was significantly delayed in receiving approval by the former GTCNI ARAC and then was stood down due to the Ministerial decision on 13 December 2021 to bring forward legislation to dissolve GTCNI and stand down the Council with immediate effect.

An overall unacceptable opinion remains for GTCNI for 2021-22. The key factors which have informed this opinion are:

- the associated corporate governance risk resulting from the Ministerial decision to stand down the Council;
- the wide range of continuing control weaknesses, including corporate governance failings, information management, project management previously identified by Internal Audit, and
- failure to fully deliver on all statutory functions. Regulation is one of GTCNI core functions and is not fully operational.

ACCOUNTING OFFICER'S ASSURANCE STATEMENT

It is acknowledged that this report does not present GTCNI in a good light and that the organisation is challenged in a number of significant areas. Given the Minister of Education's decision to stand down the GTCNI Council while bringing forward legislation to ultimately replace the organisation, GTCNI is clearly not in a situation of 'business as usual'. Until GTCNI is replaced, however, it is my aim to work under Departmental oversight to discharge GTCNI's operational functions and support education in NI as fully and effectively as possible, to address identified governance and audit weaknesses as quickly and comprehensively as possible and to promote the professional interests of teachers wherever possible.

It is a legal requirement that all places of work have a health and safety policy, which staff should be made aware of and adhere to. I am satisfied that a fit-for-purpose health and safety policy is in place and is reviewed regularly. This policy will receive further scrutiny as we transition from remote working to hybrid working arrangements, in line with other public sector organisations. I am satisfied that GTCNI has complied with all of its duties under health and safety legislation.

In conclusion, drawing on the overall assurances provided by Internal Audit, I can assure the profession, our stakeholders and DE that this statement is complete and accurately reflects the latest assessment of governance within GTCNI.

I was appointed GTCNI's Interim CEO on 1 June 2022. I have completed this statement based on the information and evidence presented to me. I would like to place on record my thanks to my predecessor Sam Gallaher for his time as GTCNI CEO.

A handwritten signature in black ink that reads "Ian Gallagher". The signature is written in a cursive style and is underlined with a single horizontal line.

Ian Gallagher
Interim Chief Executive Officer/Registrar

Date: 22 March 2023

REMUNERATION AND STAFF REPORT

Remuneration Report (Audited Information)

The information on pages 32-39 is covered by the audit opinion.

Remuneration Policy

The remuneration of GTCNI staff, with the exception of the Chief Executive Officer, is determined by the National Joint Council (NJC) for local authorities and other authorities of equivalent status. The NJC'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 pay of NJC staff is based on a system of pay scales for each grade, containing a number of pay points from minimum to maximum, allowing progression towards the maximum based on annual revalorisation and progression.

The remuneration of the Chief Executive Officer, as approved by the Department of Education and Department of Finance, is set in the range of £69,309 - £84,313. The remuneration policy for the Chief Executive Officer provides for annual reviews (including revalorisation and performance related pay) which are restricted within public sector pay limits. The Chief Executive Officer does not receive bonus payments.

Service Contracts

Staff appointments are made on merit, in accordance with GTCNI'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.

Unless otherwise stated, the officials covered by this report hold appointments that are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the National Joint Council's Green Book on Pay and Conditions of Service.

Further information can be found [here](#).

Remuneration and Pension Entitlements

The following sections provide details of the remuneration and pension interests of the Registrar (CEO) and most senior employed management of GTCNI.

Officials	2021-22					2020-21				
	Salary FYE £'000	Bonus Payments £'000	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £'000)	Total £'000	Salary FYE £'000	Bonus Payments £'000	Benefits in Kind (to nearest £100)	Pension Benefits (to nearest £'000)*	Total £'000
S. Gallaher Registrar/Chief Executive Officer	80-85	-	100	24	105- 110	80- 85	-	100	27	105- 110
G. Devlin Senior Education Officer (left 31.10.2021)	20-25 <i>(55-60 Full year equivalent)</i>	-	100	(7)	15- 20	55- 60	-	100	16	70- 75
M. Matthews Finance & Contracts Manager (left 18.06.2021)	10-15 <i>(45-50 Full year equivalent)</i>	-	100	3	15- 20	45- 50	-	100	18	60- 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.

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 GTCNI 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 2021-22 (2020-21: nil).

Fair Pay Disclosure
Pay Ratios (Audited Information)

GTCNI is required to disclose the relationship between the remuneration of the highest-paid director in the organisation and the lower quartile, median and upper quartile remuneration of the organisation’s workforce.

The banded remuneration of the highest-paid director in GTCNI in the financial year 2021-22 was £80-85,000 (2020-21 £80-£85,000). The relationship between the mid-point of this band and the remuneration of the organisation’s workforce is disclosed below.

2021-22

	25th Percentile Median	Median	75th Percentile Median
Total Remuneration	£23,484	£24,920	£45,648
Pay Ratio	3.5:1	3.3:1	1.8:1

2020-21

	25th Percentile Median	Median	75th Percentile Median
Total Remuneration	£24,252	£26,582	£39,886
Pay Ratio	3.4:1	3.1:1	2.1:1

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions. 2020-21 has been restated to include agency staff in post.

The values for the salary component of remuneration in 2021-22 for the 25th percentile, median and 75th percentile were £23,484, £24,920 and £45,648 respectively.

In 2021-22 and 2020-21, no employee received remuneration in excess of the highest-paid director.

Remuneration ranged from £23,484 to £82,500 (2020-21, £22,627 to £82,500).

Percentage Change in Remuneration

Reporting bodies are also required to disclose the percentage change from the previous financial year in the: a) salary and allowances, and b) performance pay and bonuses of the highest paid director and of their employees as a whole. The percentage changes in respect of GTCNI are shown in the following table. The calculation for the highest paid director is based on the mid-point of the band within which their remuneration fell in each year.

Percentage Change for:	2021-22 v 2020-21
Average employee salary and allowances	0.01%
Highest paid director's salary and allowances	0.00%
Average employee performance pay and bonuses	N/A ¹
Highest paid director's performance pay and bonuses	N/A ²

¹ No performance-related or bonus payments were made to staff.

² No performance-related or bonus payments were made.

Remuneration of Independent Board Members

The remuneration for the independent Board members is £0 plus expenses in relation to travel and subsistence incurred whilst on organisational business. Payments totaling £755 were made to Mr Brendan Morgan for the 12 months ended 31 March 2022.

Pensions of Senior Management (Audited Information):

Officials	Accrued Pension at age 60 as at 31/03/2022 and related lump sum £'000	Real increase in pension & lump sum at pension age £'000	CETV at 31/03/2022 £'000	CETV at 31/03/2021 £'000	Real Increase/(Decrease) in CETV £'000
S. Gallaher Chief Executive Officer	5-10 plus a lump sum of nil	0-2.5 plus a lump sum of nil	107	76	22
G. Devlin Senior Education Officer	30-35 plus a lump sum of 65-70	(0-2.5) plus a lump sum of (0-2.5)	15	8	6
M. Matthews Finance & Contracts Manager	5-10 plus a lump sum of nil	0-2.5 plus a lump sum of nil	100	96	2

Senior management are members of the NILGOSC pension scheme.

G. Devlin partially retired in 2020-21 financial year and fully retired as of 31/10/2021.

M. Matthews left the scheme on 18/06/2021.

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 NICS pension arrangements. 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 Pension Schemes (Transfer Values) (Amendment) Regulations 2015 and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

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 employee (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. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

Northern Ireland Local Government Officers' Superannuation Committee Scheme (NILGOSC).

GTCNI participates in the Northern Ireland Local Government Pension Scheme (LGPS (NI)) administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC). The LGPS (NI) is a multi-employer defined benefit scheme. 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 purpose of calculating the return to be applied to those

notional assets over the accounting period. The LGPS (NI) is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits from 1 April 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 10.5% for 2021-22. The employer’s contribution rate to the NILGOSC scheme is 19.5%.

Compensation for loss of office (Audited Information)

There were no compensation payments for loss of office in 2021-22.

Staff Report

Total Staff Costs (Audited Information):

	2021-22	2021-22	2021-22	2020-21
	Permanently employed staff	Others	Total	Total
	£	£	£	£
Salaries & Wages	286,534	78,348	364,883	434,462
Social Security Costs	27,589	6,937	34,526	44,186
Pension Costs	147,234	1,522	148,755	151,106
Total	461,357	86,807	548,164	629,754

Average Number of Persons Employed (Audited Information):

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

	2021-22	2021-22	2021-22	2020-21
	Permanently employed staff	Others	Total	Total
	No	No	No	No
Directly employed	8	2	10	11
Total	8	2	10	11

Staff Composition

The composition of staff based on head-count who were in post at some point during the year is as follows:

	2021-22	2020-21
Male	5	2
Female	16	11
Total	21	13

Senior Management Staff Composition by Gender

The number of employees of each sex who occupied senior management roles is as follows:

	2021-22	2020-21
Male	3	2
Female	1	1
Total	4	3

Staff Turnover Ratios

Staff turnover (based on whole-time equivalents) in 2021-22 was 28.80 % (2020-21: 13.8%)

Staff Absence

Sickness levels, excluding long term sickness, averaged 5.74 days in 2021-22 (1.12 days in 2020-21). Sickness levels, including long term sickness, averaged 27.4 days in 2021-22 (5.92 days in 2020-21), but with figures including two significantly long term absences.

Staff Engagement

A weekly staff call was initiated from mid-March 2020 with the result of moving to a model of remote working due to the Covid-19 pandemic. In addition, regular 1:1 calls with staff by line managers took place. These arrangements remained in place until early 2022, when a hybrid working model was implemented, with weekly staff meetings and 1:1s now conducted in-person.

Expenditure on Consultancy

GTCNI incurred no expenditure on consultancy in 2021-22 (2020-21: £nil).

Off Payroll Engagements

GTCNI had no off payroll engagements in 2021-22.

**ASSEMBLY ACCOUNTABILITY AND AUDIT REPORT
(Audited Information)**

Losses and Special Payments

There were no losses or special payments over £250,000 in 2021-22.

Gifts

There were no gifts made in 2021-22.

Fees and Charges

There were no fees or charges for services provided by GTCNI in 2021-22.

Remote Contingent Liabilities

In addition to contingent liabilities reported within the meaning of IAS 37, GTCNI also reports liabilities for which the likelihood of a transfer of economic benefit in settlement is too remote to meet the definition of contingent liability. GTCNI has no such liabilities.

A handwritten signature in black ink that reads "Ian Gallagher." The signature is written in a cursive style and is underlined with a single horizontal stroke.

Ian Gallagher

Interim Chief Executive Officer/Registrar

Date: 22 March 2023

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

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

Opinion on financial statements

I certify that I have audited the financial statements of the General Teaching Council for Northern Ireland for the year ended 31 March 2022 under the Education (Northern Ireland) Order 1998. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Government Financial Reporting Manual.

I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of General Teaching Council for Northern Ireland's affairs as at 31 March 2022 and of the General Teaching Council for Northern Ireland's net income for the year then ended; and
- have been properly prepared in accordance with the Education (Northern Ireland) Order 1998 and Department of Education directions issued thereunder.

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.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate.

My staff and I are independent of the General Teaching Council for Northern Ireland in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the General Teaching Council for Northern Ireland's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the General Teaching Council for Northern Ireland's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

The going concern basis of accounting for the General Teaching Council for Northern Ireland is adopted in consideration of the requirements set out in the Government Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements, the parts of the Accountability Report described in that report as having been audited, and my audit certificate and report. The General Teaching Council for Northern Ireland and the Accounting Officer are responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with Department of Education directions made under the Education (Northern Ireland) Order 1998; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the General Teaching Council for Northern Ireland and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report. 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 parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Reporting Manual are not made; 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 the Department of Finance's guidance.

Responsibilities of the General Teaching Council for Northern Ireland and Accounting Officer for the financial statements

As explained more fully in the Statement of the General Teaching Council for Northern Ireland and Accounting Officer Responsibilities, the General Teaching Council for Northern Ireland and the Accounting Officer are responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- such internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error;
- assessing the General Teaching Council for Northern Ireland's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and

using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by General Teaching Council for Northern Ireland will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Education (Northern Ireland) Order 1998.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable to the General Teaching Council for Northern Ireland through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included the Education (Northern Ireland) Order 1998;
- making enquires of management and those charged with governance on the General Teaching Council for Northern Ireland's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of General Teaching Council for Northern Ireland's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: posting of unusual journals;
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-

compliance with the applicable legal and regulatory framework throughout the audit;

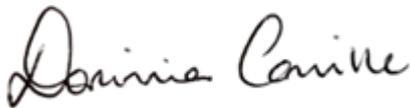
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate;
- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
 - investigating significant or unusual transactions made outside of the normal course of business.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

In addition, 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.

Report

I have no observations to make on these financial statements.



Dorinnia Carville
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
BELFAST
BT7 1EU

27 March 2023

Statement of Comprehensive Net Expenditure for the year ended 31 March 2022

	Notes	2021-22 £	2020-21 £
Income			
Registration Income		1,257,430	1,129,260
Other Income	4	2,713	6,194
Total operating income		1,260,143	1,135,454
Expenditure			
Staff Costs	3	548,163	629,754
Depreciation	5	650	651
Amortisation	6	17,290	10,488
Other Operating Expenditure	3	374,482	432,307
Total operating expenditure		940,585	1,073,200
Net operating income/(expenditure)		319,558	62,254
Finance Expenditure			
Net Return on Pension Finance	2	(28,000)	(26,000)
Credit in respect of notional costs	3	14,500	11,500
Net income/(expenditure) for the year before taxation		306,058	47,754
Taxation for the year		(581)	(1,141)
Net income/(expenditure) for the year after taxation		305,477	46,613
Other comprehensive expenditure			
Actuarial (loss)/gain in respect of pension liability		537,000	(91,000)
Comprehensive net income/(expenditure) for the year		842,477	(44,387)

The notes on pages 49 to 69 form part of these financial statements and should be read in conjunction therewith.

Statement of Financial Position as at 31 March 2022

	Notes	2021-22 £	2020-21 £
Non-current assets:			
Property, plant and equipment	5	-	650
Intangible assets	6	40,364	50,091
Total non-current assets		40,364	50,741
Current assets			
Trade and other receivables	8	123,499	12,592
Cash and cash equivalents	9	2,413,140	2,122,381
Total current assets		2,536,639	2,134,973
Total assets		2,577,003	2,185,714
Current liabilities			
Trade and other payables	10	(107,590)	(140,778)
Total current liabilities		(107,590)	(140,778)
Total assets less current liabilities		2,469,413	2,044,936
Non-current liabilities			
Retirement Benefit Obligations	2	(957,000)	(1,375,000)
Total non-current liabilities		(957,000)	(1,375,000)
Total assets less total liabilities		1,512,413	669,936
Taxpayer's equity and other reserves			
General reserve		1,512,413	669,936
Total equity		1,512,413	669,936

The notes on pages 49 to 69 form part of these financial statements and should be read in conjunction therewith.

The financial statements were approved on 22 March 2023 on behalf of GTCNI by:



Ian Gallagher
Interim Chief Executive Officer/Registrar
Date 22 March 2023

Statement of Cash Flows for the year ended 31 March 2022

	Notes	2021-22 £	2020-21 £
Cash flows from operating activities			
Net Operating Income/(Expenditure)		306,058	47,754
(Increase)/Decrease in trade and other receivables		(110,907)	18,785
(Decrease)/Increase in trade and other payables		(33,188)	(4,865)
Depreciation charges	5	650	651
Amortisation charges	6	17,290	10,488
Actuarial (loss)/gain on pension scheme	2	537,000	(91,000)
Pension scheme movement		(418,000)	190,000
Interest Payable		(2,713)	(6,183)
Taxation payable		(581)	(1,141)
Net cash inflow from operating activities		295,609	164,488
Cash flows from investing activities			
Purchase of property, plant and equipment		-	(31,732)
Purchase of intangible asset		(7,563)	-
Interest income		2,713	6,183
Net cash inflow from investing activities		(4,850)	(25,549)
Cash flows from financing activities			
Grant to cover VES costs		-	62,479
Net cash inflow from financing activities		-	62,479
Net increase in cash and cash equivalents in the period	9	290,759	201,418
Cash and cash equivalents at the beginning of the period	9	2,122,381	1,920,963
Cash and cash equivalents at the end of the period	9	2,413,140	2,122,381

The notes on pages 49 to 69 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 2022

	NET EXPENDITURE RESERVES £	TOTAL RESERVES £
Balance at 31 March 2020	651,844	651,844
Changes in Taxpayers Equity 2020-21		
Actuarial (loss) on the pension scheme	(91,000)	(91,000)
Net Income for 2020-21	46,613	46,613
Grant to cover VES costs	62,479	62,479
Balance at 31 March 2021	669,936	669,936
Changes in Taxpayers Equity 2021-22		
Actuarial (loss) on the pension scheme	537,000	537,000
Net Income for 2021-22	305,477	305,477
Balance at 31 March 2022	1,512,413	1,512,413

The notes on pages 49 to 69 form part of these financial statements and should be read in conjunction therewith.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

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 (DoF). 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 (GTCNI) for the purpose of giving a true and fair view has been selected. The particular policies adopted by GTCNI are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

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 April to the following 31 March, with the fee becoming due on 1 April every year or during the year at time of registration by new applicant. The fee is required to be paid in full regardless of the date on which a teacher actually registers with GTCNI. There is no reduction for part year registration.

1.3 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 (NI)").

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 Regulations (Northern Ireland) 2014 (as amended) and the LGPS, 'The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations (Northern Ireland) 2014 (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 'The Local Government Pension Scheme Regulations (Northern Ireland) 2014' and the Fund's Funding Strategy Statement. The last actuarial valuation was as 31 March 2019 and the contributions to be paid until 31 March 2023 resulting from that valuation are set out in the Fund's Rates and Adjustment Certificate. The Northern Ireland Local Government Officer's Superannuation Committee is responsible for the governance of the Fund.

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 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 Committee) is shown in the disclosures.

The Committee 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 strategy.

1.4 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 have been valued at historic cost at the year-end as, in the opinion of GTCNI, any revaluation adjustments are not material.

1.5 Depreciation

Non-current 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

1.6 Intangible assets

Intangible assets comprise software and software licences. Intangible assets are non-financial non-current assets that do not have physical substance but are identifiable and are controlled by GTCNI through custody or legal rights. An intangible is capitalised if:

- it is held for use in delivering services or for administrative purposes;
- it is probable that future economic benefits will flow to the organisation;
- it is expected to be used for more than one financial year;
- the cost of the item can be measured reliably; and
- the item has a cost of at least £1,000.

On initial recognition, intangible assets are measured at cost. Subsequently, they are carried at fair value which is estimated by restating the value annually by reference to appropriate indices.

1.7 Amortisation

Amortisation is provided for all intangible non-current assets with a finite useful life, by allocating the cost (or revalued amount) less estimated residual value of the assets as fairly as possible to the periods expected to benefit from their use. Useful lives are estimated on a realistic basis, reviewed annually and adjusted over the revised remaining economic life where appropriate.

The following useful economic lives should, where necessary, be used as approximations to the levels estimated annually:

Intangible Assets – Software and Software Licences: 3 years.

1.8 Inventory

GTCNI holds an 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.

1.9 Leasing

Rentals payable on leases of property under operating leases are accounted for using IFRS 16 and 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.

1.10 Provisions

GTCNI recognises a provision if it is probable that an outflow of cash or other economic resources will be required to settle the obligation and the amount can be estimated reliably.

1.11 Value Added Tax

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

1.12 Corporation Tax

HM Revenue & Customs has determined that income in respect of registration fees is regarded as non-trading and thus exempt from Corporate Tax. However, Corporation Tax is chargeable on income from all other sources.

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.

1.14 Accounting estimates

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

1.15 Financial instruments

Financial assets and financial liabilities are recognised on GTCNI's statement of financial position when GTCNI 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; and

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

1.16 Operating segments

GTCNI operates as one unit in making decisions. Therefore segmental reporting is not required for the year.

1.17 IFRS 15 Income from service revenue

There is none for the year.

1.18 Impact of new accounting standards

Management have reviewed new accounting standards that have been issued but are not yet effective. IFRS 16 has been issued and will be applied from April 2023. Its impact will be to reduce operating expenses for leases, but to create an operating lease asset that will be amortised over the life of the lease, resulting in higher depreciation charges.

2. Retirement Benefit Obligations

2.1 Retirement Benefit 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 10.5% for 2021-22. The employer's contribution rate to the NILGOSC scheme is 19.5%.

Salaries include gross salaries and performance pay. 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 2021-22 totaling £175,000.

These results show the latest formal valuation of the fund for the purpose of setting employer's actual contributions as at 31 March 2022. A valuation was carried out by a qualified independent actuary for the purposes of meeting the requirements of IAS19 for these accounts.

Allowance for the McCloud Judgement and GMP Indexation / Equalisation

The estimated allowance for additional liabilities that were expected to arise from the McCloud Judgement and GMP Indexation and Equalisation cases as outlined below has been

amended by NILGOSC and this has been reflected in a revised pension liability value as at 31 March 2022.

McCloud/Sargeant Judgement

In December 2018 the Court of Appeal ruled in the 'McCloud/Sargeant' judgement that the transitional protection arrangements put in place when the Firefighters' and Judges' pension schemes were reformed were age discriminatory. The Government has acknowledged that the difference in treatment will need to be remedied across all public service schemes, including the LGPS (NI). Protections applied to all active members of schemes who were within 10 years of their Normal Pension Age on 1 April 2012. In relation to the LGPS (NI) all members joined the new Scheme for membership after 1 April 2015, but members within 10 years of normal retirement were given an underpin (or 'better of both') promise, so their benefits earned after that date would be at least as valuable in terms of amount and when they could be drawn, as if they had remained in the pre-reformed final salary scheme.

The Department for Communities (DfC) published its McCloud consultation for the LGPS (NI) in November 2020, setting out proposed changes aimed at removing the unlawful age discrimination in the LGPS (NI). DfC have yet to publish its consultation response, but the equivalent process in England and Wales has resulted in the Ministry for Housing, Communities and Local Government (MHCLG) releasing a statement in May 2021 confirming they would be following the principles set out in the equivalent consultation, which were very similar to that issued for Northern Ireland.

Figures produced by AON in 2021-22 included a reversal to a significant degree of the McCloud "underpin" liability within the current service cost, together with an allowance within the balance sheet reflecting service since the scheme reforms (2015 in Northern Ireland) and this has been adjusted in 2022.

GMP Indexation and Equalisation

Guaranteed Minimum Pension (GMP) is a portion of pension that is payable to members who were contracted out of the State Second Pension and accrued benefits in the scheme between 6 April 1978 and 5 April 1997. The LGPS (NI) was contracted out.

The GMP was intended to approximately replace the State Pension which members were giving up, however the payment terms of GMP are different between men and women, which was a consequence of the state pension itself being unequal at that time.

On 26 October 2018 the High Court ruled in the Lloyds Bank case that equalisation for the effect of unequal GMPs is required.

The estimated liability has been based on a typical Local Government pension fund to quantify the value of fully indexing GMPs in line with CPI inflation for those reaching Second State Pension age after 5 December 2018. This was calculated to be 0.3% of the liabilities / defined benefit obligation.

In October 2020 a second ruling in the Lloyds Bank case clarified that compensation would be required to members who transferred benefits out since May 1990. Government has not yet acknowledged a liability in public service schemes nor indicated an approach to rectifying this. Therefore there is no allowance for a potential liability resulting from this ruling in the accounting figures for 2021-22.

Goodwin Ruling

In June 2020 an Employment Tribunal ruled, in relation to the Teachers' Pension Scheme, that provisions for survivor's benefits of a female member in an opposite sex marriage are less favourable than for a female in a same sex marriage or civil partnership, and that treatment amounts to direct discrimination on grounds of sexual orientation. The Chief Secretary to the Treasury announced in a written ministerial statement on 20 July 2020 that he believed that changes would be required to other public service pension schemes with similar arrangements.

It has been advised that the Goodwin judgement will add around 0.2% - 0.5% to the defined benefit obligation for a typical employer, the impact varying dependent on the membership profile. Those changes are yet to be reflected in the LGPS Regulations. For the purposes of the 2021-22 report, this has not been allowed for on the grounds of materiality.

The major assumptions used by the actuary were:

	31 March 2022 % p.a.	31 March 2021 %p.a.	31 March 2020 % p.a.
Rate of increase in salaries	4.50	4.20	3.50
Rate of increase in pensions	3.00	2.70	2.00
Discount rate	2.70	2.10	2.30
Pension accounts revaluation rate	3.00	2.70	2.00

GTCNI's share of the assets of the Scheme was:

	Assets at 31 March 2022 £'000	Assets at 31 March 2021 £'000
Equities	2,128	2,371
Property	571	456
Corporate Bonds	94	620
Government Bonds	1,263	1,209
Multi Asset Credit	676	-
Cash	325	271
Other	184	195
Fair Value of Assets	5,241	5,122

Statement of Financial Position	2022 £'000	2021 £'000
Fair value of assets	5,241	5,122
Present Value of funded defined benefit obligation	(6,198)	(6,497)
Pension (liability) recognised in the Statement of Financial Position	(957)	(1,375)

Changes to the Present Value of Defined Benefit:

Obligation during the Accounting Period	2022 £'000	2021 £'000
Opening defined benefit obligation	6,497	5,331
Current Service Cost	147	145
Interest expense of defined benefit obligation	135	121
Contributions by participants	20	26
Actuarial losses/(gains) due to changes in financial assumptions	(393)	1,053
Actuarial (gains)/losses due to demographic assumption	(63)	-
Actuarial (gains)/losses due to liability experience	16	(48)
Net benefits paid out	(161)	(141)
Past Service costs	-	10
Closing Defined Benefit Obligation	6,198	6,497

Changes to the fair value of assets during the accounting period	2022 £'000	2021 £'000
Opening Fair Value of Assets	5,122	4,146
Interest income on assets	107	95
Re-measurement gains/(losses) on assets	97	914
Contributions by the employer	56	82
Contributions by participants	20	26
Net benefits paid out of the fund	(161)	(141)
Closing Fair Value of Employers Assets	5,241	5,122

Charges to the Statement of Comprehensive Net Expenditure (SoCNE):

	2021-22 £'000	2020-21 £'000
Amounts included in Staff Costs		
Operating Charge: Current Service Cost	147	145
Past Service Cost	-	10
Other Finance Costs: Interest on net defined liability	28	26
Pension expense recognised in SoCNE	175	181

Amounts recognised in Other Comprehensive Expenditure (OCE):

	2021-22 £'000	2020-21 £'000
Return on plan assets (in excess of)/below net interest	(97)	(914)
Actuarial losses/ (gains) due to changes in financial assumptions	(393)	1,053
Actuarial (gains) due to demographic assumptions	(63)	-
Actuarial (gains)/ losses due to liability experience	16	(48)
Total losses/(gains) recognised in OCE	(537)	91

Amounts for the current and previous accounting periods:

	2021-22 £'000	2020-21 £'000	2019-20 £'000
Fair value of employer assets	5,241	5,122	4,146
Present value of funded defined benefit obligation	6,198	6,497	5,331
(Liability) recognised on the Statement of Financial Position	(957)	(1,375)	(1,185)
Experience gains/(losses) on assets	97	914	(1,393)
Experience (gains)/losses on liabilities	16	(48)	(457)
Actuarial losses/(gains) on assets	(81)	(962)	1,393
Actuarial (gains)/ losses on liabilities	(456)	1,053	(788)
Actuarial losses/(gains) recognised in OCE	(537)	91	605

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 at the accounting date. If assets underperform this yield, this 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 (to the extent the Fund invests in corporate bonds).

Inflation Risk: the majority of the pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to higher liability value. The assets are not perfectly 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 which 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 in the Fund.

Sensitivity Analysis:

The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligation as at 31 March 2022 and the projected service cost for the period ending 31 March 2023 is set out below:

Discount rate assumption

Adjustment to discount rate	+0.1% p.a.	-0.1% p.a.
Present value of total obligation (£M)	6.086	6.316
% change in present value of total obligation	-1.8%	1.9%
Projected service cost (£M)	0.135	0.143
Approximate % change in projected service cost	-2.9%	2.9%

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)	6.217	6.179
% change in present value of total obligation	0.3%	-0.3%
Projected service cost (£M)	0.139	0.139
Approximate % change in projected service cost	0.0%	0.0%

Rate of increase to pensions in payment 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)	6.291	6.105

% change in present value of total obligation	1.5%	-1.5%
Projected service cost (£m)	0.143	0.135
Approximate % change in projected service cost	2.9%	-2.9%

Post retirement mortality assumption

Adjustment to mortality age rating assumption*	-1 year	+1 year
Present value of total obligation (£m)	6.415	5.981
% change in present value of total obligation	3.5%	-3.5%
Projected service cost (£m)	0.145	0.133
Approximate % change in projected service cost	4.0%	-4.0%

*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 at the accounting date are based on actual mortality experience of members within the Fund based on analysis carried out as part of 2019 Actuarial Valuation, and allow for expected future mortality improvements. Sample life expectancies at age 65 in normal health resulting from these mortality assumptions are shown below. At this accounting date the assumed rates of future mortality have been increased to reflect a slightly more negative outlook as a result of the Covid-19 pandemic.

	Males	Females
Pensioner member aged 65 at accounting date	21.8	25.0
Active member aged 45 at accounting date	23.2	26.4

The expected employer contributions in 2021-22 is £59,000.

The weighted average duration of the defined benefit obligations is 18.4 years.

3. Expenditure

	2021-22 £	2020-21 £
Staff Costs:		
Wages and Salaries	373,340	434,462
Social Security costs	27,589	44,186
Pension costs	147,234	151,106
	548,163	629,754
Other Operating Costs:		
Rent and rates	87,546	86,180
Computer costs	136,179	66,044
Legal fees and Settlements	3,589	125,110
Service charge and utilities	45,329	47,766
Professional & Consultancy costs	31,430	33,253
Database support and maintenance	18,815	23,461
Amortisation & Depreciation	17,940	11,139
Substitution costs	4,290	8,250
Printing and stationery	4,271	7,624
Maintenance services	6,758	5,970
Database Licences	8,664	5,451
Database Enhancements	3,856	-
Miscellaneous expenses	2,394	3,190
Fee collection charges	3,254	2,586
Subscriptions	1,932	2,195
Training and development	834	1,320
Postage	563	874
Stakeholder engagement	360	800
Travel and subsistence - Council		387
Books & newspapers	-	372
Hospitality and venue hire	-	56
Travel and subsistence-Staff	(82)	(82)
	377,922	431,946
Non-Cash Items		
Notional audit fee	14,500	11,500
	14,500	11,500
Total Expenditure	940,585	1,073,200

4. Other Income

	2021-22 £	2020-21 £
Interest income	2,713	6,183
Other income	-	11
Total	2,713	6,194

5. Property, plant and equipment

CURRENT YEAR	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
<u>Cost or Valuation</u>				
As at 1 April 2021	72,494	55,266	50,217	177,977
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2022	72,494	55,266	50,217	177,977
<u>Depreciation</u>				
As at 1 April 2021	72,494	54,616	50,217	177,327
Charge for period	-	650	-	650
Disposals	-	-	-	-
As at 31 March 2022	72,494	55,266	50,217	177,977
<u>Net Book Value</u>				
As at 31 March 2021	-	650	-	650
As at 31 March 2022	-	-	-	-
<u>Asset Financing</u>				
Owned	-	-	-	-
Total as at 31 March 2022	-	-	-	-

GTCNI holds no third party assets.

PRIOR YEAR	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
<u>Cost or Valuation</u>				
As at 1 April 2020	72,494	55,266	50,217	177,977
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2021	72,494	55,266	50,217	177,977
<u>Depreciation</u>				
As at 1 April 2020	72,494	53,965	50,217	176,676
Charge for period	-	651	-	651
Disposals	-	-	-	-
As at 31 March 2021	72,494	54,616	50,217	177,327
<u>Net Book Value</u>				
As at 31 March 2020	-	1,301	-	1,301
As at 31 March 2021	-	650	-	650
<u>Asset Financing</u>				
Owned	-	650	-	650
Total as at 31 March 2021	-	650	-	650

GTCNI holds no third party assets.

6. Intangible Assets

CURRENT YEAR	Computer Software & Licences £	Total £
<u>Cost or Valuation</u>		
As at 1 April 2021	63,202	63,202
Additions	7,563	7,563
Disposals	-	-
As at 31 March 2022	70,765	70,765
<u>Amortisation</u>		
As at 1 April 2021	13,111	13,111
Charge for period	17,290	17,290
Disposals	-	-
As at 31 March 2022	30,401	30,411
<u>Net Book Value</u>		
As at 31 March 2021	50,091	50,091
As at 31 March 2022	40,364	40,364
<u>Asset Financing</u>		
Owned	40,364	40,364
Total as at 31 March 2022	40,364	40,364

GTCNI holds no third party assets.

PRIOR YEAR	Computer Software & Licences £	Total £
<u>Cost or Valuation</u>		
As at 1 April 2020	31,470	31,470
Additions	31,732	31,732
Disposals	-	-
As at 31 March 2021	63,202	63,202
<u>Amortisation</u>		
As at 1 April 2020	2,623	2,623
Charge for period	10,488	10,488
Disposals	-	-
As at 31 March 2021	13,111	13,111
<u>Net Book Value</u>		
As at 31 March 2020	28,847	28,847
As at 31 March 2021	50,091	50,091
<u>Asset Financing</u>		
Owned	50,091	50,091
Total as at 31 March 2021	50,091	50,091

7. Financial instruments

GTCNI's core functions are funded from fee income from teachers' registration. GTCNI 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 GTCNI to interest rate risk. Assets and liabilities are denominated in sterling. GTCNI is not materially exposed to currency risk.

8. Trade receivables and other current assets

Amounts Falling due within one year:	2021-22 £	2020-21 £
Prepayments	13,499	11,315
Accrued income	110,000	1,277
Total	123,499	12,592

9. Cash and cash equivalents

	2021-22 £	2020-21 £
Balance at 1 April	2,122,381	1,920,963
Net change in cash and cash equivalent balances	290,759	201,418
Balance at 31 March	2,413,140	2,122,381
The following balance at 31 March were held at commercial banks and in cash in hand:	2,413,140	2,122,381

10. Trade payables and other current liabilities

Amounts Falling due within one year:	2021-22 £	2020-21 £
Trade payables	49,430	1,859
HMRC payable	-	-
Salaries and exit payments	-	-
Accruals	58,160	138,919
Total	107,590	140,778

11. Commitments under leases

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

Obligations under operating leases comprises:

Buildings:	2021-22 £	2020-21 £
Not later than one year	-	65,286
Later than one year and not later than five years	-	-
Later than five years	-	-
	-	65,286

12. Capital Commitments

GTCNI has no capital commitments at 31 March 2022. In accordance with IAS10 disclosure of post Balance Sheet year end material events, GTCNI successfully appointed a supplier in August 2022 to deliver a new teacher registration system that will result in a capital commitment of £0.23 million in the 2022-23 financial year.

13. Related party transactions

GTCNI is a non-departmental public body (NDPB) sponsored by the Department of Education (DE) which is regarded as a related party. GTCNI also entered into a number of immaterial transactions with schools in Northern Ireland for which DE is regarded as the parent.

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

- Central Procurement Directorate (CPD)
- Departmental Solicitors Office (DSO)
- Department of Finance (DoF)
- IT Assist

During the year, none of the Council members, members of the key management staff, or other related parties undertook any material transactions with GTCNI, other than those disclosed in the Remuneration Report. A register of members' interests is available and can be inspected at GTCNI's office, Albany House, during normal working hours. As staff are currently working an office/home hybrid model, please contact GTCNI to make an appointment.

14. Events after the reporting period

GTCNI was made aware of an impending Industrial Tribunal (IT) action led by NIPSA, with the organisation being one of four named respondents on a class action emanating from the McCloud Judgement in relation to “hurt feelings” from the 2015 decision regarding the move from final benefits to average salary for the purposes of pension calculation. The IT is ongoing.

Date for authorisation for issue

The Interim Chief Executive Officer/Registrar authorised these financial statements for issue on 27 March 2023.