

# **General Teaching Council for Wales**

**Cyngor Addysgu Cyffredinol Cymru**

**General Teaching Council for Wales**



**ANNUAL REPORT**

**2011-12**

## Contents

page

Foreword by the Chairperson

Executive summary

Introduction

Planning the Council's activities

Objective 1: To maintain and promote the highest standards of professional conduct and practice

Objective 2: To provide an independent, representative and authoritative voice for the profession on teaching issues

Objective 3: To foster reflective practice and professional development in teaching

Objective 4: To communicate the positive contribution of the teaching profession to society

Objective 5: To provide efficient, effective and robust finance, personnel and administrative systems that support the delivery and communication of the Council's objectives

Council membership and member attendance at Council and Committee Meetings

Summary Financial Statements

Notes to the accounts

## **FOREWORD BY THE CHAIRPERSON**

Dear colleague,

I am delighted to present this annual report - my second as Chairperson of the Council.

It has been another significant year for teaching and for education in Wales. This reporting year should be seen in the context of the education priorities set out by the Minister for Education & Skills, Leighton Andrews, in his February 2011 speech. Significantly, the Minister entitled his speech, *'Teaching makes a difference'*. This signifies the recognition that the Welsh Government attaches to teachers as the single most important resource in our education system. When teaching is at the top of its game, then everything else falls into place. Many criticisms have been levelled at aspects of the education system in Wales, but I am pleased to see that the hard work, dedication and commitment of teachers have been recognised.

During the year the Council has led and responded to a range of professional issues within our remit, as well as the challenges set out by the Minister.

On the regulatory side of our work, we developed, consulted on and adopted a *'Return to teaching scheme'* which will be introduced in September 2012. This scheme will help raise standards by ensuring that teachers returning to practice after an absence of five years or more from the classroom, are fully prepared to do so. The scheme requires returning teachers to undertake individually targeted professional development and updating.

Our Register remained a robust live database of over 38,000 teachers and has been extensively used by employers to check that teachers can properly be employed. The Register has again proved its unique worth for policy development through the publication of statistical information about aspects of the profession, such as the employment pattern of newly qualified teachers and the changing gender and age profile of headteachers. We have seen such information feed into Welsh Government teacher supply modelling and decision-making about recruitment numbers to initial teacher education and training (ITET).

GTCW's professional standards panels, supported by an excellent small team of officers, investigated and heard over 100 cases of alleged misconduct, incompetence or criminal offences. Casework is difficult and sensitive and the eleven years of experience in undertaking this work has paid dividends through maintaining public and professional confidence in teaching. Following a legal precedent in the case of another regulator, Council was very pleased that Welsh Government amended its legislation enabling the Council's request for a complete separation between the roles of Council members who set the professional standards and our panels who adjudicate in individual cases. All teacher and lay members of our panels are now recruited against the skills and competences needed for such work.

Our primary legislation enables the Council to give independent advice to government on a range of specified professional and teaching issues. In responding to this in the course of the year, we have advised the Welsh Government on the proposed Masters in

Educational Practice, drawing on our extensive experience of the three year pilot of a Chartered Teacher programme.

We undertook a large scale survey of NQTs' experiences of their ITET and their Induction year. This showed an extremely high degree of satisfaction with provision and we have advised the Minister, ITET institutions and local authorities accordingly.

We have continued to administer the Welsh Government funding programme for new teachers' development and have been pleased that the Welsh Government responded to Council's previous years' advice to sharpen the focus of the induction and EPD experience and make it more consistent across Wales.

Members of Council have been sensitive to the economic context in which we are all working and so, even though the three year cap on the annual £45 registration fee had come to an end, decided to recommend that the fee be retained at the same level for the reporting year. Later in the year, Council took the same view in respect of setting the 2012-13 fee. Both decisions have meant further cuts in GTCW activity in order to 'break-even' financially. However, this situation - an income stream which has remained unchanged for five years whilst costs and inflation continue to rise - cannot go on indefinitely without beginning to affect GTCW's core regulatory, registration and advisory functions. As an independent body, it remains our firm view that the government veto over the setting of our fee level is inappropriate.

Nevertheless, against this difficult financial backdrop, I was pleased that, as a small employer, we have maintained and been re-accredited against IIP standards. After being named as a body to which the Single Equality Duty applied, Council agreed its first Equality scheme and objectives, building on the equality commitments and schemes we already had in place. Internal audit reports have consistently given a very high level of assurance to the Council and the Auditor General for Wales again gave the GTCW an unqualified audit opinion on its accounts, as the Summary Financial Statements in this report show.

The effectiveness and efficiency of the Council is no doubt one of the reasons why the Welsh Government's intentions appear to be for an extension to the GTCW's scope with regard to the registration of teaching assistants, FE teachers and work based learning staff.

The Minister's approach to professionally led regulation stands in stark contrast to the regulatory 'free for all' that appears to exist in England where this reporting year was, sadly, the last for the GTC England. By contrast, in proposing in his consultation to extend the scope of registration to the wider education workforce, the Minister dismissed the 'bring professional regulation into government' option, instead stating, *"A key feature of many professions is that their members register with a professional body that sets and maintains professional standards and so retains public confidence"*. Council put in a detailed and costed response to the consultation proposals, and, at the time of writing, post-consultation, the Minister has set out his intention to progress with extending the scope and remit of the professional body. We will continue to help officials shape the approach taken to our role, functions and operations. I can give categorical assurance that the quality of Council members' deliberations, the experience of GTCW staff and the robustness of our registration and regulatory procedures and systems provide the soundest of bases for extending regulatory responsibilities to a reconstituted GTCW.

It is a great privilege to serve the teaching profession as a member of the Council. As Chairperson, I feel privileged to lead the Council - including those new members who were elected by teachers in the course of the year – through what will no doubt be a period of great change. Lastly, I take this opportunity to express my thanks to my supportive Deputy Chairperson and inaugural member of the Council, Dr Elwyn Davies, who finishes his membership after twelve years of service.

I commend this report to you.

A handwritten signature in black ink that reads "Angela Jardine". The script is cursive and elegant, with the first letter of each word being significantly larger and more decorative than the others.

Angela Jardine  
Council Chairperson

## **Executive summary**

### **Key Successes during 2011-12**

The General Teaching Council for Wales, in meeting its operational objectives, highlights the following key successes during the year 2011–12:

#### **To maintain and promote the highest standards of professional conduct and practice**

- **Registering over 38,000 teachers**
- **Developing and consulting on a 'Return to teaching scheme'**
- **Maintaining public and professional confidence in teaching by effectively administering 100 professional standards cases**

#### **To provide an independent, representative and authoritative voice for the profession on teaching issues**

- **Representing the profession by contributing to the Welsh Government review of Induction and Early Professional Development, Performance Management and Leadership**
- **Providing a detailed response to the Welsh Government's consultation on proposals to extend registration to the wider education workforce, including engaging in extensive discussion with headteachers and other stakeholders**
- **Completing and publishing a large scale survey of new teachers' experiences of initial teacher education and training**

#### **To foster reflective practice and professional development in teaching**

- **Ensuring some 3,000 teachers in the first three years of their careers were supported by efficiently administering funding for teachers' Induction and Early Professional Development**

#### **To communicate the positive contribution of the teaching profession to society**

- **Maintaining a positive press profile for the profession by issuing 39 press releases**
- **Contributing to professional debate by successfully organising the eighth Wales Education Lecture as a high profile event**

#### **To provide efficient, effective and robust finance, personnel and administrative systems that support the delivery and communication of the Council's objectives**

- **Retaining the Investors in People standard**

- **Successfully completing the election of new teacher members of Council**
- **Developing and agreeing our Strategic Equality Plan and equality objectives**

## Introduction

This Annual Report of the General Teaching Council for Wales covers the operational year 1 April 2011 to 31 March 2012.

The General Teaching Council for Wales is the self-regulating professional body for teachers in Wales and was established by the 1998 Teaching and Higher Education Act. The Council came into being on 1 September 2000. The 1998 Act was amended by the Education Act 2002.

General Teaching Councils also exist in England (though this was the final year of operation for the GTCE), Scotland, Northern Ireland and the Republic of Ireland. The GTCW has sought to co-operate with its sister Councils and to learn from their experiences.

The principal aims of the Council set out in the 1998 Act are:

- to contribute to improving the standards of teaching and the quality of learning, and
- to maintain and improve standards of professional conduct amongst teachers, in the interests of the public.

The Council is responsible for:

- advising Welsh Ministers and other designated bodies on:
    - standards of teaching;
    - standards of conduct for teachers;
    - the role of the teaching profession;
    - the training, career development and performance management of teachers;
    - recruitment to the teaching profession;
    - medical fitness to teach;
- and, if required by Welsh Ministers, on any other matters relating to teaching;
- establishing and maintaining a Register of qualified teachers in Wales;
  - providing a Professional Code for registered teachers;
  - carrying out disciplinary functions relating to teachers accused of serious professional misconduct and / or incompetence.

At the request of the Welsh Government, the Council may undertake activities designed to promote recruitment to the teaching profession and the continuing professional development (CPD) of teachers.

The Council is funded by teacher registration fees for its regulatory and advisory work. The Council also received funding from the Welsh Government for administering the

award of Qualified Teacher Status, administering funding for Induction and Early Professional Development (EPD), the hearing of Induction appeals and the issuing of Induction certificates. The Welsh Government also paid for the Criminal Records Bureau checks for first time applicants for registration.

For the period covered by this Annual Report, the Chairperson of the Council was Angela Jardine. Elwyn Davies was the Deputy Chairperson of Council. Senior staff were: Gary Brace (Chief Executive), Hayden Llewellyn (Deputy Chief Executive, Teachers' Qualifications, Registration and Professional Standards), Julia Evans (Deputy Chief Executive Finance, Personnel and Corporate Services), Karen Evans (Policy and Planning Manager).

## **Planning the Council's Activities**

The Council's activities for the period from 1 April 2011 to 31 March 2012 were outlined in the Corporate Plan 2011-14 and Operational Plan 2011-12. The Council's performance against the targets and measures in this Operational Plan provide the main focus for this Annual Report.

The Operational Plan focused on five objectives:

- Objective 1:** to maintain and promote the highest standards of professional conduct and practice;
- Objective 2:** to provide an independent, representative and authoritative voice for the profession on teaching issues;
- Objective 3:** to foster reflective practice and professional development in teaching
- Objective 4:** to communicate the positive contribution of the teaching profession to society; and
- Objective 5:** to provide efficient, effective and robust finance, personnel and administrative systems that support the delivery and communication of the Council's objectives

**Objective 1 To maintain and promote the highest standards of professional conduct and practice**

The Council plays a key role in maintaining and promoting the highest standards of professional practice and conduct within the teaching profession in the interests of the public, teachers and pupils.

**The award of Qualified Teacher Status (QTS)**

The annual college exit process and dispatch of the QTS certificates were completed to deadline. This involved effective liaison with Initial Teacher Education and Training Institutions (ITET) in Wales in identifying students expected to complete their initial teacher training and the allocation of teacher reference numbers and the award of QTS to those deemed eligible. In total, the Council awarded QTS to 1688 candidates.

In addition, the Council successfully determined 59 applications for QTS from teachers from other parts of the UK (Scotland, Northern Ireland and Guernsey) and the European Economic Area in accordance with both internal and European Community timelines. The Council also awarded QTS to 63 individuals who qualified through the employment-based route of the Graduate Teacher Programme (GTP).

**Maintaining and developing the Register of qualified teachers**

The Register of qualified teachers is a means of ensuring parents, the public and employers that teachers working in maintained schools are suitably qualified and continue to uphold high standards of professional conduct and competence.

The Council provided an efficient, secure and confidential information service from the Register of qualified teachers to members of the profession, employers and the public. The Council continued to maintain and improve the Register during the operational year, processing new applications for registration as appropriate and further populating existing records with new information, such as teachers' qualifications.

During the operational year, the Council developed and consulted with the profession on a 'Return to teaching scheme'. This is designed to ensure that teachers who have not practised for at least 5 years are fully prepared for a return to the classroom.

The Council has maintained effective working relationships with employers in Wales, and has successfully secured a high level of compliance by employers in checking the Register to ensure only registered teachers are employed as qualified teachers in maintained schools. At 31 March 2012, 38,296 teachers were registered, of which 1,566 were Newly Qualified Teachers (NQTs).

Over 30,000 online searches of the Register of qualified teachers were undertaken by Local Authorities, teacher supply agencies and members of the public during the 2011-12 operational year.

## **Providing information from the Register**

The Council continued to use the information provided by the Register of qualified teachers to inform its advice, policy development, operations and procedures, and publications. Unique information from the Register was published in our annual Statistics Digest.

Information and data from the Register has continued to inform the Welsh Government's development of the Teacher Planning and Supply Model for Wales.

## **Professional standards: maintaining standards of conduct and competence**

### **The Council's Disciplinary Function**

The Council is responsible for investigating and, if necessary, hearing cases where it is alleged a registered teacher is guilty of unacceptable professional conduct, serious professional incompetence and/or a conviction for a relevant offence.

The Council has considered all cases referred to it in accordance with the timescales and standards set out in its *Disciplinary Procedures and Rules*.

A Court of Appeal decision concerning the regulatory function of the Institute of Legal Executives meant that the Council's disciplinary work had to be temporarily put on hold while the Welsh Government completed work to change the composition of professional standards committees. This removed the requirement for a member of Council to participate in standards committees. Subsequently, to increase the pool of those eligible to sit on standards committees, Council successfully recruited a further seven registered teachers.

These developments enabled Council to move to a position of separating policy and adjudicating functions which it had advocated since 2009.

During the reporting year, the Council concluded a total of **38** cases. The following tables provide a summary of this work.

**Table 1: Cases concluded by the Council in the operational year 2011-12**

<u>Council Actions</u>	<u>Number Of Cases</u>
<u>Cases concluded by an Investigating Committee or authorised officers as no case to answer, no further action or case discontinued</u>	<u>10</u>
<u>Cases considered by a Professional Conduct Committee, following referral by an Investigating Committee</u>	<u>27</u>
<u>Application for eligibility for restoration to the Register of qualified teachers</u>	<u>1</u>

**Table 2: Outcomes of cases considered by a Professional Conduct or Competence Committee in the operational year 2011-12**

<b>Type of Disciplinary Order</b>	<b>Number of Cases</b>
<b>Prohibition</b>	<b>9</b>
<b>Suspension (without conditions)</b>	<b>3</b>
<b>Suspension (with conditions)</b>	<b>3</b>
<b>Conditional Registration Order</b>	<b>0</b>
<b>Reprimand</b>	<b>10</b>
<b>Facts proved, unacceptable professional conduct, serious professional incompetence, and/or conviction of a relevant offence, but no order</b>	<b>0</b>
<b>Facts proved but not deemed to be unacceptable professional conduct, serious professional incompetence, and/or conviction of a relevant offence</b>	<b>0</b>
<b>Facts not proved</b>	<b>2</b>

### **The Council's Suitability Function**

Since 2006, a person has not been eligible for registration with the Council unless it is satisfied that the applicant for registration is suitable to be a registered teacher.

The Council has considered all disclosures and declarations received in accordance with the timescales and standards set out in its *Registration Rules*.

The Council concluded a total of **63** disclosures. Two applications were granted by a Suitability Committee. No applicants withdrew their applications for registration before the Council had concluded its assessment.

The following tables provide a summary of this work.

**Table 1: Applications concluded by the Council in the operational year 2011-12**

<b>Council Actions</b>	<b>Number of disclosures</b>
<b>Registrations granted without a Suitability hearing</b>	<b>63</b>
<b>Registration applications referred to Suitability hearing</b>	<b>2</b>

**Table 2: Applications withdrawn by applicants in the operational year 2011-12**

<b>Applicant action</b>	<b>Number of applications</b>
<b>Applications for registration withdrawn</b>	<b>0</b>

**Table 3: Outcomes of disclosures considered by a Suitability Committee in the operational year 2011-12**

<b>Application granted or refused</b>	<b>Number of Cases</b>
Granted	<b>2</b>
Refused	<b>0</b>

### **Induction Appeals**

The Council has responsibility for hearing appeals from NQTs who fail assessment against the end of Induction standard, but are dissatisfied by such a decision.

During the reporting year, the Council heard no appeals.

### ***Key successes***

- **Registering over 38,000 teachers**
- **Developing and consulting on a 'Return to teaching scheme'**
- **Maintaining public and professional confidence in teaching by effectively administering 100 professional standards cases**

## **Objective 2 To provide an independent, representative and authoritative voice for the profession on teaching issues**

The Council has a key role as an authoritative voice for the teaching profession. The Council is committed to furthering the influence of the profession on future developments in teaching and education.

### **Developing of advice and policy**

During the year, Council members and officers liaised with its key stakeholders. Regular meetings were held with officers from Department for Education and Skills, local authorities, the Higher Education Funding Council for Wales, heads of Initial Teacher Education and Training institutions in Wales, teacher and other unions.

Of particular importance was the contribution Council members and officers made to the Welsh Government's review of professional standards, continuing professional development and performance management.

With regard to the Welsh Government's proposals to extend registration to teaching assistants, further education teachers and staff in work based learning, a comprehensive response was drawn up and submitted, making the case for GTCW to take on the wider scope and proposed responsibilities.

The Council also responded formally to a number of consultations including,

- Welsh Government consultation on performance management arrangements
- Welsh Government consultation on professional standards
- Welsh Government consultation on regulation of the wider education workforce
- Welsh Government consultation on qualification regulations
- Welsh Government consultation on a revised employment based teacher training scheme
- Department for Education consultation on professional standards in England
- Department for Education consultation on changes to disciplinary and Induction arrangements in England

### **Contribute to working groups on issues of relevance to teachers**

Council members were represented on the following groups:

- Community Cohesion Programme Board
- Foundation Phase Monitoring Group
- Foundation Phase Workforce Training and Development Advisory Group
- Welsh Government Practice Review and Development Leadership Implementation Group

- Welsh Government Practice Review and Development Performance Management Implementation Group

Council officers were represented on the following groups:

- Teacher Support Cymru Advisory Group
- Teacher Training & Education Recruitment Forum
- Teacher Education Liaison Group
- Estyn Stakeholder Forum
- Welsh Government Practice Review and Development Induction and Early Professional Development Implementation Group
- General Teaching Councils' Five Nations Group (Chairs and Chief Executives)
- General Teaching Councils' Five Nations Professional Standards Sub Group

### **Being an informed, knowledge-based organisation**

The Council is committed to engaging members of the profession in its work. The Council's advisory work has been informed by its web based consultative forum which has responded to its consultation on the 'Return to teaching scheme', and Welsh Government consultations on professional standards.

During the operational year, Council completed its first ever survey of NQTs, focusing on their experiences of initial teacher education and training and teachers in their Induction year. The report demonstrated a high degree of satisfaction with their experiences. This and other survey findings were shared with the Minister, local authorities and Initial Teacher Education and Training Institutions.

During the year, the Chairperson, Deputy Chairperson and Chief Executive met with nearly a half of Wales' headteachers at local authority and cluster meetings to discuss the development of its response to the Welsh Government consultation on regulation of the wider education workforce. This proved to be a very effective means of gaining the opinions of senior leaders on this issue.

### **Key successes**

- **Representing the profession by contributing to the Welsh Government review of Induction and Early Professional Development, Performance Management and Leadership**
- **Providing a detailed response to the Welsh Government's consultation on proposals to extend registration to the wider education workforce, including engaging in extensive discussion with headteachers and other stakeholders**
- **Completing and publishing a large scale survey of new teachers' experiences of initial teacher education and training**

### **Objective 3                    To foster reflective practice and professional development in teaching**

Building on the principles and agenda set out in *Continuing Professional Development: an Entitlement for All* (2002), the Council is working to consolidate a culture of continuing professional development amongst teachers across sectors and in all parts of Wales.

The Council also continues to work to ensure that beginning teachers are able to access funding for their own individual development needs through effectively administering the funding for Induction and Early Professional Development.

#### **Developing a reflective and confident profession in Wales**

The Council has worked with its partners Estyn, the Higher Education Funding Council for Wales (HEFCW), Universities Council for the Education of Teachers (UCET) Cymru and the Association of Directors of Education in Wales (ADEW) to source examples of best practice, Best practice articles were featured in both issues of *Teaching Wales* during the operational year

We continued to work to persuade the Welsh Government of the value of a professional development portfolio for teachers, and this has been included in the Welsh Government's Practice Review and Development model. GTCW joined an EU-funded project to develop a professional portfolio for educators.

The Council continued to provide advice to the Welsh Government on its proposal to introduce a Masters in Educational Practice for new teachers, based on the Council's earlier experiences of developing and piloting the Chartered Teacher programme.

#### **Administering funding for Induction and Early Professional Development (EPD)**

The year 2011-12 marked the fifth full year of responsibility for administering the Welsh Government's funding programme for teachers in the first three years of their careers. In supporting teachers in their statutory Induction year, the Council provided termly payments for over 1,000 teachers, equating to over £1.3 million per term. In funding teachers' Early Professional Development in years two and three of their careers, the Council administered payments of £1.5 million, supporting around 1,700 teachers.

#### **Key successes**

- **Ensuring some 3,000 teachers in the first three years of their careers were supported by efficiently administering funding for teachers' Induction and Early Professional Development**

#### **Objective 4 To communicate the positive contribution of the teaching profession to society**

The Council seeks to communicate the positive role and contribution of teachers to society. In so doing, the Council seeks to challenge negative images of the profession in the media and society at large and to highlight the successes of the profession in raising standards of achievement.

##### **Highlighting the work of teachers**

###### **Developing a proactive press and media programme**

The Council achieved widespread overall media coverage for teachers and teaching encompassing both English language and Welsh media. This media profile included national and regional newspapers and the specialist press (*Times Educational Supplement*). Some of the issues covered include leadership, initial teacher education, professional standards casework and employment of new teachers.

The Council is engaged in monitoring and evaluating its media profile and activities. Detailed analyses of media coverage are included in the Council's quarterly reviews.

##### **Promoting teaching as a high-status profession**

###### **Promoting teaching as a career**

The Council has continued to work closely with the Welsh Government, the Teacher Training and Education Recruitment Forum, and Initial Teacher Education and Training Institutions.

###### **Events, exhibitions and presentations**

The Council exhibited at teacher union conferences, the Urdd Eisteddfod and other events associated with education in Wales and beyond. Members and officers have attended, spoken or participated at a variety of events, including:

- Urdd Eisteddfod
- ASCL Cymru conference
- ATL conference
- IPDA conference
- NUT conference
- NAHT (Wales) conference
- UCAC conference
- UCET Cymru conference
- Voice seminars
- European Network of Education Councils seminars

GTCW officers also visited each of the Initial Teacher Education and Training institutions in Wales to make presentations to final-year students on qualifications and registration matters.

## **The Wales Education Lecture**

Keith Towler, Children's Commissioner for Wales delivered the eighth annual Wales Education Lecture, *Seen and heard: learning through the eyes of pupils*, on 3 October 2011 and was very well received. Members of the teaching profession, Welsh Government officials, and representatives from other stakeholder organisations attended.

## **Networking**

The Chairperson and senior officers have had three formal meetings with representatives of the teacher unions and associations during the reporting period. The Forum for union caseworkers also met regularly.

Officers of the Council also met with representatives from the Welsh Government, ADEW, Estyn, the Higher Education Funding Council for Wales and representatives from Higher Education Institutions. Other meetings with organisations such as PTA UK and ASPECT continued throughout the year.

Additionally, members and officers have met regularly with colleagues from the other General Teaching Councils, including observing at their Council meetings. The Chairperson and Deputy Chairperson also attended the fourth International Forum of Teacher Regulatory Authorities (IFTRA) conference in July.

## **Key successes**

- **Maintaining a positive press profile for the profession by issuing 39 press releases**
- **Contributing to professional debate by successfully organising the eighth Wales Education Lecture as a high-profile event**

**Objective 5 To provide efficient, effective and robust financial, personnel and administrative systems that support the delivery of the Council's objectives**

The Council is self-funding for its regulatory and advisory functions via teachers' registration fees. The Council also received funding from the Welsh Government to administer funding for Induction and Early Professional Development, the Continuing Professional Development Funding Programme for teachers, the awarding of Qualified Teacher Status and the hearing of Induction appeals, and pays for the enhanced disclosure checks from the Criminal Records Bureau for first time applicants for registration.

**Internal control and value for money**

The Council is committed to making maximum use of its resources through careful planning, monitoring and internal control.

**Implementing a system to collect teachers' registration fees**

The Council collected annual registration fees successfully from all eligible teachers through the financial year.

**Internal control**

The Council's internal auditors regularly monitor procedures to ensure efficiency and effectiveness. Senior officers of the Council continued to undertake quarterly reviews of the Risk Register to ensure that the Council is ready to meet key risks. The annual disaster recovery scenario was enacted.

The Council received an unqualified audit opinion of its 2010-11 accounts from the Wales Audit Office.

**Planning and Policy: Review and Implementation**

**The Council's planning process**

The Council outlined its objectives for the period 2012–14 in its Corporate Plan. This was the first time that a two year Corporate Plan was produced because of the greater uncertainty regarding the third year of the planning horizon in the light of the Welsh Government's consultation on proposals to extend registration to the wider education workforce.

A more detailed breakdown of the Council's activities and budgets including sub-objectives, targets and performance measures for the period from 1 April 2012 to 31 March 2013 was included in the Operational Plan.

The Council undertook quarterly reviews of progress against the targets and performance measures indicated in the Operational Plan 2011-12. In addition, this Annual Report provides a summary of overall progress against that plan.

## **Implementing and reviewing policies**

During the operational year, the Council developed and agreed its Strategic Equality Plan and equality objectives.

Three employee fora, the Personnel Forum, the liP Forum, and the Welsh Language Forum, have continued their work.

## **Staff and Staff Development**

During the operational year, the GTCW successfully retained its Investors in People status following a review.

## **Implementing a Training Policy**

Council has continued to support the development of its staff in keeping with its liP status. This has included supporting staff in their further and higher education. Training activities are reviewed and evaluated. Whole staff training included sessions on stress management and the Equalities duty. Work towards a new Performance Development and Review process for GTCW staff was begun this operational year, and an interim process agreed.

## **Communicating with Stakeholders**

### **Developing the Council's website**

The Council's website includes information about its registration, policy development, continuing professional development and professional standards work. The website is refreshed termly and updated regularly.

The GTCW presence on Twitter played an increasingly important part in communicating with stakeholders.

### ***Teaching Wales* journal**

Two editions of the professional journal were produced in July and December 2011 and distributed directly to registered teachers and to other stakeholders.

## **Council members**

### **Support for Council members**

The election for new teacher members of Council to take up duties in September 2012 was successfully completed during this operational year. Eleven out of twelve possible places were filled.

Four Council meetings and a full programme of Committee meetings were held during the year (member attendance shown in Annex B). In order that the Council and its committees are able to continue to function effectively, the GTCW ensures that individual Council members, committees, sub-committees and task groups have access to high-quality, accurate and timely information which facilitates good practice and informed decision-making.

### **Key successes**

- **Retaining the Investors in People standard**
- **Successfully completing the election of new teacher members of Council**
- **Developing and agreeing our Strategic Equality Plan and equality objectives**

## Council membership

The Council has 23 members<sup>1</sup>. For the operational year from 1 April 2011 to 31 March 2012, the Council members were:

Angela Jardine +	(Chairperson) Teacher, Gabalfa Primary School, Cardiff
Mal Davies OBE *	Former Headteacher, Willows High School, Cardiff
Elwyn Davies +	(Deputy Chairperson) Former Headteacher, Pencoed Comprehensive School, Bridgend
Philip Bassett *	Lecturer, Dean of Teaching and Learning, Glyndwr University
Celia Blomeley #	Former Assistant Headteacher, Holywell High School
Frank Bonello +	Tutor & Area Development Officer, Welsh Language Teaching Centre, Cardiff University
Irene Cameron MBE *	Vice Chair, Newport School Forum
Tim Cox *	Teacher, Bryn Hafren Comprehensive School, Vale of Glamorgan
Beth Davies +	Headteacher, Alltwen Primary School, Pontardawe
Roberto De Benedictis +	Teacher, Llangatwg Comprehensive School, Neath
David Healey *	Deputy Headteacher, Ysgol Friars, Bangor
Gareth Jones +	Former Headteacher, Derwen Primary School, Flintshire
Margaret Morris #	Former Headteacher, Rhosgoch School, Powys
Suzanne Nantcurvis +	Teacher, Ysgol Dinas Brân, Denbighshire
Sue O'Halloran +	Headteacher, Nottage Primary School, Porthcawl
Hugh Patrick MBE *	Vice-Chair of Governors Wales

---

Susan Rivers *	Deputy Headteacher, Bedwas High School, Caerphilly
Jane Setchfield +	Teacher, Llanedeyrn High School, Cardiff
Cleo Wilson-Sollars +	Teacher, St Therese's Primary School, Port Talbot
Anna Spokes +	Teacher, Archbishop Rowan Williams Primary School, Caldicot
Sarah Stockford +	Teacher, Ysgol y Foryd, Conwy LEA
Adrian Williams MBE #	Former Headteacher, Penybryn and Maytree Residential Special School, Swansea
Jetsun Williams #	Bar Vocational Course Leader, External Relations, Cardiff University

## Notes

**1. The Council has a maximum membership of 25, of which a majority are teachers. Twelve members are elected by teachers, nine are appointed by the Welsh Government following nominations made by the teaching unions and other listed organisations, and four members are directly appointed by the National Assembly for Wales.**

**+ elected members**

**\* members appointed following nomination**

**# directly appointed members**

Member attendance at Council and its Standing Committees, 1 April 2011 – 31 March 2012

Member	Council attendance - total possible in brackets	Standing Committee attendance (total possible in brackets)			
		Executive	Policy	Registration	Audit & Scrutiny
<b>Phil Bassett</b>	<b>3 (4)</b>	<b>3 (4)</b>			
<b>Celia Blomeley</b>	<b>4 (4)</b>		<b>3 (3)</b>		
<b>Frank Bonello</b>	<b>4 (4)</b>				<b>3 (3)</b>
<b>Irene Cameron</b>	<b>3 (4)</b>		<b>2 (3)</b>		
<b>Tim Cox</b>	<b>2 (4)</b>				<b>2 (3)</b>
<b>Beth Davies</b>	<b>2 (4)</b>				<b>2 (3)</b>
<b>Elwyn Davies</b>	<b>4 (4)</b>	<b>3 (4)</b>	<b>2 (3)</b>		
<b>Mal Davies</b>	<b>4 (4)</b>			<b>3 (4)</b>	
<b>Roberto De Benedictis</b>	<b>4 (4)</b>		<b>2 (3)</b>		
<b>David Healey</b>	<b>3 (4)</b>	<b>4 (4)</b>			
<b>Angela Jardine</b>	<b>4 (4)</b>	<b>4 (4)</b>	<b>3 (3)</b>		
<b>Gareth Jones</b>	<b>3 (4)</b>			<b>3 (4)</b>	
<b>Margaret Morris</b>	<b>2 (4)</b>	<b>2 (4)</b>			
<b>Suzanne Nantcurvis</b>	<b>4 (4)</b>	<b>3 (4)</b>			
<b>Sue O'Halloran</b>	<b>3 (4)</b>			<b>1 (4)</b>	

<b>Hugh Pattrick</b>	<b>4 (4)</b>	<b>3 (4)</b>			
<b>Susan Rivers</b>	<b>3 (4)</b>			<b>4(4)</b>	
<b>Jane Setchfield</b>	<b>3 (4)</b>			<b>3 (4)</b>	
<b>Anna Spokes</b>	<b>4 (4)</b>		<b>3 (3)</b>		
<b>Sarah Stockford</b>	<b>2 (4)</b>		<b>0 (3)</b>		
<b>Adrian Williams</b>	<b>3(4)</b>				<b>3 (3)</b>
<b>Jetsun Williams</b>	<b>1 (4)</b>			<b>4 (4)</b>	
<b>Cleo Wilson-Sollars</b>	<b>4 (4)</b>	<b>1 (4)</b>			

Notes: 1. In addition to Council meetings and those of its Standing Committees, members sit on a variety of project related Council Task Groups, Boards and sub-Committees as well as representing the Council on external committees. Up to November 2011, some members sat on Investigating, Professional Conduct/Competence, Suitability and Induction Appeals Committees on a case by case basis to deal with professional standards issues relating to individual registered teachers.

## **Summary Financial Statements**

This Financial Statement provides a summary of the accounts of the General Teaching Council for Wales for the financial year ending 31 March 2012 derived from the full Annual Accounts and the Remuneration Report. It does not contain sufficient information to allow for a full understanding of the results and state of affairs of the General Teaching Council for Wales. For further information the full annual accounts and the auditor's report on those accounts should be consulted. A copy of the audited accounts, which contain the detailed information required by law and under best practice guidelines, can be obtained, free of charge, from the Deputy Chief Executive (Finance, Personnel and Corporate Services) at 9<sup>th</sup> floor, Eastgate House, 35-43 Newport Road, Cardiff, CF24 0AB.

### **Statutory background**

The General Teaching Council for Wales was established under the Teaching and Higher Education Act 1998 and came into existence on 1 September 2000. The Council's remit and functions were amended by the Education Act, 2002.

The Cabinet Office has designated the Council as a professional self-regulating body. During the year of account, the Council has been self-financing from teachers' registration fees, except for those aspects of work which are funded by means of Welsh Government (WAG) grant. The Welsh Government issues a grant offer letter to the Council setting out the conditions to be complied with in respect of the specific aspects of work that it funds. The Council sets out its financial procedures and rules in its Standing Orders and Finance Manual.

Under Paragraph 14 of Schedule 1 of the Teaching and Higher Education Act, the Council is required to prepare in respect of each financial year, a statement of accounts. These accounts have been prepared in accordance with the Accounts Direction issued by the Welsh Government dated 19 April 2011. A copy of the Accounts Direction is available from the Council on request.

### **Review of the year and future developments**

For the financial year ending 31 March 2012, the Council reported a deficit of £25,000 (£6,000 surplus in 2010-11) and total net assets of £511,000 (£560,000 as at 31 March 2011).

Non-current and intangible assets acquired during the year totalled £17,000 and £22,000 respectively.

Council took the decision to retain its registration fee at £45 for the financial year, 2011-12. This was because Council was concerned that it would have been insensitive to increase the registration fee in the light of the prevailing financial climate, although the three year Ministerial 'cap' on the fee had come to an end.

However, this decision meant that to plan a 'break-even' position at the end of the financial year, it was necessary to make further cuts to planned activity. Council therefore postponed the introduction of a scheme for the independent review of members' performance on professional standards panels and the transfer of its disciplinary case management system to the main database. The postponement or abandonment of activity during the year and the previous two years ensured that the Council ended the year with a very small deficit whilst maintaining the quality of its core-front line registration, regulatory and advisory functions.

During the year, the Council conducted the election for teacher members who would take up their membership in September 2012. This was paid from the dedicated Election reserve.

In November, a High Court case involving another professional regulatory body set a legal precedent which had implications for the membership of Council's professional conduct and competence panels. The consequence of this was a necessary adjournment to a number of cases whilst the Welsh Government amended the relevant Regulations. This had consequent financial implications which have been managed in-year.

During the year, Council continued to administer the Welsh Government professional development funding programme for teachers in the first three years of their careers. The budget allocated was insufficient but the Welsh Government held a balance to cover support for all teachers entitled to Induction and Early Professional Development support.

#### ◦ **Future developments**

In December 2011, the Welsh Government launched a consultation on proposals for the registration of the wider education workforce, including teaching assistants, FE teachers and work based learning staff. Within the consultation were options as to whether a reconstituted GTCW should assume such wider responsibilities or whether another regulatory body should be set up. Relevant primary legislation is expected to be included in the 2013-14 session of the National Assembly. Subject to the Welsh Government's proposed way forward, there may be significant financial implications for the Council which will need to be discussed with the Welsh Government. This has provided a quite different context for the Council's forward planning. The Council consequently produced a two-year Corporate Plan and financial projections (covering 2012-13 and 2013-14) rather than a three-year Plan because there was insufficient clarity regarding the 2014-15 year, pending Welsh Government decisions. Taken together with the financial plans for 2012-13, which assures the Council can continue to exist and will have access to sufficient funding for at least 12 months after the Accounts are signed, these Accounts have been prepared on a 'going concern' basis.

The Council took a decision in the light of the continued current economic climate to recommend that the fee be maintained at £45 for 2012-13. This is the fifth year that the fee has been kept at this level. A decision will be made regarding the fee for 2013-14 in the autumn of 2012.

### **Council members**

The General Teaching Council for Wales members who served in the year are listed in the Annual Report. A Register of Members' Interests is available for public inspection.

## **Report of the Auditor General for Wales to the National Assembly for Wales on the Summary Financial Statements**

I have examined the summary financial statements contained in the Annual Report of the General Teaching Council for Wales' statutory financial statements set out on pages 33 to 35.

### **Respective responsibilities of the General Teaching Council for Wales, the Chief Executive and auditor**

The Accounting Officer is responsible for preparing the Annual Report. My responsibility is to report my opinion on the consistency of the summary financial statements with the statutory financial statements, the Directors' Report, Executive Summary and the Remuneration Report. I also read the other information contained in the Annual Report and consider the implications for my report if I become aware of any misstatements or material inconsistencies with the summary financial statements.

### **Basis of opinion**

I conducted my work in accordance with Bulletin 2008/3 'The auditor's statement on the summary financial statements' issued by the Auditing Practices Board for use in the United Kingdom.

### **Opinion**

In my opinion the summary financial statements are consistent with the statutory financial statements, the Directors' Report, Executive Summary and the Remuneration Report of the General Teaching Council for Wales for the year ended 31<sup>st</sup> March 2012 on which I have issued an unqualified opinion.

I have not considered the effects of any events between the dates on which I signed my report on the full financial statements, 13<sup>th</sup> August 2012 and the date of this statement.

**Huw Vaughan Thomas**  
**Auditor General for Wales**  
**13<sup>th</sup> August 2012**

**Wales Audit Office**  
**24 Cathedral Road**  
**Cardiff**

**Summary Statement of Comprehensive Net Income  
for the year ending 31 March 2012**

	<b>2011-12</b>	2010-11
	<b>£000's</b>	£000's
<b>Income</b>		
Grant from Welsh Government	6,181	6,320
Registration fees	1,706	1,726
Payments from teacher registrations for CRB disclosure checks	44	34
Release from reserves	29	79
Other income	1	1
	<b>7,961</b>	<b>8,160</b>
<b>Expenditure</b>		
Staff costs	1,146	1,226
Direct programme costs	491	556
CPD programme costs	-	93
Induction & EPD programme costs	5,802	5,667
Other operating costs	547	612
	<b>7,986</b>	<b>8,154</b>
<b>Surplus on ordinary activities</b>	<b>(25)</b>	<b>6</b>
Interest receivable	5	7
<b>Surplus for the year transferred to reserves</b>	<b>(20)</b>	<b>13</b>
<b>Appropriations</b>		
Reimbursement of costs - Chairperson:		
Angela Jardine	31	18
Mal Davies	-	16
Chief Executive's remuneration:		
Gary Brace	81	79
Remuneration of other senior staff	131	128

All Council-funded activities are continuing. The Welsh Government ended the CPD funding programme effective from 31 March 2010 with closure finalised in 2010-11.

### Summary Statement of Financial Position as at 31 March 2012

	2012	2011
	£000's	£000's
Non-current assets	101	106
Current assets	2,776	2,671
<b>TOTAL ASSETS</b>	<u>2,877</u>	<u>2,777</u>
Trade and other payables	(2,282)	(2,137)
Provision for liabilities and charges	(60)	(80)
<b>TOTAL CURRENT LIABILITIES</b>	<u>(2,342)</u>	<u>(2,217)</u>
<b>LONG-TERM LIABILITIES</b>		
Deferred creditor	(24)	-
<b>ASSETS LESS LIABILITIES</b>	<b>511</b>	<b>560</b>
<b>FINANCED BY</b>		
Reserves	511	560
<b>TOTAL RESERVES</b>	<b>511</b>	<b>560</b>

### Summary Statement of Cash Flows for the year ending 31 March 2012

	2011-12	2010-11
	£000's	£000's
<b>Net cash inflow/ (outflow) from operating activities</b>	(309)	(535)
<b>Cash flows from investing activities</b>		
Interest received	5	7
<b>Capital expenditure</b>		
Payments to acquire non-current assets	(39)	(75)
<b>Increase/ (Decrease) in cash</b>	<b>(343)</b>	<b>(603)</b>

**Summary Statement of Changes in Taxpayers' Equity  
for the year ending 31 March 2012**

<b>Changes in taxpayers' equity</b>	<b>2011-12</b>	<b>2010-11</b>
Balance at 1 April	560	626
Surplus for the year	(20)	13
Transfers (from)/ to designated reserves	(29)	(79)
<b>Closing balance at 31 March</b>	<b>511</b>	<b>560</b>

**Gary Brace**  
**Chief Executive**  
**1<sup>st</sup> August 2012**

**NOTE 1.** This summary financial statement has been prepared in accordance with the Companies Act 2006, having regard to the Companies (Summary Financial Statement) Regulations 2008 (SI 2008/ 374) as far as is relevant.

**NOTE 2.** Full declaration of Related Party Transactions has been made in accordance with Financial Reporting Standard 8, and is detailed in the full financial statements which are available on request.