Cyngor Addysgu Cyffredinol Cymru
General Teaching Council for Wales

Annual Report 2006-07

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Foreword by the Chairperson

Dear colleague,

Recent publicity about a very small number of cases of teacher misconduct do not reflect the fact that the overwhelming majority of teachers in Wales have very high standards of personal and professional integrity.

Only a tiny handful of Wales's 38,500 registered teachers will ever face a professional standards hearing but as the behaviour of individual professionals, including teachers, comes under even greater public scrutiny, I am very pleased that the Council's professional standards processes have shown themselves to be robust, transparent and fair. This is pleasing because the Westminster Government's White Paper on the regulation of health professionals has brought into question the ability of a profession to self-regulate. Investigating and hearing cases of professional misconduct, incompetence or considering the suitability of a person to become a registered teacher are not easy tasks. That is why I would wish to pay tribute to the commitment of Council members and former Council members who sit on professional conduct and competence and suitability committees. Ultimately, of course, ensuring that public trust and confidence in teachers and teaching is maintained and improved is at the heart of our work. So there is really no conflict between carrying out these responsibilities in the public interest and making decisions about the tiny minority of individual teachers who let down the good name of the profession.

A key achievement in the past year has been the introduction of a new system to assess whether a person is suitable to be a registered teacher. This addressed a long-standing anomaly and has allowed the Council to apply the same standards of conduct to an applicant as would be applied to a registered teacher.

The growing success of the funding scheme designed to support teachers' individual professional needs was best illustrated in year by the fact that all the budget was allocated to teachers and we were pleased to allocate and expend a further grant from the Welsh Assembly Government to ensure that all teachers' needs were met. Altogether, over 5,000 teachers benefited from the funds this year. We have also seen a growing emphasis on teachers sharing their practice with each other following their professional development activities. This growing professional self-confidence can only be good for teaching. Overall, I believe that the Council administered CPD funding scheme for teachers (£3million in the new year) is having a massive impact on the quality of teaching especially when compared with the much larger sums available through the main funding route.

Continuing on that positive note, I am pleased to report the Council's successful implementation of the new arrangements for ensuring that new teachers in the first three years of their careers receive the funding support to which they are entitled. We can now say that in the Council teachers have a 'one stop shop' for any professional development relating to individual needs.

On the advisory side, for the first time, we were able to publish previously unknown data about the profession's qualifications, language, ethnicity and subjects taught drawn from the Register of Teachers. We have continued to respond to data requests about the shape and profile of the profession.

We received the Minister's support for the second set of advice to her on professional development, recognition and accreditation. During the year, we also consulted on draft standards for the new professional milestone of Chartered Teacher and these received strong levels of support from the profession. We also made preparations to pilot the Chartered Teacher programme next year. I am grateful for the work of the reconvened multi-agency Task Group which, throughout, has advised the Council on the Professional Development Framework. The Group met again to lead the final stages of thinking on the issues of recording and self-reflection and the quality assurance of CPD provision. The Framework project has been a significant one spanning a number of years and the Council's grateful thanks go out to all the members of that Group.

One of the highlights of the year was our third Wales Education Lecture and I was pleased to welcome Baroness Mary Warnock to Cardiff to speak about special educational needs to a packed audience. The lecture has really become one of the 'must attend' events in the education calendar in Wales.

Our communication with teachers through our professional journal 'Teaching Wales' and with the general public through a proactive press campaign highlighting the achievements of teachers have been successful features of the year.

Looking forward to the coming year, I welcome the opportunity to play our part in the Welsh Assembly Government tri-level strategy for school improvement and particularly to working with the new Education Minister, Jane Hutt and her officials.

Lastly, I pay tribute to the previous Minister, Jane Davidson, with whom the Council had an extremely positive working relationship. It was the Minister's respect for teachers and their professional judgements that gave a stable underpinning to the new direction that education in Wales took over the last six years under her leadership.

I commend this annual report to you.

Yours sincerely

Mal Davies
Chairperson

September 2007

Executive summary

Key Successes during 2006-07

The General Teaching Council for Wales is proud to highlight the following key successes during the year 2006–07:

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

- Successfully fulfilled the Council's new functions in regard to 'suitability for registration'
- Registered the highest ever number of teachers, over 38,500
- The continued development of the Register of qualified teachers and the inclusion of new data in the Statistics Digest

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

- Successfully involving the profession in consultations and advice development

To develop a culture of professional development amongst teachers

- Assuming responsibility for funding the professional development for teachers in the first three years of their careers
- Developing and consulting on draft standards for Chartered Teacher status
- Securing Ministerial support for the Council's advice on professional recognition and accreditation
- Successfully piloting a Group Bursary scheme allowing teachers from the same school to engage in collaborative professional development
- Increasing the reach of teachers' continuing professional development by jointly arranging dissemination events with a range of local education authorities

To communicate the positive contribution of the teaching profession to society

- The great success of the Wales Education Lecture 2006, firmly established the event as a fixture in the education calendar of Wales
- Continuing to build a pro-active press and media programme to raise the status of teachers in society
- Successfully redesigning the website, leading to a subsequent increase in traffic

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

- Facilitating good governance and informed decision making by effectively supporting members of the Council
- Gaining good assurance from internal auditors on the GTCW's processes and an unqualified audit opinion from the Wales Audit Office
- Gaining approval for the statutory Welsh Language Scheme

Introduction

This Annual Report of the General Teaching Council for Wales covers the operational year 1 April 2006 to 31 March 2007.

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 and during this year the Council was given additional responsibilities, through Assembly Regulations in respect of handling Induction appeals.

General Teaching Councils also exist in England, 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 the National Assembly for Wales 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 the National Assembly for Wales, 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 Assembly 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 self-funding for all its core functions. However, the Council receives funding from the Welsh Assembly Government for administering the award of Qualified Teacher Status, administering a Continuing Professional Development (CPD) Funding Programme for teachers, administering funding for Induction and Early Professional Development (EPD), the hearing of Induction appeals and the issuing of Induction certificates. The Assembly also pays for the Criminal Records Bureau checks for first time applicants for registration.

The Council had 25 members during the reporting period. Members' names, occupations and categories of membership are listed in the Annex to the Annual Report.

For the period covered by this Annual Report, the Chairperson of the Council was Mal Davies. Jacquie Turnbull 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) and Karen Evans (Policy and Planning Manager).

Planning the Council's Activities

The Council's activities for the period from 1 April 2006 to 31 March 2007 were outlined in the Corporate Plan 2006-09 and Operational Plan 2006-07. The Council's performance against the targets and measures in the Operational Plan 2006-07 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 develop a culture of professional development amongst teachers;

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 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 2,185 trainees.

In addition, the Council successfully determined 17 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 56 individuals who qualified through the employment-based routes of the Graduate Teacher Programme (GTP) and the Registered Teacher Programme (RTP).

Maintaining and developing the Register of qualified teachers

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.

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 2007, 38,700 teachers were registered. At 1 March 2007, 1,579 Newly Qualified Teachers (NQTs) were registered

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.

In March 2007, the Council published its sixth Annual Statistics Digest, providing a unique insight into the balance and composition of the profession in Wales. Developments this year included more detail on Welsh language skills amongst the profession, disability, and ethnicity information and teachers' qualifications.

Information and data in regard to supply teachers, and teachers of science and physics has also been provided in response to requests from the Welsh Assembly Government.

Professional standards: maintaining standards of conduct and competence

The Council is responsible for investigating and, if necessary, hearing cases of unacceptable professional conduct and/or serious professional incompetence by registered teachers, or where they have been convicted of 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.

During the reporting year, the Council concluded a total of 34 cases. The following tables provide a summary of this work.

Table 1: Conduct cases concluded by the Council in the operational year 2006-07

Council Actions	Number of Cases
Cases concluded by an Investigating Committee or authorised officers as no case to answer, no further action or case discontinued	24
Cases considered by a Professional Conduct Committee, following referral by an Investigating Committee	10

Table 2: Outcomes of cases considered by a Professional Conduct Committee in the operational year 2006-07

Type of Disciplinary Order	Number of Cases
Prohibition	3
Suspension (without conditions)	0
Suspension (with conditions)	1
Conditional Registration	0
Reprimand	3
Facts proved, unacceptable professional conduct but no order	2
Facts proved but not deemed to be unacceptable professional conduct	0
Facts not proved	1

The Council's Suitability Function

Since 31 May 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.

Guidance and procedures for dealing with suitability cases, as set out under legislation, were designed, agreed and implemented. Council members received training in the new procedures.

The Council has considered all reports received by it in accordance with the timescales and standards set out in its Suitability to be a Registered Teacher - Procedures and Rules.

During the reporting year, the Council concluded a total of 41 cases. The following tables provide a summary of this work.

Table 3: Suitability cases concluded by the Council in the operational year 2006-07

Council Actions	Number of Cases
Cases concluded by an Investigating Committee or authorised officers as no further action or no case to answer	39
Cases considered by a Suitability Committee, following referral by an Investigating Committee	2

Table 4: Outcomes of cases considered by a Suitability Committee in the operational year 2006-07

Application granted or refused	Number of Cases
Granted	2
Refused	0

Induction Appeals

Since September 2003, the Council has had responsibility for hearing appeals from NQTs who do not achieve the end of Induction standard, but are dissatisfied by such a decision.

The Council has considered all appeals referred to it in accordance with the timescales and standards set out in its Guidance and Procedure for the Hearing of Induction Appeals.

During the reporting year, the Council heard a total of 2 appeals. The following table provides a summary of this work.

Table 5: Outcomes of Induction appeals heard by the Council in the operational year 2006-07

Council Actions	Number of Cases
Appeal allowed	0
Appeal dismissed	2
Induction period extended	0
A different period of extension substituted (where the appellant has appealed against a decision to have an Induction period extended)	0

Key successes

- Successfully fulfilled the Council's new functions in regard to 'suitability for registration'
- Registered the highest ever number of teachers, over 38,500
- The continued development of the Register of qualified teachers and the inclusion of new data in the Statistics Digest

Objective 2

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

The Council has a key role in providing an authoritative voice for the teaching profession on teaching issues. It is committed to enabling members of the profession to influence future developments in teaching and education. The Council's advice is shaped by the views of teachers and other stakeholders. The GTCW aims to publicise its advice in order to achieve maximum influence on policy and policy-makers.

Contributing to the development of advice and policy on teaching issues

Recruitment, retention and supply of teachers

The Council completed an initial review of progress towards the 65 recommendations from its Action Plan for Teacher Recruitment and Retention in Wales (2003) and presented its findings to the Welsh Assembly Government's Education and Lifelong Learning (ELL) committee in July 2004. Following this, the Council was commissioned by the ELL committee to monitor further progress against the original recommendations and to produce a report of its findings by summer 2006. This monitoring report was noted by the ELL Committee in December 2006.

The GTCW has also been working with the Welsh Assembly Government and its contractor on the Review of Welsh Medium initial teacher education and training, following the recommendations made in Professor Furlong's Review of Initial Teacher Training Provision.

Responding to consultations and contributing to working groups

Liaise with and respond to consultations by the Welsh Assembly Government and other organisations

During the year, the Council responded to the following consultations:

- The Learning Country 2: Delivering the promise
- GTCW (Constitution) (Amendment) Regulations 2007
- Wales Curriculum 2008
- Submission to Professor Sir Adrian Webb's review of the mission and purpose of Further Education in Wales
- Submission to the Disability Rights Commission Fitness Standards formal investigation.

Contribute to working groups on issues of relevance to teachers

Council members were represented on the following groups:

- 14-19 learning pathways overarching steering group;
- The Assembly Education and Lifelong Learning Committee's Special Educational Needs policy review;
- Foundation Phase Training and Development Sub-Group
- 7-14 School Standards and Improvement Panel

Council officers were represented on the following groups:

- Teacher Support Cymru Advisory Group
- Teacher Training Recruitment Forum
- Teacher Education Liaison Group
- Teaching and Learning Research Programme Thematic Seminar series project
- Wales Education Steering Group
- GTCs Five Nations Group
- GTCs Five Nations Continuing Professional Development Sub Group
- GTCs Five Nations Mutual Recognition Sub Group
- Estyn Post 16 Inspection Forum
- National Taskforce for People with Disabilities and ITT
- Children's workforce development group
- Welsh Assembly Government tri-level reform and school improvement group
- Nuffield Review of 14-19 Advisory Group.

Being an informed, knowledge-based organisation

Gathering the views of teachers and other stakeholders

The Council is committed to engaging members of the profession in its work. The Council has attempted to achieve this goal through enabling teachers and other stakeholders to participate in consultations and advice development in a range of ways, such as formally responding to consultations, either by post or electronically, or by attending seminars and conferences. Specifically, teachers were consulted on the document 'Suitability to be a registered teacher –procedures and rules', and all teachers were invited to comment on the draft standards for Chartered Teacher status.

Key successes

- Successfully involving the profession in consultations and advice development

Objective 3

To develop a culture of professional development amongst teachers

Building on the principles and agenda set out in *Continuing Professional Development: an Entitlement for All* (2002), the Council has contributed to the development of a culture of continuing professional development amongst the profession. This has involved the formulation of a clear Professional Development Framework for teachers and the acceptance of such a Framework by teachers. The Council also worked to ensure that teachers are able to access funding for their own individual development needs through effectively administering the Continuing Professional Development Funding Programme and funding for Induction and Early Professional Development.

Creating a Professional Development Framework

To develop a coherent framework of professional milestones and standards

In 2003, the Council was invited by the Welsh Assembly Government to take a lead role in devising a Professional Development Framework for Wales. In order to progress this work, a multi-agency Task Group was formed which included teachers, headteachers and representatives of the Association of Directors of Education Wales, Universities Council for the Education of Teachers (UCET) Cymru, Estyn, the Welsh Assembly Government and the University of Wales Subject Committee for Education.

Following an extensive consultation exercise with the profession and other stakeholders, the Council submitted its initial advice on a Professional Development Framework to the Minister in July 2005.

A key aspect of this advice was the establishment of a milestone for Chartered Teacher. Following the establishment of a Task and Finish Group comprising of serving teachers from around Wales, a set of draft standards was developed and consulted upon between November 2006 and February 2007. The response from the profession was overwhelmingly positive and a revised final set of standards will be produced in the next operational year.

Professional recognition and accreditation

Council submitted its advice on Professional Development Recognition and Accreditation in July 2006. This advice has been approved by the Minister for Education, Lifelong Learning and Skills.

The Council is committed to piloting the two routes to Chartered Teacher status, the programme or 'taught' route and the accreditation route. A tendering exercise was conducted to determine the pilot modules and providers for the programme and accreditation routes in January 2007. The pilot is due to commence in September 2007.

Professional development recording, self-reflection and quality assurance

In order to take forward the third stage of work in formulating a Professional Development Framework, a new Task Group was convened. This group met three times in the course of its work and developed a consultation document which examined issues surrounding the recording of teachers' professional development and self-reflection, and the quality assurance of teachers' professional development and its providers. Consultation on this document will begin in April 2007.

Administrating funding for Induction and Early Professional Development (EPD)

During the operational year, the Council assumed responsibility for administrating funding for the professional development of teachers in the first three years of their careers. In supporting teachers in their statutory Induction year, the Council settled termly payments for over one thousand teachers, equating to some £1.3 million per term.

In funding teachers' professional development in years two and three of their careers, Early Professional Development, the Council has received and evaluated over one thousand Planning Forms for teachers in EPD year one and over 800 Planning Forms for teachers in EPD year two.

Managing the Continuing Professional Development (CPD) Funding Programme

The GTCW administers a funding programme to support the individually identified needs of teachers.

Administering a CPD Funding Programme for teachers

In the operational year 2006-07, 4,812 teachers received funding. The following tables summarise the range and scope of funded projects undertaken.

Table 1: Individual Projects by category and educational phase (data on application forms processed up to 31 March 2007)

Education phase / Project type	Nursery	Primary	Secondary	Special Schools	Supply / other	Total
Professional development bursaries	6	2,096	1,358	84	73 (including PRUs)	3,617
International bursaries	0	20	19	1	0	40
Teacher research scholarship	0	25	8	0	0	33
Teacher sabbatical	0	9	2	0	0	11
Total	6	2,150	1,387	85	73	3,701

The Council also funds collaborative projects, through the categories of Professional Networks and Group Bursaries. The total number of successful networks in the period was 49. Teachers from some 229 schools across all phases were involved in these networks. Table 2 illustrates these projects by education phase.

Table 2: Teachers involved in Professional Networks and Group Bursaries by education phase

	Nursery	Primary	Secondary	Special Schools	Supply / other	Total
Professional Networks	1	244	112	8	0	**365**
Group bursaries	3	623	350	17	5	**998**

Information regarding allocation of funding and funding amounts can be found in the Annual Accounts.

Disseminating the CPD activities of teachers

The Council has worked steadily to increase opportunities for teachers to share their professional learning and experiences with colleagues. Notable examples of such dissemination activities include, delivering conferences in partnership with Cardiff and Newport and Pembrokeshire education authorities and facilitating teachers presenting at the Wales Education 2006 Conference. In addition, the Council has assisted teachers to share their experiences through a range of publications, such as local and national newspapers. In particular, at the close of the operational year, the Council produced a supplement in the Western Mail, *Teaching Talk*, illustrating teachers' successful CPD projects in the secondary sector.

Key successes

- Assuming responsibility for funding the professional development for teachers in the first three years of their careers
- Developing and consulting on draft standards for Chartered Teacher status
- Securing Ministerial support for the Council's advice on professional recognition and accreditation
- Successfully piloting a Group Bursary scheme allowing teachers from the same school to engage in collaborative professional development
- Increasing the reach of teachers' continuing professional development by jointly arranging dissemination events with a range of local education authorities

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 generated 25 press releases during this operational year. The Council has achieved widespread overall media coverage which has encompassed all of the Welsh regions and both English language and Welsh media. This media profile included national and regional newspapers and the specialist press (Times Educational Supplement Cymru). In the broadcast media, the Council's coverage included, BBC Radio Wales and S4C.

The Council is engaged in monitoring and evaluating its media profile and activities. Detailed analyses of media coverage are incorporated into the Council's quarterly reviews. During the reporting period, the Council generated an advertising value equivalent of £318,153.

Promoting teaching as a high status profession

Promoting teaching as a career

The Council has supported the work of the Welsh Assembly Government, the Teacher Training Recruitment Forum, Teacher Training Agency and Initial Teacher Education and Training Institutions, including the supplement, *Teaching Talk*, which focused on successful and innovative CPD activities, of teachers in the secondary sector.

Events, exhibitions and presentations

The Council exhibited at teacher union conferences, International Professional Development Association (IPDA) seminars, Eisteddfodau and other events associated with education in Wales and beyond. Members and officers have attended, spoken or participated at a variety of events including:

- Wales Education Conference 2006
- Urdd National Eisteddfod
- National Eisteddfod
- NUT conference
- PAT conference
- NAHT (Wales)conference
- NASUWT conference
- NUT conference
- UCET conference
- UCET Cymru conference
- Governors Wales conference

GTCW officers also visited each of the Initial Teacher Education and Training institutions in Wales to present to final year students.

The Wales Education Lecture

The third Wales Education Lecture took place on 2 October 2006 and was extremely well received with over 320 attendees. Members of the teaching profession, Assembly officials, the Minister for Education and Lifelong Learning and representatives from other stakeholder organisations very much enjoyed Baroness Warnock's lecture, *Thirty years on, what is special education?*

Developing the Council's website

The Council's website includes information about its registration, policy development, continuing professional development and disciplinary work. Visits to the Council's website continue to grow, with numbers increasing markedly following the website redesign in the autumn.

Teaching Wales journal

Three editions of the professional journal were produced and distributed directly to registered teachers and to other stakeholders.

Key successes

- The great success of the Wales Education Lecture 2006, firmly establishing the event as a fixture in the education calendar of Wales
- Continuing to build a pro-active press and media programme to raise the status of teachers in society
- Successfully redesigning the website leading to a subsequent increase in traffic

Networking

The Chairperson and senior officers have had three formal meetings with representatives of the teaching unions and associations during the reporting period. Officers of the Council also met regularly with representatives from the Welsh Assembly Government, Local Education Authorities, Estyn, the Higher Education Funding Council for Wales (HEFCW) and representatives from HEIs.

Additionally, members and officers have met regularly with colleagues from the other General Teaching Councils.

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 core functions via teachers' registration fees. The Council also receives funding from the Welsh Assembly 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.

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

Internal control and value for money

Implementing a system to collect teachers' registration fees

As part of its annual fee collection exercise, the Council collected annual registration fees successfully from all eligible teachers through the financial year, totalling some 38,500 teachers.

Internal control

The Council's internal auditors regularly monitor procedures to ensure efficiency and effectiveness. In total, 31 audit days were completed during the reporting period. A range of activities were reviewed, including the Continuing Professional Development Funding Programme and the funding of Induction and Early Professional Development, in addition to internal processes.

Senior officers of the Council continued to undertake a quarterly review of the Risk Register to ensure that the Council is ready to meet key risks.

The Council received an unqualified audit opinion of its 2006-07 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 2006–2009 in its Corporate Plan. A more detailed breakdown of the Council's activities and budgets including sub-objectives, targets and performance measures for the period from 1 April 2006 to 31 March 2007 was included in the Operational Plan 2006-07.

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

Implementing and reviewing policies

The three employee fora, the Personnel Forum, the Health and Safety Forum and the Welsh Language Forum have continued to consolidate their work.

A statutory Welsh Language Scheme was approved by the Welsh Language Board for approval.

Staff and Staff Development

Implementing a Training Policy

The Council is committed to developing its staff. Training activities are reviewed and evaluated twice yearly. In addition, an in-house library of training resources for staff was made available.

Council members

Support for Council members

The GTCW provided support for members of its Council in order that the Council and its committees are able 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

- Facilitating good governance and informed decision making by effectively supporting members of the Council.
- Gaining good assurance from internal auditors on the GTCW's processes and an unqualified audit opinion from the Wales Audit Office
- Gaining approval for the statutory Welsh Language Scheme

Council membership

The Council has 25 members[1]. For the operational year from 1 April 2006 to 31 March 2007, the Council members were:

Mal Davies, Chairperson, Headteacher, Willows High School, Cardiff *

Jacquie Turnbull Deputy Chairperson, education and training consultant #

Frank Bonello Teacher, Tonypandy Community College, Rhondda Cynon Taf +

Ron Carrotte Teacher, Maes y Dderwen School, Ystradgynlais, Powys *

Tim Cox, Teacher, Bryn Hafren Comprehensive School, Vale of Glamorgan +

Elwyn Davies, Headteacher, Pencoed Comprehensive School, Bridgend +

Sheila Drayton, Consultant in professional and organisational development #

Michael Edwards, Headteacher, Maes y Coed Primary School, Pontypridd *

Ian Guy, Senior lawyer (education), Neath Port Talbot #

Anthony Hughes, Headteacher, Pontrhydyfen Primary School, Neath Port Talbot + (now retired)

Angela Jardine, Teacher, Gabalfa Primary School, Cardiff +

Sue Jenkins, Headteacher, St Josephs RC High School, Newport *

Nichola Jones, Assistant Head, Special Educational Needs Specialised Services, Bridgend County Borough Council *

Gareth Jones, Headteacher, Bryn Celynnog Comprehensive School, Rhondda Cynon Taf * (now retired)

Goronwy Jones, Headteacher, Baden Powell Primary School, Cardiff +

Valerie Merriman, Teacher, Abergwynfi Infant School, Neath Port Talbot +

Suzanne Nantcurvis, Teacher, Ysgol Dinas Bran, Denbighshire +

Rosemond Nelson, Athrawes Fro with responsibility for a Welsh Language Centre, Carmarthenshire +

Richard Parry Jones, Director of Education, Ynys Môn *

Gareth Roberts, Educational Consultant and Emeritus Professor of Education, University of Wales, Bangor *

Jane Setchfield, Teacher, Llanedeyrn High School, Cardiff +

Sarah Stockford, Teacher, Ysgol y Foryd, Conwy +

Jacky Tonge, Former Chief Executive, Powys County Council #

Gwen Williams, Former Headteacher, Edwardsville Infants School, Merthyr Tydfil +

Peter Williams, Former Provincial Education Officer, Church in Wales *

Notes

The Council has a membership of twenty-five, of which a majority are teachers. Twelve members are elected by teachers, nine are appointed by the National Assembly for Wales following nominations made by the teaching unions and other listed organisations, and four members are directly appointed by the National Assembly for Wales. In April 2004, twelve members were directly elected or re-elected by registered teachers in Wales.

During the year 2006-07, appointed members were invited by the Minister to extend their 3 year period of office by a further year to October 2007, pending the finalisation of the Council's Constitution.

+ elected members

* members appointed following nomination

directly appointed members.

[1] One elected member, Mrs Jean Campion, sadly died during the year. The vacancy on Council was taken up by Mrs Sarah Stockford in February 2007 in accordance with the constitution regulations.

Member attendance at Council and its Standing Committees, 1 April 2006 – 31 March 2007

Member	Council attendance - total possible (4)	Standing Committee attendance total possible in brackets			
		Executive (4)	Policy (4)	Registration (4)	Audit & Scrutiny (3)
Frank Bonello	2			4	
Ron Carrotte	2				3
Tim Cox	3	4			
Elwyn Davies	4		3		
Mal Davies	4	4	3		
Sheila Drayton	3	1			
Mike Edwards	4				1
Ian Guy	4			3	
Anthony Hughes	4	3			
Angela Jardine	3		2		
Sue Jenkins	4	4			
Goronwy Jones	2	2			
Gareth Jones	4	3			
Nichola Jones	3		4		
Valerie Merriman	4				2
Suzanne Nantcurvis	4			3	
Rosemond Nelson	4			4	
Richard Parry Jones	3			3	
Gareth Roberts	4			4	
Jane Setchfield	3		4		
Sarah Stockford	n/a			1 (1)	
Jacky Tonge	4				2
Jacquie Turnbull	4	4	4		
Gwen Williams	4		4		
Peter Williams	4		2		

Notes:
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. All members sit 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 Statement

This Financial Statement provides a summary of the accounts of the General Teaching Council for Wales for the financial year ending 31 March 2007. 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: 4th floor, Southgate House, Wood Street, Cardiff, CF10 1EW.

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 Assembly Government grant. The Welsh Assembly 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 Assembly Government dated 13 March 2007. 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 2007, the Council reported a deficit of £179,000 (£53,000 surplus in 2005-06) and net assets of £679,000 (£852,000 as at 31 March 2006).

Tangible fixed assets acquired during the year totalled £52,000.

During the year, there was a significant increase in the number of professional standards cases referred to and heard by the Council. This resulted largely from a backlog of professional conduct matters and criminal offence cases at the DfES being referred to the Council in year. The other factor contributing to the increased expenditure in this area was the decision to introduce a Criminal Records Bureau (CRB) check as a criterion for determining the suitability of person who applies for registration. The Council introduced the new checking arrangements from late May 2006 and implemented systems for hearing individual cases where a CRB disclosure contained a report.

At the request of the Welsh Assembly Government, the Council also assumed responsibility in September 2006 from LEAs for administering the professional development funding for teacher's Induction and Early Professional Development years. This involved administering processes to ensure that schools receive funding for the support provided to teachers in the first three years of their careers.

During the 2007-08 financial year following agreement by the Welsh Assembly Government, the Council will commence the piloting of the new Chartered Teacher programme. The pilot and evaluation will span two financial years and funding has been identified from within Assembly Government grant to support the pilot programme and participants.

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.

Auditors

The report by the Auditor General for Wales on the annual financial statements for the year ended 31 March 2007 was unqualified.

The Statement of the Auditor General for Wales to the National Assembly for Wales

I have examined the summary financial statement on pages 25 to 26, which have been prepared in the form, and on the basis set out in note 1 on page 26.

Respective responsibilities of the Council, the Chief Executive and Auditor

The summary financial statement is the responsibility of the Council and the Chief Executive. My responsibility is to report to you my opinion on its preparation and consistency with the full financial statements and foreword. I also read the other information in the Annual Report and consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the summary financial statements.

Basis of Opinion

I have conducted my work in accordance with Bulletin 1999/6 - 'The auditors' statement on the summary financial statement' issued by the Auditing Practices Board for use in the United Kingdom.

Opinion

In my opinion the summary financial statement is consistent with the full financial statements and annual report of the General Teaching Council for Wales for the year ended 31 March 2007 and has been properly prepared on the basis set out in note 1 to the summary financial statement.

Jeremy Colman
Auditor General for Wales
Wales Audit Office
2 – 4 Park Grove
Cardiff
CF10 3PA

Date: 17 August 2007

Summary Income and Expenditure Account for the year ended 31 March 2007

	2006-07 £'000	2005-06 £'000
Income		
Grant from Welsh Assembly Government	6,133	2,185
Registration fees	1,234	1,223
Payments from teacher registrations for CRB disclosure checks	27	-
Transfer from Government Grant Reserve	11	30
Other income	22	3
	7,427	**3,441**
Expenditure		
Staff costs	1,002	844
Direct programme costs	465	280
CPD programme costs	2,463	1,759
Induction & EPD programme costs	3,169	-
Other operating costs	578	571
	7,677	**3,454**
(Deficit)/ Surplus on ordinary activities	**(250)**	**(13)**
Interest receivable	44	37
Adjustment for notional cost of capital	27	29
(Deficit)/ Surplus for the year transferred to reserves	**(179)**	**53**
Statement of retained surplus		
Retained surplus at 1 April	841	788
(Deficit)/ Surplus for the year	(179)	53
Transfers to designated reserves	(330)	-
Retained surplus at 31 March	**332**	**841**
Appropriations		
Reimbursement of costs Chairperson: Mal Davies	31	32
Chief Executive's remuneration: Gary Brace	66	60
Remuneration of other senior staff	104	99

Summary Balance Sheet as at 31 March 2007

	2007 £'000	2006 £'000
FIXED ASSETS	78	77
CURRENT ASSETS	3,525	1,111
CREDITORS (amounts falling due within one year)	(2,924)	(336)
NET CURRENT ASSETS	**601**	**775**
TOTAL ASSETS LESS LIABILITIES	**679**	**852**
FINANCED BY		
CAPITAL AND RESERVES	679	852
	679	**852**

Summary Cashflow Statement for the year ended 31 March 2007

	2006/2007 £'000	2005/2006 £'000
Net cash inflow/ (outflow) from ordinary activities	849	(302)
Returns on Investments and Servicing of Finance		
Interest received	39	37
Capital expenditure		
Payments to acquire Fixed Assets	(54)	(12)
Increase/ (Decrease) in cash	**834**	**(277)**

Chief Executive: Gary Brace
10 August 2007

NOTE 1. This summary financial statement has been prepared in accordance with the Companies Act 1985, having regard to the Companies (Summary Financial Statement) Regulations 1995 (SI 1995 / 2092) 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.