The General Teaching Council for Wales

Annual Accounts
for the year ending
31 March 2009

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ANNUAL ACCOUNTS

Directors' Report

◦ History and statutory background

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

The Cabinet Office has designated the Council as a professional self-regulating body. During the year of account, the Council has been self-financing from teachers' registration fees, except for those aspects of work which are funded by means of Welsh 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.

◦ Principal objectives and activities

The principal aims of the Council are set out in the 1998 Teaching and Higher Education Act. They 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. Further details are set out in the Annual Report.

◦ Review of activities and 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 current 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 Minster 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 Welsh Assembly Government's professional development funding programme for teachers in the first three years of their careers. The Council regarded the Welsh Assembly Government's budget for this work to be insufficient but was assured by it that adequate funds would be made available to meet teachers' entitlements. Council also administered the Welsh

Assembly Government individually focussed 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.

- **Future developments**

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.

- **Payment of creditors**

Under the Late Payment of Commercial Debt (Interest) Act 1998, the Council is required to pay undisputed supplier invoices within agreed contractual terms and conditions, or within 30 days of the receipt of goods, services or a valid invoice, whichever is the later. This was achieved for 94.75% of all such invoices during 2008-09 (93.5%, in 2007-08), and no Commercial Debt Interest was paid or was due in respect of transactions in 2008-09.

- **Pension liabilities**

Please see the Remuneration Report and Note 1.10 for detail of the Council's pension liabilities.

- **Audit of Accounts**

The Auditor General for Wales is the statutory external auditor of the Council appointed under the Teaching and Higher Education Act 1998.

RSM Bentley Jennison were the Council's appointed internal auditors for the year of account.

- **Disclosure of Audit Information**

As far as the Chief Executive is aware there is no relevant audit information of which the Council's auditors are unaware. It is confirmed that all the steps that should be taken to make the Chief Executive aware of any relevant audit information and to establish that the Council's auditors are aware of any such information have been taken.

- **Council membership and responsibilities**

The Council currently has 25 members. One vacancy in the category of appointed members following nomination was filled on 1 September 2008 to bring the Council to its full complement. During the course of the next operational year, it is anticipated that Welsh Ministers will seek nominations for appointment (nine members) and direct

appointments (four members) to take up membership of the Council commencing on 1 September 2010.

For the operational year 1 April 2008 to 31 March 2009, the Council members were:

Mal Davies	(Chairperson) Headteacher, Willows High School, Cardiff
Jacquie Turnbull	(Deputy Chairperson) 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 (to 30 August 2008)
Tim Cox	Teacher, Bryn Hafren Comprehensive School, Vale of Glamorgan
Beth Davies	Headteacher, Alltwen Primary School, Pontardawe (from 1 September 2008)
Elwyn Davies	Headteacher, Pencoed Comprehensive School, Bridgend
Susan Davies	Headteacher, Cynffig Comprehensive School, Bridgend (from 18 August 2008)
Roberto De Benedictis	Teacher, Llangatwg Comprehensive School, Neath (from 1 September 2008)
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 (to 30 August 2008)
Angela Jardine	Teacher, Gabalfa Primary School, Cardiff
Gareth Jones	Former Headteacher, Derwen Primary School, Flintshire (from 1 September 2008)
Goronwy Jones	Headteacher, Baden Powell Primary School, Cardiff (to 30 August 2008)
Hélène Mansfield	Headteacher, Croesyceiliog Comprehensive School, Cwmbran
Valerie Merriman	Teacher, Abergwynfi Infant School, Neath Port Talbot (to 30 August 2008)
Jane Morris	Acting Director of Governors Wales
Suzanne Nantcurvis	Teacher, Ysgol Dinas Brân, Denbighshire
Rosemond Nelson	Athrawes Fro with responsibility for a Welsh Language Centre, Carmarthenshire (to 30 August 2008)

Sue O'Halloran	Headteacher, Nottage Primary School, Porthcawl (from 1 September 2008)
Hugh Pattrick	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 (from 1 September 2008)
Anna Spokes	Teacher, Archbishop Rowan Williams Primary School, Caldicot (from 1 September 2008)
Sarah Stockford	Teacher, Ysgol y Foryd, Conwy LEA
Jacky Tonge	Former Chief Executive, Powys County Council
Gwen Williams	Former Headteacher, Edwardsville Infants School, Merthyr Tydfil (to 30 August 2008)

Council Members of the Council are expected to bring independent judgement to bear on the Council's strategy, performance and accountability. Members must act corporately in the interests of the Council which in turn acts in the wider interests of teachers, pupils and the public rather than in the interests of a particular constituency.

Members have corporate responsibility for ensuring that the Council complies with any statutory or administrative requirements for the use of public funds and its income from registration fees.

In fulfilling these corporate responsibilities, Council members must:

- ensure that high standards of administration and decision making are observed at all times;
- establish the overall strategic direction of the Council by means of oversight of the production of the Corporate Plan;
- oversee the delivery of planned results by monitoring performance against agreed strategic objectives and targets;
- formulate a strategy for the security of personal information held so as to comply with the Council's statutory responsibilities;
- ensure that the Council does not exceed its powers or functions, whether defined in statute or otherwise, or through any limitations on incurring expenditure set out in any Financial Memorandum. Members are normally advised on these matters by the Council's Chief Executive and its legal advisers;
- respect the collective decisions and policies of Council in the public arena. Members espouse the principle of collegiality and recognise that decisions with which they disagree have been made by a majority of the Council.

- **Council members' other interests**

The Council maintains a Register of Interests which is held at the Council's offices and is available for inspection by the public on request.

- **Charitable donations**

During the year, the Council made no charitable donations.

Management Commentary

Full detail of the Council's achievement of objectives in 2008-09 is given in the published Annual Report. A summary of those achievements follows:

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 twenty 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 an unqualified audit opinion on the 2007-08 accounts from the Wales Audit Office

- Adopting a revised Disability and Equality scheme

- As a result of the capping of the registration fee, planning for a 6% reduction in expenditure for 2009-10

◦ Risks and uncertainties

The Council maintains a Risk Register of all identified risks which is reviewed on a quarterly basis, and reported to the Audit & Scrutiny Committee. The Council's risk management process has been assessed by internal audit providing substantial assurance in support of its management and control of risk.

Risks are identified in accordance with the corporate objectives, with key risks including:

- The reputational and operational risk that the Council is unable to complete its statutory duty to maintain and develop the Register of qualified teachers in Wales, including the completion of checks to confirm the suitability of applicants for registration;

- The reputational and legal risk that the Council fails to implement properly its open and fair system in the exercising of its professional standards responsibilities;

- The financial risk that the Minister does not agree a recommended registration fee or fixes it for a set period other than that proposed; and

- The operational and financial risk that the Council fails to provide efficient, effective and robust finance, personnel and administrative systems supporting the delivery of its objectives.

Controls have been identified in response to these key risks, and to all other identified risks, with details of the relevant actions which are taken to control or mitigate against the risk. All risks are subject to regular review.

◦ Employment Policy

The Council adopts an equal opportunities approach to the recruitment, development and promotion of staff. Full and fair consideration is given to applications for employment from disabled people where they have the appropriate skills and abilities to perform the job. Employees are consulted and kept informed of matters which affect them, by means of staff forums, written communication, informal discussions and, where appropriate, information meetings.

- **Sickness absence**

The Council monitors sickness absence on an ongoing basis, reviewing both cumulative and long-term absences. In 2008-09, employees reported a total of 179 days sickness absence (89 days, 2007-08), of which 42% was in respect of long-term sickness (0%, 2007-08). Absence due to sickness is low, reporting an average of 5.1 days per employee (2.8 days in 2007-08), compared with the public sector average (9.8 days per employee) or the average reported by smaller organisations (6.1 days).

- **Personal data related incidents**

Within the financial year, there have been no personal data loss incidents to report.

Remuneration Report

The Remuneration Report details remuneration practices in respect of Council members and senior staff:

- **Service contracts**

Staff appointments are made in accordance with the Council's Recruitment and selection policy, which requires appointments to be on merit on the basis of fair and open competition but also include the circumstances when appointments may otherwise be made.

The senior staff covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

- **Members' remuneration**

The Chairperson and Deputy Chairperson are the only members of Council who may be remunerated. Neither member is entitled to membership of the Council's pension scheme. During the year, Mr Mal Davies continued as Chairperson of the Council. As a serving headteacher, this appointment is treated as a secondment and a proportion of his salary is reimbursed to his employer. Mr Davies receives no remuneration directly nor any benefits-in-kind.

All other Council members are paid for their expenses, including the reimbursement of costs incurred in travelling to meetings and also payment of supply cover or equivalent costs, as appropriate. This expenditure is reported as Members' costs at Note 4 (Direct programme costs).

	2008-09 £000's	**2007-08 £000's**
Reimbursement of costs to employer - Chairperson: Mr Mal Davies	36	35
Remuneration of Deputy Chairperson: Mrs Jacquie Turnbull	8	9

- **Senior staff remuneration**

The salary, pension entitlements and the value of any taxable benefits in kind of the most senior officers of the Council were, as follows:

	Salary, 2008-09 £000's	Salary, 2007-08 £000's	Real increase in pension and related lump sum at age 60, £000's	Accrued pension at age 60 at 31/03/09 and related lump sum, £000's	CETV[1] at 31/03/08* £000's	CETV at 31/03/09 £000's	Real increase in CETV £000's
G Brace Chief Executive	80-85	65-70	0-2.5 plus -2.5 - 0 lump sum	25-30 plus 65-70 lump sum	539	588	11
H Llewellyn Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards)	60-65	55-60	0-2.5 plus 0-2.5 lump sum	10-15 plus 30-35 lump sum	136	154	7
J Evans Deputy Chief Executive (Finance, Personnel and Corporate Services)	50-55	50-55	0-2.5 plus 0-2.5 lump sum	15-20 plus 45-50 lump sum	243	264	3

[1] CETV: Cash Equivalent Transfer Values

*The figure may be different from the closing figure in last year's accounts. This is due to the CETV factors being updated to comply with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008

- **Salary**

'Salary' includes gross salary; performance pay or bonuses; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation. This report is based on payments made by the Council and thus recorded in these accounts.

With the exception of the Chief Executive, all staff salaries are based on the Welsh Assembly Government salary scales. The Chief Executive's remuneration is subject to review on an annual basis, based on performance as determined by the Remuneration Committee. The Remuneration Committee is a sub-committee appointed by the Executive Committee, and consists of the Chairperson of the Council and two other members. In 2008-09 the Chief Executive's remuneration included payment of annual salary for the year, and salary arrears and non-consolidated bonus payment in respect of 2006-07 and 2007-08.

- **Benefits in kind**

The monetary value of benefits in kind covers any benefits provided by the Council and treated by HM Revenue and Customs as a taxable emolument. No benefits in kind were paid during the year.

- **Civil Service Pensions**

Pension benefits are provided through the Civil Service Pension (CSP) arrangements. From 30 July 2007, civil servants may be in one of four defined benefit schemes: either a "final salary" scheme (**classic**, **premium** and **classic plus**); or a "whole career" scheme (**nuvos**). These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under **classic**, **premium**, **classic plus** and **nuvos** are increased annually in line with changes in the Retail Prices Index. Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a good quality "money purchase" stakeholder pension with a significant employer contribution (**partnership** pension account).

Employee contributions are set at the rate of 1.5% of pensionable earnings for **classic** and 3.5% for **premium**, **classic plus** and **nuvos**. Benefits in **classic** accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For **premium**, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike **classic**, there is no automatic lump sum. **Classic plus** is essentially a hybrid with benefits in respect of service before 1 October 2002 calculated broadly as per **classic** and benefits for service from October 2002 calculated as in **premium**. In **nuvos** a member builds up a pension based on his pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and the accrued pension is uprated in line with RPI. In all cases members may opt to give up (commute) pension for lump sum up to the limits set by the Finance Act 2004.

The **partnership** pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of three providers. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of **classic**, **premium** and **classic plus** and 65 for members of **nuvos**.

Further details about the Civil Service pension arrangements can be found at the website www.civilservice-pensions.gov.uk.

- **Cash Equivalent Transfer Values**

A Cash Equivalent Transfer Value (CETV) is the actuarially-assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension

scheme, not just their service in a senior capacity to which disclosure applies. The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Civil Service Pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

- **Real increase in CETV**

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

- **Compensation for loss of office**

No compensation payments for loss of office were made in the year.

Gary Brace
Chief Executive
21 July 2009

Statement of the Council's and Chief Executive's responsibilities

Under Paragraph 14 of Schedule 1 to the Teaching & Higher Education Act 1998, the Council is required to prepare a statement of accounts for each financial year in the form and on the basis determined by the Welsh Assembly Government, with the consent of the Treasury. The accounts are prepared on an accruals basis and must give a true and fair view of the Council's state of affairs at the year-end and of its income and expenditure and cash flows for the financial year.

In preparing the accounts, the Council is required to:

- Observe the Accounts Direction issued by the Welsh Assembly Government, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;

- Make judgements and estimates on a reasonable basis;

- State whether applicable accounting standards have been followed, and disclose and explain any material departures in the financial statements; and

- Prepare the financial statements on a going concern basis, unless it is inappropriate to assume the Council will continue in operation.

The responsibilities of the Chief Executive, including responsibility for the propriety and regularity of the public finances for which the Chief Executive is answerable, for keeping proper records and for safeguarding the Council's assets, are set out in "Managing Public Money".

Statement on Internal Control

Scope of responsibility

As Chief Executive of the General Teaching Council for Wales for the year ending 31 March 2009, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Council's policies, aims and objectives, whilst safeguarding the public funds and Council assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money.

Accountability arrangements include oversight of the review of quarterly performance by the Council's Executive Committee. The report is shared with officials of the Welsh Assembly Government in respect of activities that are publicly funded. In addition, six-weekly review meetings are held with officials of the Welsh Assembly Government.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Council's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Council for the year ended 31 March 2009 and up to the date of approval of the annual report and accounts, and accords with Treasury guidance.

Capacity to handle risk

A Risk Management Strategy is in place. As Chief Executive, I hold ultimate responsibility, supported by my two operational senior managers to ensure that the Council's capacity to handle risk is adequate. This includes a quarterly review of the Risk Register by the Management Team to confirm that it continues to be relevant to our business. Internal auditors have assessed the Council as being a "risk defined" organisation in terms of its risk maturity. Council's risk profile includes mainly operational and financial risks.

The risk and control framework

The risk and control framework includes maintenance of a Risk Register which is reviewed quarterly by senior officers, and at meetings of the Audit & Scrutiny Committee. The Audit & Scrutiny Committee has a remit to oversee the Council's Risk Management policy. The Risk Register details all key threats to achieving the corporate objectives agreed in the Corporate and Operational Plans. Each key risk is given a score based on its potential impact on the business of the Council and its likelihood of occurring. The management strategy involves accepting, reducing or transferring risks in response. Specific actions required are identified, allocated to a senior manager and actioned by set deadlines. Following internal audit recommendation the Risk Register now includes an evaluation of the level of "residual risk" after the application of the control. Progress is reported and new risks and

controls identified during the regular review by the Senior Management team. The Risk Register is also taken to Council for consideration once during every financial year.

Financial risks are controlled by a detailed “Finance Manual” setting out procedures and specifying responsibilities and levels of delegation.

The Business Continuity plan addressing the key risks related to buildings and to information systems was subject to a scenario test by the Disaster Recovery Team during the year. This will be repeated annually.

Council is a data-rich organisation in respect of teachers. Data is contained within the Council’s databases but shared with individual teachers and employers from time to time for specific purposes. Concerns about security of data about individuals in other public sector organisations during the year resulted in a tightening of the Council’s existing arrangements regarding exchange of data with schools, LEAs and teachers. This included:

- teachers’ information shared with LEAs sent by password-protected email files rather than by post on disc;
- termly CPD reports to LEAs now exclude identifying teacher details;
- secure electronic system for sharing teacher Induction details with LEAs;
- registration application identity information e.g. passports, driving licences returned by special delivery.

During the course of the operational year, information security was strengthened via introduction of the weekly collection of back-up tapes by a third party for off-site storage. Internal audit conducted a review in this area during the year.

Review of effectiveness

As Chief Executive of the Council for the year ending 31 March 2009, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by:

- the work of the internal auditors, summarised in their regular reports and their annual report which includes an independent opinion on the adequacy and effectiveness of the Council’s system of internal control together with recommendations for improvement;
- the executive managers within the Council who have responsibility for the development and maintenance of the internal control framework, and
- comments made by the external auditors in their management letter and other reports.

I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Council and the Audit & Scrutiny Committee, and a plan to address weaknesses and ensure continuous improvement of the system is in place.

In particular, the Council's Standing Orders are reviewed as and when required, with any revision submitted to the Council for approval. Similarly, the Finance Manual is reviewed on an ongoing basis, and any amendments overseen by the Audit & Scrutiny Committee.

Significant internal control problems

The Council has identified no significant internal control problems during the year.

Gary Brace
Chief Executive
21 July 2009

THE CERTIFICATE OF THE AUDITOR GENERAL FOR WALES TO THE NATIONAL ASSEMBLY FOR WALES

I certify that I have audited the financial statements of the General Teaching Council for Wales for the year ended 31 March 2009 under Paragraph 14 of Schedule 1 to the Teaching and Higher Education Act 1998. These comprise the Income and Expenditure Account, the Statement of Recognised Gains and Losses, the Balance Sheet, the Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that Report as having been audited.

Respective responsibilities of the Chief Executive and the Auditor

The Chief Executive is responsible for preparing the Annual Report, Remuneration Report, and the Financial Statements in accordance with the Teaching and Higher Education Act 1998 and Welsh Ministers' Directions made thereunder and for ensuring the regularity of financial transactions. These responsibilities are set out in the Statement of the Council's and Chief Executive's Responsibilities.

My responsibility is to audit the financial statements and the part of the Remuneration Report to be audited in accordance with relevant legal and regulatory requirements, and with International Standards on Auditing (UK and Ireland).

I report to you my opinion as to whether the financial statements give a true and fair view and whether the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with the Teaching and Higher Education Act 1998 and Welsh Ministers' directions made thereunder. I report to you whether, in my opinion, the information which comprises the Directors' Report, Management Commentary and Remuneration Report, given in the Annual Report, is consistent with the financial statements. I also report whether in all material respects the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them

In addition, I report to you if, in my opinion the General Teaching Council for Wales has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by HM Treasury regarding remuneration and other transactions is not disclosed.

I review whether the Statement on Internal Control on pages 14 to 16 reflects the General Teaching Council for Wales' compliance with HM Treasury's guidance, and I report if it does not. I am not required to consider whether this Statement covers all risks and controls, or to form an opinion on the effectiveness of the General Teaching Council for Wales' corporate governance procedures or its risk and control procedures.

I read the other information contained in the Annual Report and consider whether it is consistent with the audited financial statements. This information comprises the Directors' Report, the unaudited part of the Remuneration Report and the Management Commentary. I consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the financial statements. My responsibilities do not extend to any other information.

Basis of audit opinion

I conducted my audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. My audit includes examination, on a test basis, of evidence relevant to the amounts, disclosures and regularity of financial transactions included in the financial statements and the part of the Remuneration Report to be audited. It also includes an assessment of the significant estimates and judgments made by the Council and Chief Executive in the preparation of the financial statements, and of whether the accounting policies are most appropriate to the General Teaching Council for Wales' circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements and the part of the Remuneration Report to be audited are free from material misstatement, whether caused by fraud or error and that in all material respects the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements and the part of the Remuneration Report to be audited.

Opinions

In my opinion:

- the financial statements give a true and fair view, in accordance with the Teaching and Higher Education Act 1998 and directions made thereunder by Welsh Ministers, of the state of the General Teaching Council for Wales' affairs as at 31 March 2009 and of its surplus, recognised gains and losses and cash flows for the year then ended;

- the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with the Teaching and Higher Education Act 1998 and Welsh Ministers' Directions issued thereunder; and

- information which comprises the Directors' Report, Management Commentary and Remuneration Report, given within the Annual Report, is consistent with the financial statements.

Audit Opinion on Regularity

- In my opinion, in all material respects the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

I have no observations to make on these financial statements.

Jeremy Colman
Auditor General for Wales
30th July 2009

Wales Audit Office
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Cardiff
CF11 9LJ

Income and Expenditure Account
for the year ending 31 March 2009

	Note	2008-09 £000's	2007-08 £000's
INCOME			
Grant from Welsh Assembly Government	2	9,441	10,317
Registration fees		1,735	1,277
Income from teacher registrations for CRB disclosure checks		43	40
Release from Government Grant Reserve	13	4	6
Release from Election Reserve	14	-	56
Release from Professional Standards Reserve	14	-	15
Other income		1	-
Total income		**11,224**	**11,711**
EXPENDITURE			
Staff costs	3	1,333	1,225
Direct programme costs	4	470	538
CPD programme costs	5	2,518	3,122
Induction & EPD programme costs	6	6,204	6,486
Other operating costs	7	582	611
Depreciation	9	39	47
Amortisation	10	20	12
Notional cost of capital		14	18
Total expenditure		**11,180**	**12,059**
(Deficit)/ Surplus on ordinary activities		**44**	**(348)**
Interest receivable	8	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 from/ (to) designated reserves		160	-
Retained surplus at 31 March		**339**	**76**

The notes on pages 23 to 35 form part of these Accounts.

Statement of Total Recognised Gains and Losses
for the year ending 31 March 2009

	2008-09 £000's	2007-08 £000's
(Deficit)/ Surplus for the year	103	(256)
Movement in Government Grant Reserve	(4)	(6)
Total Recognised Gains and Losses relating to the period	**99**	**(262)**

All activities are continuing.
The notes on pages 23 to 35 form part of these Accounts.

Balance Sheet
as at 31 March 2009

	Note	31 March 2009 £000's	31 March 2009 £000's	31 March 2008 £000's
FIXED ASSETS				
Tangible Fixed Assets	9	64		
Intangible Fixed Assets	10	53	117	128
CURRENT ASSETS				
Debtors and Prepayments	11	1,125		742
Cash at Bank and in Hand		1,846	2,971	3,116
				3,858
CURRENT LIABILITIES				
Creditors: Amounts falling due within one year	12		(2,643)	(3,640)
Net current assets			**328**	**218**
Total assets			**445**	**346**
FINANCED BY:				
CAPITAL AND RESERVES				
Government Grant Reserve	13		7	11
Election reserve	14		39	19
Professional standards reserve	14		30	10
Capital reserve	14		30	230
Income and Expenditure Account			339	76
Total capital and reserves			**445**	**346**

Gary Brace
Chief Executive
21 July 2009

The notes on pages 23 to 35 form part of these Accounts.

Cash Flow Statement
for the year ending 31 March 2009

	Note	2008-09 £000's	2007-08 £000's
Net cash inflow/ (outflow) from ordinary activities	15	(1,267)	1,281
Returns on Investments and Servicing of Finance			
Interest received	8	45	74
Capital expenditure			
Payments to acquire Tangible Fixed Assets	9	(11)	(63)
Payments to acquire Intangible Fixed Assets	10	(37)	(46)
Increase/ (Decrease) in cash		**(1,270)**	**1,246**

The notes on pages 23 to 35 form part of these Accounts.

Notes to the accounts

1. Accounting policies

1.1 Accounting Convention

These accounts are prepared on a going concern basis applying the historic cost convention. Without limiting the information given, they meet the accounting and disclosure requirements of the Accounting Standards issued or adopted by the Accounting Standards Board, so far as those requirements are appropriate. The accounts comply with the Accounts Direction issued by the Welsh Assembly Government.

1.2 Registration fee income

The annual registration year runs from 1 April to the following 31 March with the fee becoming due on 1 April every year. The fee is required to be paid in full regardless of the date a teacher actually registers with the Council – there is no reduction for part year registration.

Fee income was credited to the Income and Expenditure on an accruals basis, with any fees received in advance for the 2009-10 financial year being treated as pre-paid income and posted to the Balance Sheet as a liability.

1.3 Continuing Professional Development (CPD) expenditure

CPD expenditure is recognised on the basis of activity completed during the year for which a claim has been received by a specified date. Where CPD support has been offered but no claim received by that date, these amounts are recorded as commitments.

1.4 Induction & Early Professional Development (EPD) expenditure

Induction & EPD programme expenditure is recognised on the basis of the academic term in which the training activity was completed. Grant expenditure and income due in respect of the Spring term is included within Accruals (grant expenditure due to schools) and Debtors (grant due from the Welsh Assembly Government) depending on the timing of payment and receipt of relevant grants.

1.5 Tangible Fixed Assets

Tangible fixed assets are defined as any single piece of equipment, costing more than £1,000 (inclusive of VAT) that has an estimated economic/ operational life of more than one year. Where it is more usual to treat individual components as a group, these are treated as assets so long as their collective value exceeds the capitalisation threshold.

Tangible fixed assets have been valued at historic cost at the year-end as, in the opinion of the Council, any revaluation adjustments are not material.

1.6 Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less any estimated residual value of each asset, evenly over their expected useful lives as follows:

- All electrical equipment, including computers and office equipment, is depreciated on a straight-line basis over three years; and

- Furniture and fixtures and fittings are depreciated on a straight-line basis over five years.

In all cases, depreciation will commence from the month following purchase.

1.7 Intangible Fixed Assets

Software development work and licences costing more than £1,000 (inclusive of VAT) and with an estimated economic/ operational life of more than one year are capitalised.

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset over its expected useful life:

- Database development work is amortised on a straight line basis over three years; and

- Software licences are amortised on a straight line basis over three years.

In both cases, amortisation will commence from the month following purchase.

1.8 Government Grants

The Council receives grant income from the Welsh Assembly Government for the administration of the CPD funding programme, the Induction and EPD funding programme, in support of the award of Qualified Teacher Status, the administration of Induction Appeals and also for the funding of Newly Qualified Teacher CRB disclosure checks. During the period of the Chartered Teacher pilot project, the Welsh Assembly Government is also the main funder of the pilot project, specifically supporting the costs of the taught programme route and administration costs. Grants received are credited to the Income and Expenditure Account in the year they are received (on an accruals basis), with any unspent balance credited to deferred income at the year-end.

Of the total funding received from the Welsh Assembly Government, grant income used for capital expenditure is credited to the Government Grant Reserve. Relevant transfers from that reserve, equivalent to the annual depreciation charge on assets acquired with grant funding, are made to the Income and Expenditure Account as the capital assets are utilised.

1.9 Stock

The Council holds stocks of publications. These have no net realisable value and as a result all related expenditure during the year is charged to the Income and Expenditure Account.

1.10 Pension costs

Past and present employees are covered by the provisions of the Civil Service Pension Schemes which are described within the Remuneration Report and Note 3. The defined benefit elements of the schemes are unfunded and are non-contributory except in respect of dependents' benefits. The Council recognises the expected costs of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the Principal Civil Service Pension Schemes (PCSPS) of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS. In respect of the defined contribution elements of the schemes, the Council recognises the contributions payable for the year.

1.11 Value Added Tax (VAT)

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

1.12 Cost of Capital

A notional charge, calculated in line with Treasury guidance as 3.5% (3.5% in 2007-08) of the average capital employed between 1 April 2008 and 31 March 2009, is included as an operating cost within the Income and Expenditure Account.

1.13 Operating Leases

Expenditure on leases of property is charged to the Income and Expenditure Account on the basis of costs incurred in the year. Operating lease rentals of equipment are charged to the Income and Expenditure Account in equal amounts over the term of the lease.

1.14 Prepayments

The Council has adopted a de minimis threshold of £1,200 (£100 monthly equivalent charge) for the recognition of prepayments.

1.15 Designated reserves

The Council has determined that it may establish designated funds for specific future purposes. Detail of current designated reserves is given at Note 14 to these Accounts.

2. Welsh Assembly Government funding

Grant	2008-09 £000's	2007-08 £000's
Amount received from the Welsh Assembly Government	8,423	9,233
Grant carried over from previous year	-	446
Grant due in respect of Induction & EPD/ CPD programme	1,018	638
Grant credited to Income and Expenditure Account	**9,441**	**10,317**

3. Staff numbers and related costs

3.1 Staff costs

	Others	2008-09 Permanently employed staff	**TOTAL**	2007-08
	£000's	£000's	**£000's**	£000's
Salaries and Wages	44	1,015	**1,059**	977
Social Security Costs	-	75	**75**	69
Pension Costs	-	199	**199**	179
Total	**44**	**1,289**	**1,333**	**1,225**

The Principal Civil Service Pension Scheme (PCSPS) is an unfunded multi-employer defined benefit scheme but the Council is unable to identify its share of the underlying assets and liabilities. The scheme Actuary valued the scheme as at 31 March 2007. You can find details in the resource accounts of the Cabinet Office: Civil Superannuation (www.civilservice-pensions.gov.uk).

For 2008-09, employer's contributions of £198,680 were payable to the PCSPS (2007-08, £178,723) at one of four rates in the range 17.1% to 25.5% of pensionable pay, based on salary bands. The scheme's Actuary reviews employer contributions every four years following a full scheme valuation. From 2009-10, the rates will be in the range 16.7% to 24.3%. The contribution rates are set to meet the cost of the benefits accruing during 2008-09 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. No Council employees took up this option, and therefore no employer's contributions were made.

There were no retirements on the grounds of ill-health.

3.2 Average number of persons employed

The Council employed 35.1 full-time equivalent staff during the financial year ending 31 March 2009, as follows:

	Others	2008-09 Permanently employed staff	**TOTAL**	2007-08 TOTAL
Objective 1: to raise the status of teaching by maintaining and promoting the highest standard of professional conduct and practice	0.3	11.7	**12.0**	11.1
Objective 2: to provide an independent, representative and authoritative voice for the profession on teaching issues	-	1.0	**1.0**	1.0
Objective 3: to develop a culture of professional development amongst teachers	0.9	12.3	**13.2**	12.3
Objective 4: to communicate the positive contribution of the teaching profession to society	-	1.9	**1.9**	1.8
Objective 5: to provide efficient, effective and robust finance, personnel and administrative systems that support the delivery of the Council's objectives	0.7	6.3	**7.0**	6.0
TOTAL	**1.9**	**33.2**	**35.1**	32.2

Detail of salary and pension entitlements of Council members and senior staff is given in the Remuneration Report at page 9.

4. <u>Direct programme costs</u>

	2008-09 £000's	2007-08 £000's
Members' costs	58	43
Database maintenance and development	9	14
Legal fees	214	266
Criminal Records Bureau disclosure checks	98	96
Translation costs	10	10
Printing, postage and promotional costs	81	109
Total	**470**	**538**

Direct programme costs include expenditure incurred specifically in completion of the Council's core activities.

5. Continuing Professional Development (CPD) programme costs

	2008-09 £000's	2007-08 £000's
Administration	95	121
Dissemination	48	131
Professional development bursaries	1,792	1,926
Action research project	15	115
Teacher sabbaticals	125	125
Professional networks	153	114
Group bursaries	70	467
Chartered Teacher pilot costs	220	123
Total	**2,518**	**3,122**

CPD programme costs include the expenditure in respect of the CPD grant scheme, dissemination costs, administration costs and expenditure relating to the pilot of the Chartered Teacher project.

6. Induction & Early Professional Development (EPD) programme costs

	2008-09 £000's	2007-08 £000's
Administration	76	62
Induction grant expenditure	4,369	4,654
EPD Year 1 grant expenditure	893	990
EPD Year 2 grant expenditure	866	780
Total	**6,204**	**6,486**

Expenditure includes programme costs, being grants supporting teachers in the first three years of their careers, and the administration costs of running the programme.

7. Other operating costs

	2008-09 £000's	2007-08 £000's
Officers' expenses	58	71
Training and recruitment	27	25
Rent and rates	81	76
Service charge and utilities	27	25
Professional fees	51	72
Insurance	22	24
Printing & stationery	68	64
Postage	80	87
Computer costs	18	20
Venue hire	77	58
Audit fees	14	13
Other audit services	4	2
Maintenance	5	5
Other costs	50	69
Total	**582**	**611**

8. Interest Receivable

Interest of £45,000 (2007-08: £74,000) was received during the period in respect of the Council's deposit account, including an accrual of £2,000.

9. Tangible Fixed Assets

	Office equipment £000's	Computer equipment £000's	Furniture and fittings £000's	Total £000's
Cost or valuation				
As at 1 April 2008	89	316	170	575
Additions	-	10	1	11
Disposals	-	-	-	-
As at 31 March 2009	**89**	**326**	**171**	**586**
Depreciation				
As at 1 April 2008	84	250	149	483
Charge for year	4	29	6	39
As at 31 March 2009	**88**	**279**	**155**	**522**
Net Book Value as at 31 March 2009	**1**	**47**	**16**	**64**
Net Book Value as at 1 April 2008	5	66	21	92

10. Intangible Fixed Assets

	Database developments £000's	Software licences £000's	Total £000's
Cost or valuation			
As at 1 April 2008	46	2	48
Additions	37	-	37
Disposals	-	-	-
As at 31 March 2009	**83**	**2**	**85**
Amortisation			
As at 1 April 2008	11	1	12
Charge for year	20	-	20
As at 31 March 2009	**31**	**1**	**32**
Net Book Value as at 31 March 2009	**52**	**1**	**53**
Net Book Value as at 1 April 2008	35	1	36

11. Debtors and Prepayments

	31 March 2009 £000's	31 March 2008 £000's
Amounts falling due within one year		
Debtors	1,025	643
Prepayments	100	99
Total	**1,125**	**742**

The increase in debtors compared with the previous year reflects the different timing of draw down and receipt of grant from the Welsh Assembly Government.

12. Creditors

	31 March 2009 £000's	31 March 2008 £000's
Amounts falling due within one year		
Registration fees prepaid	308	270
Other creditors	688	1,355
PAYE	14	14
National Insurance	11	10
Pension creditor	19	18
Accruals	1,603	1,973
Total	**2,643**	**3,640**

In addition to the creditors shown above, the Council had outstanding year-end commitments totalling £10,321 (2007-08: £33,066). These commitments represented CPD grant funds that had been allocated to teachers but for which the Council had not received claims as at the year-end. Any future payments of these claims will be made from 2009-10 CPD grant funding.

The decrease compared with the previous year reflects the earlier phasing and reduced budget available for CPD programme expenditure (other creditors), and a reduction in claims for Induction funding (accruals).

13. Reconciliation of movements on Government Grant Reserve

	31 March 2009 £000's	31 March 2008 £000's
At 1 April	11	17
Grant received during the year	-	-
Released to I&E Account during year	(4)	(6)
At 31 March	**7**	**11**

14. Designated reserves

In accordance with Council's financial strategy, the following designated reserves have been established in year:

Election reserve To spread the cost of the election of teacher members to Council over the four-year period between elections. Council approved this reserve in 2003-04 when a level of £50,000 was agreed, subsequently revised to £100,000. Following the election in 2008, the Council is working to specify a new reserve level and to accumulate that balance prior to the next election.

Professional standards reserve To minimise the effect of fluctuation in the volume of referred cases on the Council's fee-setting calculation, and to provide for the costs of any legal challenge above and beyond those costs covered by Professional Indemnity Insurance. The establishment of this reserve was agreed by Council during

2005-06 when a balance of £75,000 was set. The Council has continued to restore that balance.

Capital reserve This reserve was approved by Council in July 2006 with a view to developing over a future period, a balance of £350,000 in support of the Council's future plans to purchase office accommodation. During the year the Executive Committee agreed to transfer £200,000 from the Capital reserve to the General reserve to restore that reserve to a reasonable operational balance.

	Election	Professional Standards	Capital	**TOTAL**
	£000's	£000's	£000's	**£000's**
Balance as at 31 March 2008	19	10	230	**259**
Release from reserves	-	-	(200)	(200)
Addition to reserves	20	20	-	40
Balance as at 31 March 2009	**39**	**30**	**30**	**99**

15. <u>Notes to the Cash Flow Statement</u>

Reconciliation of surplus on ordinary activities to net cash inflow from ordinary activities

	2008-09 £000's	2007-08 £000's
(Deficit)/ Surplus on ordinary activities	44	(348)
Adjustment for notional cost of capital	14	18
Depreciation	39	47
Amortisation	20	12
Increase/ (Decrease) in creditors	(997)	716
(Increase)/ Decrease in debtors	(383)	913
Release of Government Grant Reserve	(4)	(6)
Release of Election Reserve	-	(56)
Release of Professional Standards Reserve	-	(15)
Net cash inflow/ (outflow) from ordinary activities	**(1,267)**	**1,281**

(b) Analyses of changes in net funds during the period

	2009 £000's	2008 £000's
Net funds as at 1 April	3,116	1,870
Net cash inflow/ (outflow)	(1,270)	1,246
Net funds at 31 March	**1,846**	**3,116**

16. Capital Commitments

At 31 March 2009 the Council had no capital commitments (2007-08: £11,280).

17. Reconciliation of Movement in Taxpayers' Equity

	Balance as at 1 April 2008 £000's	Surplus/ (deficit) for the year £000's	Net transfer to/ (from) reserves £000's	**Balance as at 31 March 2009 £000's**
Deferred Government Grant reserve	11	-	(4)	**7**
Election reserve	19	-	20	**39**
Professional standards reserve	10	-	20	**30**
Capital reserve	230	-	(200)	**30**
Income and Expenditure Account	76	103	160	**339**
Total	**346**	**103**	**(4)**	**445**

18. Operating leases

	31 March 2009 £000's	31 March 2008 £000's
Amounts charged to Income and Expenditure Account for operating lease payments	94	93
	94	**93**
Annual commitment on building leases expiring:		
Within one year	-	-
Within two to five years	94	94
After more than five years	-	-
Total	**94**	**94**

19. Derivatives and other Financial Instruments

Prior to 1 April 2004, the Council's activities were supported from grant-in-aid funding from the National Assembly for Wales. From 1 April 2004, the Council's core functions have been funded from fee income from teachers' registration, and other activities completed on behalf of the Welsh Assembly Government are funded by grant. Fee income is received annually in advance and grant funding is drawn down on a monthly basis, as required. The Council has no borrowings and mitigates its exposure to liquidity risk by managing its resources.

Its cash balances are held in commercial bank accounts: the Council is exposed to minimal interest rate risk. Although the Council can borrow funds, it has not required to do so in this financial year. The Council has invested surplus funds but this is as a short-term Treasury deposit and does not change the risks faced in performing the Council's functions.

All assets and liabilities are denominated in sterling, so it is not exposed to currency risk.

20. Related Party Transactions

The Council administers a Continuing Professional Development (CPD) funding programme to registered teachers in Wales. Schools that have been awarded such CPD funding during the financial year where that school employs either a teacher or headteacher who is also a member of Council are regarded as related parties.

The table below provides details of funding awarded. In each case the member took no part in the decision to award funding.

Name of school	Number of teachers awarded CPD funding	Total amount of CPD funding awarded (£)
Welshpool High School	*10*	*4,974*
Bryn Hafren Comprehensive	*13*	*6,047*
Alltwen Primary	*4*	*2,049*
Pencoed Comprehensive	*5*	*2,814*
Willows High School	*3*	*969*
Cynffig Comprehensive	*4*	*2,488*
Llangatwg Comprehensive	*11*	*6,163*
Gabalfa Primary	*1*	*592*
Baden Powell Primary	*5*	*6,667*
Croesyceiliog Comprehensive	*13*	*6,706*
Abergwynfi Infant School	*1*	*617*
Ysgol Dinas Bran	*1*	*386*
Nottage Primary	*3*	*1,850*
Llanedeyrn High School	*3*	*1,648*
St Therese's Primary	*1*	*650*
Ysgol Y Foryd	*3*	*1,911*
Welsh Language Centre, Carmarthenshire	*1*	*288*
Total	***82***	***46,819***

During the year six Council members (or close family members) were awarded CPD funding towards their own professional development (details are listed below).

Name	CPD Category	Total amount of CPD funding awarded (£)
Elwyn Davies	*Bursary*	*£534*
Valerie Merriman	*Bursary*	*£617*
Sarah Stockford	*Network Member*	*£637*
Rosemond Nelson	*Bursary*	*£288*
Mair Edwards	*Bursary*	*£450*
Llinos Nelson	*Bursary*	*£650*

Philip Bassett, a Council member, is Dean of Teaching and Learning at Glyndwr University. Elements of the Chartered Teacher pilot are being delivered by that institute, and he is involved in the pilot. Total amount reported in these Accounts in relation to this pilot, £7,980.

The Council has also used Glyndwr University's facilities for Council meetings. Total amount reported in the Accounts, £1,609.

21. Contingent Liabilities

There are no contingent liabilities.

22. Post Balance Sheet Events

There are no Post Balance Sheet Events as at the date of signing of these Accounts.

The Chief Executive approved these Accounts for issue on 21 July 2009.