



Cyngor Addysgu Cyffredinol Cymru
General Teaching Council for Wales

Annual Report 2008-09



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Foreword by the Chairperson



Dear colleague,

I am pleased to commend this report on the Council's 2008-09 year to you. It has again been a highly successful year for the Council but the year has not passed without its challenges.

On the regulatory side, the Register is continuing to prove its worth. In addition to the reassurance it gives to parents and the public that registered teachers adhere to high professional standards, increasing use is made by the Welsh Assembly Government and other organisations of the unique summary data it holds. For example, this year we have helped the Assembly's Statistical Directorate to developing its pilot of a Teacher Planning & Supply Model for Wales. It is a particularly pleasing to be able to assist in this because it was the Council that in 2003 first questioned the basis on which teacher numbers in Wales were being calculated.

During the year we have also introduced on-line access to relevant aspects of the register to teachers, employers and the public. It is now possible for a member of the public to check whether a person is a registered teacher or not and for teachers to check and update their details.

Our professional standards casework has continued to demand significant resources of panel member and officer time with over 20 cases of professional conduct/competence and suitability being considered by hearings and some 80 cases being considered at an earlier stage by Investigating Committees. We are pleased that the public interest has been upheld in all of this whilst always respecting the need for each case to be treated on its own merits.

We have been active in our advisory responsibilities during the year. We took the initiative to develop a position paper on future school inspection arrangements and were very pleased to see many of our points correspond with Estyn's eventual consultation proposals. As well as responding to numerous consultations on behalf of the profession, we also developed an important position paper on consistency and coherence in 14-19 provision. This argued for the introduction of professional self-regulation in Further Education in the context of the Welsh Assembly Government's Transforming Education agenda and Learning & Skills Measure.

Although during the year, over 7,000 new and experienced teachers benefitted from the various professional development funding programmes we administer on the Welsh Assembly Government's behalf, it was disappointing that for the first time, the individually focused funding programme was fully allocated by mid-year and applicants had to be turned away. I suspect that the inability of the government to supplement this budget in year will re-occur in future years as the Assembly's finances are increasingly squeezed. We shall continue to argue the case for an entitlement to all teachers to have their CPD needs met – after all, there is no greater resource for our children than a well-qualified, motivated teacher who is supported in their on-going professional learning.

On teacher professional development, we began the development of a design for the mainstream Chartered Teacher programme as well as completed the first phase of piloting. We will be well prepared to advise the Minister on how to take Chartered Teacher forward in the new operational year.

We have continued to play our part in raising the status of teaching in society by publicising the positive work of teachers through active press work.

One disappointing element of the year was the need to identify and implement 6% cuts in our 2009-10 budget. Whilst we were pleased with the Minister's decision last year to agree an increase to our registration fee, we had not intended that the fee would be capped at this level for 3 years. The only prudent way forward was to cut activity - with the consequence that the Council will have no research budget next year and will not be able to engage as proactively to advise government and other organisation on teaching issues.

Under the legislation, the Minister approves our fee. Yet the Council can only act as a truly independent body by having the capacity to raise income that allows it to carry out its statutory work of regulation and advice. Despite the economic downturn we are all facing, I hope that the Welsh Assembly Government will recognise the need to address this fundamental issue and set an appropriate fee.

Yours sincerely,

Mal Davies
Chairperson

Executive summary

Key Successes during 2008-09

The General Teaching Council for Wales, in meeting its operational objectives, highlights the following key successes during the year 2008-09:

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

- Successfully introduced online access to the Register of Qualified Teachers
- Completing analysis of time taken by newly qualified teachers to meet the Induction standard
- Maintaining high professional standards through hearing over 20 professional standards cases

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

- Developing a position paper on future school inspection arrangements and presenting it to Estyn
- Completing a position paper on consistency and coherence in 14-19 provision which argues for the introduction of professional self-regulation in Further Education
- Completing a position paper on GTCW's future role in accrediting courses of initial teacher education

To develop a culture of professional development amongst teachers

- Supporting some 3,000 teachers in the first three years of their careers, through administering funding for Induction and Early Professional Development
- Producing detailed analysis of the professional development activities undertaken by new teachers during their first three years of teaching

- Successfully completing the first phase of the Chartered Teacher Programme pilot and developing draft arrangements for a mainstream programme
- Supporting 4,100 teachers in addressing their individual professional development needs, through administering the Continuing Professional Development Funding Programme
- Increasing the reach of teachers' continuing professional development by jointly arranging six dissemination events with local education authorities and other bodies

To communicate the positive contribution of the teaching profession to society

- Extending networking opportunities across Europe
- Issuing 18 press releases to publicise the positive work of teachers

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

- Receiving a clean bill of health on the 2007-08 accounts from the Wales Audit Office
- Adopting a revised Disability Equality Scheme
- As a result of the capping of the registration fee, planning for a 6% reduction in expenditure for 2009-10

Introduction

This Annual Report of the General Teaching Council for Wales covers the operational year 1 April 2008 to 31 March 2009.

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.

During the reporting period, the membership of Council changed with one Ministerial appointment and six newly elected members taking up post on 1 September 2008. Members' names, occupations and categories of membership and periods of office 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), Kevin Pascoe (Policy and Planning Manager to June 2008) Karen Evans (Policy and Planning Manager from September 2008),



Planning the Council's activities

The Council's activities for the period from 1 April 2008 to 31 March 2009 were outlined in the Corporate Plan 2008-11 and Operational Plan 2008-09. The Council's performance against the targets and measures in the Operational Plan 2008-09 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 1,865 candidates.

In addition, the Council successfully determined 29 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 75 individuals who qualified through the employment-based route of the Graduate Teacher Programme (GTP).

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 2009, 38,879 teachers were registered, of which 1,457 were Newly Qualified Teachers (NQTs).

Web-based access to the Register for teachers, employers and the public was successfully introduced.

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 2009, the Council published its eighth Annual Statistics Digest, providing a unique insight into the balance and composition of the profession in Wales.

Information and data in regard to headteachers, 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 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.

During the reporting year, the Council concluded a total of 23 cases. The following tables provide a summary of this work.

Table 1: Cases concluded by the Council in the operational year 2008-09

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	12
Cases considered by a Professional Conduct Committee, following referral by an Investigating Committee	11



Table 2: Outcomes of Cases considered by a Professional Conduct Committee in the operational year 2008-09

Type of Disciplinary Order	Number of Cases
Prohibition	1
Suspension (without conditions)	1
Suspension (with conditions)	0
Conditional Registration	6*
Reprimand	3
Facts proved, unacceptable professional conduct but no order	0
Facts proved but not deemed to be unacceptable professional conduct	0
Facts not proved	0

*1 Conditional Registration Order imposed in 2008-09 was substituted for a Suspension Order (without conditions) in April 2009 for a failure by the registered teacher to comply with a condition of the original order.

Determining a person's suitability to be a registered teacher

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.

The Council has considered all Criminal Records Bureau 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 76 disclosures, eight applicants withdrew their applications for registration before the Council had concluded its assessment, resulting in these teachers not being registered.

The following tables provide a summary of this work.

Table 1: Applications concluded by the Council in the operational year 2008-09

Council Actions	Number of Cases
Cases concluded by an Investigating Committee or authorised officers as no further action or no case to answer	68
Cases considered by a Suitability Committee, following referral by an Investigating Committee	8

Table 2: Outcomes of cases considered by a Suitability Committee in the operational year 2008-09

Application granted or refused	Number of Cases
Granted	5
Refused	3

Table 3: Applications withdrawn by applicants in the operational year 2008-09

Applicant action	Number of Applications
Applications for registration withdrawn	8

Induction Appeals

Since September 2003, the Council has had responsibility for hearing appeals from NQTs who fail assessment against the end of Induction standard, but are dissatisfied by such a decision.

During this reporting year, the Council heard no appeals.

Key successes

- Successfully introduced online access to the Register of Qualified Teachers
- Completing analysis of time taken by newly qualified teachers to meet the Induction standard
- Maintaining high professional standards through hearing over 20 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 in providing 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. 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 has continued to work alongside the Welsh Assembly Government in pursuing its Change Plan following the recommendations from the Furlong Review of the Provision of Initial Teacher Training in Wales. The Council has responded to a number of requests for data from the Register from the Welsh Assembly Government and the Higher Education Funding Council for Wales (HEFCW). The Council has also provided data to assist the Welsh Assembly Government pilot a Teacher Planning and Supply Model for Wales.

Inspection arrangements

The Council completed the development of a policy position on the future of inspection arrangements in schools for presentation to Estyn in anticipation of consultation proposals for a new system from 2010.



The wider education workforce

Responding to Learning Pathways 14-19, and the Welsh Assembly Government's Transforming Education and Skills agenda, the Council completed its position paper on professional self-regulation in relation to teachers within the further education sector. Council agreed a strategy to build support for its position and wrote to the Deputy Minister for Skills as part of this.

Initial Teacher Education and Training courses

The Council completed a position paper on its desired role in the accreditation of initial teacher education courses. Council agreed a long-term strategy to build support for the position.

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:

- Department for Children, Schools and Families consultation on introducing provisional registration with the General Teaching Council for England for trainee teachers, unqualified teachers and instructors;
- Welsh Assembly Government consultation on revised professional standards for Higher Level Teaching Assistants in Wales;
- Welsh Assembly Government consultation on proposed changes to legislation affecting the GTCW as a result of the Safeguarding Vulnerable Groups Act 2006;
- Care Council for Wales consultation on the Children and Young People's Workforce Strategy for Wales;
- Church in Wales Education Review consultation;
- All Wales Convention consultation.

Contribute to working groups on issues of relevance to teachers

Council members were represented on the following groups:

- Foundation Phase Implementation Task & Finish Group
- Foundation Phase Workforce Training and Development Advisory Group

Council officers were represented on the following groups:

- Teacher Support Cymru Advisory Group
- Teacher Training & Education Recruitment Forum
- Teacher Education Liaison Group
- Empowering the Workforce Taskgroup
- Estyn Stakeholder Forum

- National Taskforce for People with Disabilities and ITT
- Children's workforce development group
- NGFL Cymru Reference Group
- Welsh Assembly Government Tri-level reform and School Effectiveness Framework Reference Group and Stakeholder Group
- Nuffield Review of 14-19 Advisory Group
- General Teaching Councils' Five Nations Group
- General Teaching Councils' Five Nations Continuing Professional Development Sub Group
- General Teaching Councils' Five Nations Professional Standards Sub Group
- Escalate Reference 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.

Key successes

- Developing a position paper on future school inspection arrangements and presenting it to Estyn
- Completing a position paper on consistency and coherence in 14-19 provision which argues for the introduction of professional self-regulation in Further Education
- Completing a position paper on GTCW's future role in accrediting courses of initial teacher education

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 is working to consolidate a culture of continuing professional development amongst teachers across sectors and in all parts of Wales.

This has previously involved the formulation of a clear Professional Development Framework for teachers and the acceptance of such a Framework by teachers and the launch of the Chartered Teacher Programme pilot. The Council also continues to work 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. The Council has continued to petition the Welsh Assembly Government to provide adequate funding for teachers' continuing professional development.

Establishing a Professional Development Framework

The Chartered Teacher pilot programme

Five pilot modules have been completed this year, bringing the total to eight completed modules. Two further modules are due to end in 2009. The pilot of the accreditation route to Chartered Teacher commenced in February 2008, and was completed in early March 2009.

Council secured Welsh Assembly Government agreement for a one-year extension to the pilot. Development of a design for a mainstream programme continued during the year.

Administering funding for Induction and Early Professional Development (EPD)

The year 2008-09 marked the second full year of responsibility for administering the Welsh Assembly 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 provided approximately £1.8 million, supporting around 2,000 teachers.

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 2008-09, Welsh Assembly Government funding was allocated to 4,100 teachers. However, the budget was fully expended by October 2008 and no further in-year supplementary funding was provided by the Welsh Assembly Government with the consequence that the programme was closed to new applicants. A new £3 million programme was launched from 1 April 2009.

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 2009)

Project type \ Education phase	Nursery	Primary	Secondary	Special Schools	Supply / other	Total
Professional development bursaries (including international visits)	14	1,775	1,607	94	171	3,661
Teacher research scholarship	0	6	3	1	0	10
Teacher sabbatical	0	22	7	0	0	29
Total	14	1,803	1,617	95	171	3,700

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 37. Teachers from some 171 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	164	127	4	1	297
Group Bursaries	0	75	52	0	0	127

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 six conferences in partnership with Local Education Authorities (LEAs) and other stakeholders, involving over 100 teachers.

In addition, the Council has assisted teachers to share their experiences through a range of publications, including *Teaching Wales*, and local and national press.

Key successes

- Supporting some 3,000 teachers in the first three years of their careers, through administering funding for Induction and Early Professional Development
- Producing detailed analysis of the professional development activities undertaken by new teachers during their first three years of teaching
- Successfully completing the first phase of the Chartered Teacher Programme pilot and developing draft arrangements for a mainstream programme.
- Supporting 4,100 teachers in addressing their individual professional development needs, through administering the Continuing Professional Development Funding Programme
- Increasing the reach of teachers' continuing professional development by jointly arranging six dissemination events with local education authorities and other bodies



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, encompassing 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. For the three quarters April-June 2008, July-September 2008 and January-March 2009, an advertising value equivalent of £192,698 was achieved.

Promoting teaching as a high-status profession

Promoting teaching as a career

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

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:

- Urdd National Eisteddfod
- National Eisteddfod
- ASCL Cymru conference
- ATL conference
- NUT conference
- PAT conference
- NAHT (Wales) conference
- NASUWT conference
- UCET conference
- UCET Cymru conference
- the European Network of Education Councils conference
- the European Conference on Educational Research

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 fourth Wales Education Lecture took place on 10 November 2008 and was very well received by over 240 attendees. Members of the teaching profession, Assembly officials, the Minister for Children, Education, Lifelong Learning and Skills and representatives from other stakeholder organisations very much enjoyed Baroness Shirley Williams' lecture, *Schools in the community: hubs of change*.

Developing the Council's website

The Council's website includes information about its registration, policy development, continuing professional development and professional standards work. During the year, the Council website received over 110,000 visits.

Teaching Wales journal

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

Networking

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

Additionally, members and officers have met regularly with colleagues from the other General Teaching Councils, including observing at their Council meetings.

Key successes

- Extending networking opportunities across Europe
- Issuing 18 press releases to publicise the positive work of teachers

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

The Council collected annual registration fees successfully from all eligible teachers through the financial year, totalling some 38,879 teachers. The registration fee increased to £45 for the 2009-10 registration year and this collection was successfully implemented following careful communication with teachers, unions and LEAs.

Internal control

The Council's internal auditors regularly monitor procedures to ensure efficiency and effectiveness. In total, 35 audit days were completed during the reporting period. 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. A business continuity plan was finalised and a disaster recovery situation enacted.



The Council received an unqualified audit opinion of its 2007-08 accounts from the Wales Audit Office.

Council agreed 6% savings to be implemented in the operational year 2009-10.

Planning and Policy: Review and Implementation

The Council's planning process

The Council outlined its objectives for the period 2008-11 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 2009 to 31 March 2010 was included in the Operational Plan.

The Council undertook quarterly reviews of progress against the targets and performance measures indicated in the Operational Plan 2008-09. In addition, this Annual Report provides a summary of overall progress against that plan.

Implementing and reviewing policies

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

A revised Disability Equality Scheme was developed and adopted in summer 2008.

Staff and Staff Development

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.

Council members

Support for Council members

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

- Receiving a clean bill of health on the 2007-08 accounts from the Wales Audit Office
- Adopting a revised Disability Equality Scheme
- As a result of capping the registration fee, planning for a 6% reduction in expenditure in 2009-10

Council membership

The Council has 25 members. For the operational year from 1 April 2008 to 31 March 2009, the Council members were:



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



Jacquie Turnbull, Deputy Chair
Education
and training
consultant #



Philip Bassett
Lecturer,
Dean of Teaching
and Learning, Glyndwr
University *



Frank Bonello
Tutor and Area
Development officer,
Welsh Language Teaching
Centre, Cardiff University +



Neil Butler §
Teacher,
Welshpool High School,
Powys +



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



Beth Davies ~
Headteacher,
Alltwn primary School,
Pontardawe +



Elwyn Davies
Headteacher,
Pencoed Comprehensive
School, Bridgend +



Susan Davies ~
Headteacher,
Cynffig Comprehensive
School, Bridgend *



Roberto De Benedictis ~
Teacher, Llangatwg
Comprehensive School,
Neath +



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 §
Former headteacher,
Pontrhydyfen
Primary School,
Neath Port Talbot +



Angela Jardine
Teacher,
Gabalfa Primary School,
Cardiff +



Gareth Jones ~
Former Headteacher,
Dervven Primary School,
Flintshire +



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



Hélène Mansfield
Headteacher, Croesyceiliog
Comprehensive School,
Cwmbran *



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



Jane Morris
Acting Director of
Governors Wales *



Suzanne Nantcurvis
Teacher, Ysgol
Dinas Bran, Denbighshire +



Rosamond Nelson §
Athrawes Fro in charge
of Welsh language centre,
Carmarthenshire +



Sue O'Halloran ~
Headteacher, Nottage
Primary School, Porthcawl +



Hugh Patrick
Chair of Governors
Wales *



Anne Robertson
Diocesan Director
of Education, Archdiocese
of Cardiff *



Jane Setchfield
Teacher,
Llanedeyrn High School,
Cardiff +



Cleo 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 +



Jacky Tonge
Former Chief Executive,
Powys County
Council #



Gwen Williams §
Former headteacher,
Edwardsville Infants School,
Merthyr Tydfil +

+ elected members

* members appointed following nomination

directly appointed members

~ members from 1 September 2008

§ members up to 31 August 2008

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

Member attendance at Council and its Standing Committees, 1 April 2008 – 31 March 2009

Member	Council attendance (total possible in brackets)	Standing Committee attendance (total possible in brackets)			
		Executive	Policy	Registration	Audit & Scrutiny
Phil Bassett	2 (4)		2 (4)		
Frank Bonello	1 (4)	3 (5)			
Neil Butler	2 (2)				
Tim Cox	4 (4)			4 (4)	
Beth Davies	2 (2)				2 (2)
Elwyn Davies	4 (4)			3 (4)	
Mal Davies	4 (4)	3 (5)	3 (4)		
Susan Davies	2 (2)				1 (2)
Roberto De Benedictis	2 (2)			3 (3)	
Sheila Drayton	2 (4)	1 (1)			3 (3)
Mike Edwards	3 (4)			3 (4)	
Paul Griffiths	n/a				2 (2)
Ian Guy	3 (4)	1 (5)			
Anthony Hughes	2 (2)				1 (1)
Angela Jardine	4 (4)	5 (5)			
Gareth Jones	1 (2)	2 (4)			
Goronwy Jones	0 (2)				0 (1)
Hélène Mansfield	3 (4)			2 (4)	
Valerie Merriman	2 (2)			0 (1)	
Jane Morris	3 (4)	5 (5)			
Suzanne Nantcurvis	3 (4)		2 (4)		
Rosemond Nelson	2 (2)		1 (1)		
Sue O'Halloran	2 (2)		1 (3)		
Hugh Patrick	4 (4)			4 (4)	
Anne Robertson	2 (4)		2 (4)		
Jane Setchfield	2 (4)	3 (5)			
Cleo Sollars	2 (2)		3 (3)		
Anna Spokes	1 (2)				2 (2)
Sarah Stockford	2 (2)			1 (4)	
Jacky Tonge	2 (4)		2 (4)		
Jacquie Turnbull	4 (4)	5 (5)	4 (4)		
Gwen Williams	2 (2)	1 (1)			

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. Some 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 Statements

This Financial Statement provides a summary of the accounts of the General Teaching Council for Wales for the financial year ending 31 March 2009. 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 2009, the Council reported a surplus of £103,000 (£256,000 deficit in 2007-08) and net assets of £328,000 (£218,000 as at 31 March 2008).

Tangible and intangible fixed assets acquired during the year totalled £11,000 and £37,000 respectively.

The Council's core regulatory and advisory functions were funded by teachers' annual registration fee set at £45, being a £12 increase on the previous year and increasing income by approximately £450,000. This enabled Council to plan a break even budget in 2008-09; however, the capping of the fee at that level by the Welsh Assembly Government Minister for a further two years would have resulted in an unacceptable level of forecast deficit. Consequently, Council took decisions to postpone or abandon £113,000 worth of planned activity for the following financial year 2009-10.

During the year, Council continued to administer the Assembly Government's professional development funding programme for teachers in the first three years of their careers. The Council regarded the Assembly Government's budget for this work to be insufficient but was assured by them that adequate funds would be made available to meet teachers' entitlements. Council also administered the Welsh Assembly Government individually focused professional development programme for more experienced teachers (£2.978 million). This budget was fully allocated by October 2008 and no further in-year supplementary funding was made available by the Welsh Assembly Government. Consequently the funding programme had to be closed to new applicants for the year.

Council completed the second year of a pilot of a Chartered Teacher programme in 2008-09 and secured the agreement of the Welsh Assembly

Government to extend the pilot for a further year in 2009-10, during which it is hoped that agreement and funding will be secured from the Welsh Assembly Government to mainstream it.

Other developments will be curtailed by financial constraints imposed by a fee cap, and the postponements or abandonment of activity.

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 of the General Teaching Council for Wales' statutory financial statements set out on pages 21 to 22.

Respective responsibilities of the Chief Executive and Auditor

The Chief Executive 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. I also read the other information 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 have conducted my work in accordance with Bulletin 1999/6 - 'The auditor's 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 statements are consistent with the statutory financial statements of the General Teaching Council for Wales for the year ended 31 March 2009 on which I have issued an unqualified opinion.

Jeremy Colman Auditor General for Wales

Wales Audit Office
24 Cathedral Road
Cardiff
CF11 9LJ

30 July 2009

Summary Income and Expenditure Account for the year ended 31 March 2009

	2008-09 £000	2007-08 £000
Income		
Grant from Welsh Assembly Government	9,441	10,317
Registration fees	1,735	1,277
Payments from teacher registrations for CRB disclosure checks	43	40
Release from reserves	4	77
Other income	1	-
	11,224	11,711
Expenditure		
Staff costs	1,333	1,225
Direct programme costs	470	538
CPD programme costs	2,518	3,122
Induction & EPD programme costs	6,204	6,486
Other operating costs	655	688
	11,180	12,059
(Deficit)/ Surplus on ordinary activities	44	(348)
Interest receivable	45	74
Adjustment for notional cost of capital	14	18
(Deficit)/ Surplus for the year transferred to reserves	103	(256)
Statement of retained surplus		
Retained surplus at 1 April	76	332
(Deficit)/ Surplus for the year	103	(256)
Transfers to designated reserves	160	-
Retained surplus at 31 March	339	76
Appropriations		
Reimbursement of costs - Chairperson: Mal Davies	36	35
Chief Executive's remuneration: Gary Brace	83	66
Remuneration of other senior staff	116	109

Summary Balance Sheet as at 31 March 2009

	2009 £000	2008 £000
FIXED ASSETS	117	128
CURRENT ASSETS	2,971	3,858
CREDITORS (amounts falling due within one year)	(2,643)	(3,640)
NET CURRENT ASSETS	328	218
TOTAL ASSETS	445	346
FINANCED BY		
Capital and Reserves	445	346
	445	346

Summary Cash Flow Statement for the year ended 31 March 2009

	2008-09 £000's	2007-08 £000's
Net cash inflow/ (outflow) from ordinary activities	(1,267)	1,281
Returns on Investments and Servicing of Finance		
Interest received	45	74
Capital expenditure		
Payments to acquire Fixed Assets	(48)	(109)
Increase/ (Decrease) in cash	(1,270)	1,246

Gary Brace
Chief Executive
21 July 2009

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.