Cyngor Addysgu Cyffredinol Cymru
General Teaching Council for Wales

Corporate Plan 2009-12

Contents

Page

About the General Teaching Council for Wales 3

Introduction 6

Objective 1
to maintain and promote the highest standards of professional conduct and practice 7

1.1 Administering the award of Qualified Teacher Status
1.2 Maintaining and developing the Register of Qualified Teachers
1.3 Issuing Induction certificates and hearing Induction appeals
1.4 Developing and publicising a Professional Code
1.5 Maintaining Standards of Conduct and Competence

Objective 2
to provide an independent, representative and authoritative voice for the profession on teaching issues 9

2.1 Contributing to the development of advice and policy on teaching issues
2.2 Responding to consultations and contributing to working groups
2.3 Being an informed, knowledge-based organisation

Objective 3
to develop a culture of professional development amongst teachers 11

3.1 Establishing a Professional Development Framework
3.2 Administering funding for Induction and Early Professional Development (EPD)
3.3 Managing the Continuing Professional Development (CPD) Funding Programme
3.4 Disseminating the Continuing Professional Development activities of teachers

Objective 4
to communicate the positive contribution of the teaching profession to society 13

4.1 Highlighting the work of teachers
4.2 Working with other stakeholders to promote teaching as a high-status profession
4.3 Increasing awareness amongst teachers of the work of the Council

Objective 5
to provide efficient, effective and robust finance, personnel and administrative systems that support the delivery of the Council's objectives 15

5.1 Internal control and value for money
5.2 Planning, policy review and development
5.3 Staffing and staff development
5.4 Council members

Appendices 17

o Three-year financial projections
o Council structure
o GTCW Staff

About the General Teaching Council for Wales (GTCW)

Mission Statement

The General Teaching Council for Wales (GTCW) is the statutory, self-regulating professional body for teachers in Wales. It seeks to raise the status of teaching by maintaining and promoting the highest standards of professional practice and conduct in the interests of teachers, pupils and the general public.

The General Teaching Council for Wales aims to provide an independent, representative and authoritative voice for the teaching profession in Wales and seeks to provide robust advice to the Welsh Assembly Government and other organisations on teaching issues.

Legislative context

The General Teaching Council for Wales was established by the 1998 Teaching and Higher Education Act. The Council came into being on 1 September 2000. Subsequently, the 1998 Act was amended by the Education Act 2002, as a result of which the Council was given additional responsibilities.

As a public body, the Council is governed by the Freedom of Information Act. The Council's Publication Scheme sets out the categories of information it makes available as a matter of course to the public.

In addition, the Council is treated as a public body for the purposes of the Welsh Language Act. The Council is committed to providing an equally high-quality service in Welsh and English. The standards of delivery are set out in its statutory Welsh Language Scheme.

The Council is similarly treated as a body with specific public sector duties under the Disability Discrimination Act and published its first Disability Equality Scheme in December 2007.

Teaching Councils also exist in England, Scotland, Northern Ireland, and the Republic of Ireland. The GTCW has sought to co-operate with, and learn from, its sister Councils.

Our role and remit

The principal aims and statutory remit of the General Teaching Council for Wales as 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 General Teaching Council for Wales is responsible for:

- advising the Welsh Assembly Government 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;
  - the supply of teachers;
  - the retention of teachers within the profession;
  - the standing of the teaching profession;
  - medical fitness to teach;
  - and, if required by the Welsh Assembly Government, 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 incompetence.

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

The GTCW is self-funding for all its core functions. The General Teaching Council for Wales also receives funding from the Welsh Assembly Government for the following activities:

- administering the award of Qualified Teacher Status (QTS);
- administering funding for Induction and Early Professional Development (EPD);
- administering a Continuing Professional Development (CPD) Funding Programme for teachers;
- hearing Induction appeals and the issuing of Induction certificates;
- piloting the Chartered Teacher programme; and
- meeting the costs of enhanced disclosure checks from the Criminal Records Bureau for trainees / newly qualified teachers (NQTs).

Structure

The General Teaching Council for Wales is made up of the Council and the officers and staff of the GTCW who support the operational functions and work of the Council itself.

The Council has a membership of 25, of which a majority are teachers.

Membership

As at 1 April 2009, the members of the Council 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, Glyndŵr University *
Frank Bonello	Tutor and Area Development Officer, Welsh Language Teaching Centre, Cardiff University +
Tim Cox	Teacher, Bryn Hafren Comprehensive School, Vale of Glamorgan *
Beth Davies	Headteacher, Alltwen 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 #
Angela Jardine	Teacher, Gabalfa Primary School, Cardiff +
Gareth Jones	Former Headteacher, Derwen Primary School, Flintshire +
Hélène Mansfield	Headteacher, Croesyceiliog Comprehensive School, Cwmbran *
Jane Morris	Acting Director of Governors Wales *
Suzanne Nantcurvis	Teacher, Ysgol Dinas Brân, Denbighshire +
Sue O'Halloran	Headteacher, Nottage Primary School, Porthcawl +
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 +
Anna Spokes	Teacher, Archbishop Rowan Williams Primary School, Caldicot +
Sarah Stockford	Teacher, Ysgol y Foryd, Conwy +
Jacky Tonge	Former Chief Executive, Powys County Council #

Notes

1. Under the constitution the Council has 25 members. Elected members serve a four-year period of office while appointed members serve a three-year period.
2. Twelve members are directly elected by teachers (elected members marked +).
3. Nine members are appointed by Welsh Ministers according to the procedure for public appointments, following nominations made by the teacher unions and other educational bodies in Wales (nominated members marked *).
4. Four members are direct appointments of Welsh Ministers (directly appointed members marked #).

+ elected members * members appointed following nomination # directly appointed members

Introduction

Priorities for period of the Plan

The Council's key aim is to raise the status of teaching by maintaining and promoting the highest standards of professional practice and conduct in the interests of teachers, pupils and the general public.

During the period of this Corporate Plan (1 April 2009 to 31 March 2012), the GTCW will achieve this aim through the following objectives:

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

This objective is about maintaining and promoting the highest standards of professional practice and conduct in the interest of teachers, pupils and the public. It is a core element of the statutory remit of the Council. As the self-regulating professional body for the teaching profession, the Council gives the public confidence that only qualified teachers are registered and meet the required standards of conduct and competence.

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

This objective recognises that it is teachers who are best placed to understand teaching issues. Through the Council, the teaching profession influences policy and shapes developments in teaching and learning.

Objective 3: to develop a culture of professional development amongst teachers

This objective is about fostering a culture of continuing professional development (CPD) amongst teachers so that the profession is equipped with up-to-date knowledge and skills that will improve standards of learning.

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

This objective is about implementing a proactive communications strategy to convey the Council's key message - the valuable contribution of the teaching profession to society.

Every opportunity will be taken to communicate positive messages about teaching to the public. The Council will also continue to strive to increase the awareness amongst teachers and the public of the range of responsibilities of the GTCW. In particular, we will strive to ensure that there is a greater understanding of the Council's regulatory role.

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

This objective is about our commitment to achieving maximum use of resources, including finance and personnel, to deliver effective and efficient services. This will be achieved through careful planning, monitoring and financial control, ensuring all support systems are efficient and cost-effective.
In particular, the Council will aim to tackle forecast deficits through annual savings and by making the case for control over its fee income.

Objective 1

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

This objective is about maintaining and promoting the highest standards of professional practice and conduct in the interest of teachers, pupils and the public. It is a core element of the statutory remit of the Council. As the self-regulating professional body for the teaching profession, the Council gives the public confidence that only qualified teachers are registered and meet the required standards of conduct and competence.

This objective will be achieved by:

1.1 Administering the award of Qualified Teacher Status

Aim

To administer the award of Qualified Teacher Status (QTS) in Wales for those who have successfully completed initial teacher training courses in Wales and those who have qualified as teachers in other countries or through employment-based routes.

How this will be achieved

The GTCW will administer the award of Qualified Teacher Status to students who successfully complete programmes of study in Wales.

The GTCW will consider and respond to applications for Qualified Teacher Status from those who have qualified as teachers in Scotland, Northern Ireland, Guernsey and the EEA and Switzerland, and those on employment-based routes, such as the Graduate Teacher Programme.

The GTCW will provide advice and guidance to a range of individuals and organisations concerning QTS and related policy issues.

1.2 Maintaining and developing the Register of Qualified Teachers

The Register is a key means of assuring parents and the general public that maintained schools in Wales are employing qualified teachers who uphold the standards of conduct and competence of their profession.

Aim

To maintain and update the Register of Qualified Teachers and utilise the information provided by the Register to inform policy.

How this will be achieved

During each operational year, the Register of Qualified Teachers holds the details of over 38,000 teachers working in maintained schools / non-maintained special schools in Wales and also qualified teachers who are not working in such schools but who have chosen to register voluntarily with the GTCW.

The Council has powers to determine the suitability of applicants for registration. This involves considering the outcomes of a criminal record check with the Criminal Records Bureau prior to registering a teacher. The GTCW will operate appropriate processes for considering suitability for registration and keep these processes under review.

The GTCW will ensure that the information within the Register remains up to date and provides an accurate and comprehensive database of the teaching profession in Wales.

1.3 Issuing Induction certificates and hearing Induction appeals

Aim

To issue Induction certificates to those Newly Qualified Teachers who successfully complete their statutory Induction year in Wales and to continue to implement fair procedures for the hearing of Induction appeals.

How this will be achieved

The GTCW will liaise with Local Education Authorities in Wales to track Newly Qualified Teachers through their Induction year and continue to fulfil its function as the body responsible for issuing Induction certificates.

Any teacher who fails to successfully complete their Induction year may make an appeal to the General Teaching Council for Wales. The GTCW will ensure that it exercises its function as the appeals body in a fair and efficient manner, that its procedures for administering appeals are kept under continuous review and that members are trained to the appropriate level.

1.4 Developing and Publicising a Professional Code

Aim

To develop a Professional Code which will provide a clear statement on the minimum expectations of conduct and competence for teachers in order that teachers and the public are informed about the behaviour and practice of the profession. When a Code has been agreed, the Council will publicise the Code and make it available to all teachers, employers and the public. The Council will also keep the Code under review to ensure that it remains relevant and fit for purpose.

How this will be achieved

During the operational year 2009-10, the GTCW will work to develop a Code, building on its existing *Statement of Professional Values and Practice* and *Professionalism in Practice*. This work will include a full consultation with the profession.

1.5 Maintaining Standards of Conduct and Competence

Aim

To operate an open and fair system for exercising the responsibilities of the self-regulating professional body for teachers and ensure that this is properly implemented in individual cases.

How this will be achieved

The GTCW will ensure that it exercises its disciplinary responsibilities in a fair and efficient way, taking proper account of the interests of all parties involved, the public interest and of its own legal obligations.

The Council recognises the necessity of keeping its regulatory systems and processes under continuous review to ensure that they are aligned with future developments in professional self-regulation and that they are responsive to the changing legislative context.

The training needs of Council members, former Council members, recruited lay members and officers who participate in the disciplinary process will be carefully monitored and all necessary training will be provided.

Objective 2

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

This objective recognises that it is teachers who are best placed to understand teaching issues. Through the Council, the teaching profession influences policy and shapes developments in teaching and learning.

This objective will be achieved by:

2.1 Contributing to the development of advice and policy on teaching issues

Aim

To represent the views of the teaching profession by developing advice on teaching issues within its remit.

How this will be achieved

The General Teaching Council for Wales will seek to influence developments in teaching by providing the Welsh Assembly Government with robust advice. This may include advice on:

- standards of teaching and conduct for teachers;
- the standing and role of the teaching profession;
- the training, career development and performance management of teachers;
- recruitment, supply and retention of teachers within the profession;
- medical fitness to teach;
- and, if required by the Welsh Assembly Government, any other matters relating to teaching.

Council members and officers will work to influence the development of national policy in respect of matters to do with teaching. The GTCW will do this by monitoring areas of policy development impacting upon teaching, inform decision-makers about teachers' work, highlighting barriers impeding effective practice and explaining the potential impact of the adoption of policy options.

The Council's policy development work will include a focus on the following key areas:

- professional development, including mainstreaming of the Chartered Teacher programme;
- recruitment, retention and supply of teachers;
- Initial Teacher Education and Training;
- considering issues relating to the wider education workforce including the post-compulsory education sector;
- teaching and learning, including in the context of the Assembly Government's School Effectiveness Framework.

2.2 Responding to consultations and contributing to working groups

Aim

The General Teaching Council for Wales will respond to consultations within its remit.

How this will be achieved

The GTCW will respond to consultations issued by the Welsh Assembly Government and other organisations that impact on the work of teachers.

The General Teaching Council for Wales will also continue to take up invitations to be represented on working groups on issues of relevance to its remit.

2.3 Being an informed, knowledge-based organisation

Aim

To ensure that the General Teaching Council for Wales' advice reflects the views of the teaching profession and others by maintaining a two-way communication process with teachers and other stakeholders.

How this will be achieved

The GTCW will provide teachers and other stakeholders with opportunities to inform the development of advice.

The GTCW will invite registered teachers to contribute to its consultations and advice development in electronic form, in hard copy and in face-to-face meetings.

Objective 3

to develop a culture of professional development amongst teachers

This objective is about fostering a culture of continuing professional development (CPD) amongst teachers so that the profession is equipped with up-to-date knowledge and skills that will improve standards of learning.

This objective will be achieved by:

3.1 Supporting the implementation of the Professional Development Framework

Aim

The GTCW will continue its work to support the implementation of a career-long framework of continuing professional development for teachers. This work will involve building on the advice provided previously to the Welsh Assembly Government.

This will include work on: professional development, recognition and accreditation; mainstreaming Chartered status; recording and reflection; and quality assurance of providers.

How this will be achieved

During the period of this plan, there will a particular focus upon concluding the piloting of the Chartered Teacher programme and implementing the recommendations from the evaluation of the pilot programme in order to facilitate successful mainstreaming of the programme, subject to securing sufficient funding.

At the same time, the Council will be working with Local Education Authorities, Higher Education Institutions and providers on mainstreaming the Chartered Teacher programme. This will include finalising the programme design and arrangements for professional accreditation.

The GTCW will also continue to advocate the development of a progressive and coherent set of standards for teachers from QTS to headship. To this end, the Council will continue to encourage the Welsh Assembly Government to commence a review of all standards.

3.2 Administering funding for Induction and Early Professional Development (EPD)

Aim

To administer funding for Induction and Early Professional Development in an equitable and transparent way so that the needs of individual teachers in the earlier stages of their career are met.

How this will be achieved

The GTCW will continue to work with schools and Local Education Authorities to ensure that funding enables new teachers to build on their career entry and development profiles and to develop as skilled professionals. It will use information from the process to advise the Welsh Assembly Government on further improvements.

3.3 Managing the Continuing Professional Development (CPD) Funding Programme

Aim

To manage the Continuing Professional Development Funding Programme which meets the individual needs of teachers.

How this will be achieved

In administering this three-year programme, the GTCW will make available a variety of funding streams to enable teachers in Wales to meet their individual professional development needs, as identified through the performance management process in their schools.

The Council will undertake a fundamental review of the funding programme in order to maximise its reach and impact. The Council will emphasise the programme's primary purpose - supporting the individual professional development needs of teachers in the context of the School Effectiveness Framework - and in particular, pedagogy, leadership and networks of professional practice. It is anticipated that the Funding Programme will enable the provision of quality-assured CPD for teachers through the mainstream Chartered Teacher programme.

The General Teaching Council for Wales will work with LEAs and other CPD providers to bring about a coherent approach to the funding of CPD in Wales. It will also help in ensuring that other providers are kept fully informed about funding administered through the GTCW.

The GTCW will maintain a watching brief over the wider CPD funding environment in Wales, and continue to work for the establishment of an entitlement to individually-focused CPD for all registered members of the teaching profession in Wales.

3.4 Disseminating the CPD activities of teachers

Aim

To assist teachers in disseminating the outcomes of their professional development activities.

How this will be achieved

The General Teaching Council for Wales will collaborate with LEAs, HEIs and other partners in arranging conferences and other activities that will encourage and enable teachers to disseminate the outcomes of their professional development, and to build individual and collective professional confidence.

Objective 4:

to communicate the positive contribution of the teaching profession to society

This objective is about implementing a proactive communications strategy to convey the Council's key message - the valuable contribution of the teaching profession to society. Every opportunity will be taken to communicate positive messages about teaching to the public. The Council will also continue to strive to increase the awareness amongst teachers and the public of the range of responsibilities of the GTCW. In particular, we will strive to ensure that there is a greater understanding of the Council's regulatory role.

4.1 Highlighting the work of teachers

Aim

To communicate the positive contribution of the teaching profession to society and reflect the high-quality work undertaken by teachers in Wales.

How this will be achieved

The General Teaching Council for Wales will work through the media and other partners to communicate the positive contribution of the teaching profession to society. In particular, the Council will emphasise how self-regulation provides the public with assurance of the high professional standards of teachers.

The GTCW will evaluate the impact of its press and media programme through its quarterly reviews.

4.2 Working with other stakeholders to promote teaching as a high-status profession

Aim

To undertake activities which promote teaching as a high-status profession.

How this will be achieved

Responsibly promoting teaching as a career

The General Teaching Council for Wales will support the work of the Welsh Assembly Government and organisations such as the Teacher Training & Education Recruitment Forum, Training and Development Agency for Schools (TDA) and Initial Teacher Education and Training institutions to promote teaching as a career.

Events and exhibitions

The GTCW will exhibit at events such as the conferences of teacher unions in Wales, the Urdd Eisteddfod and other suitable events.

During the period of the Corporate Plan, the GTCW will host an international conference of Teaching Councils.

Wales Education Lecture

The GTCW will continue to organise the annual Wales Education Lecture, which will contribute to the aim of re-establishing teaching as a high-status profession. The lecture will be delivered by a respected, high-profile, national or international figure.

Articles

The GTCW will take opportunities to publish articles in professional journals and other publications that highlight teaching as a high-status profession.

Disseminating the work of teachers

The GTCW will partner with teachers to highlight the high status of the teaching profession by drawing attention to their achievements.

4.3 Increasing awareness amongst teachers of the work of the Council

Aim

To undertake activities to further raise awareness amongst teachers of the work of GTCW.

How this will be achieved

The GTCW will utilise the activities outlined in 4.1 and 4.2 to convey the activities undertaken by the Council to teachers.

The GTCW will also communicate its varied range of functions through its journal, *Teaching Wales*, the maintained web site and appropriate publications and presentations at schools and at other appropriate events.

Objective 5:

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

GTCW Council members and senior management team, October 2008.

This objective is about our commitment to achieving maximum use of resources, including finance and personnel, to deliver effective and efficient services. This will be achieved through careful planning, monitoring and financial control, ensuring all support systems are efficient and cost-effective.
In particular, the Council will aim to tackle forecast deficits through annual savings and by making the case for control over its fee income.

This objective will be achieved by:

5.1 Internal control and value for money

Aim

The General Teaching Council for Wales will endeavour to ensure that robust systems of internal control are applied and a value-for-money ethos underpins Council's financial activities.

How this will be achieved

These aims will be achieved by:

- ensuring all expenditure is properly planned, procured and authorised;
- ensuring completeness of all income streams;
- regular financial monitoring and reporting;
- employing internal auditors to provide independent regular review.

The Council will aim to address the forecast deficits for years 2009-10 and 2010-11. Beyond that, the Council will aim to rebuild its reserves. The Council will seek to make annual savings and, at the same time, will continue to make the case for setting its fee without Ministerial approval.

During the three-year period, the Council will review its accommodation needs in order to ensure value for money. This will include considering the viability of renting accommodation which will serve as a venue for professional standards meetings.

The Council will continue to undertake regular reviews of financial performance through its Management Team meetings, and also as part of the Quarterly Review process.

5.2 Planning, policy review and development

Aim

To implement a clear planning, monitoring and reporting process, to review existing policies and develop new policies, as required.

How this will be achieved

The General Teaching Council for Wales will continue to implement the established planning process, including:

- a Corporate Plan which sets priorities for a three-year period and the resources required;
- an Operational Plan which outlines the planned activities for the year to deliver priorities for the year, after a 'logic model' analysis of required outcomes, outputs and associated inputs. The Operational Plan gives detailed targets, performance measures and budgeted expenditure;
- Forward Job Plans: Forward Job Plans link to objectives and work activities set out in the Operational Plan;
- Quarterly Reviews: in terms of reporting performance against objectives, the GTCW will continue to produce quarterly reviews which detail objectives, targets, achievements and any action remaining. These reviews also include quarterly financial reports on income and expenditure in the period;
- an Annual Report and Annual Accounts which provide audited financial statements and a public record of annual performance against stated objectives. Both documents are also submitted to the National Assembly for Wales.

The General Teaching Council for Wales will review and develop all policies in consultation, implement, review and, when necessary, revise its policies in the following areas:

- Health and Safety
- The Disability Equality Scheme
- The Welsh Language Scheme
- Freedom of Information Act Publication Scheme
- Human Resource policies

The GTCW will produce an annual monitoring report on the operation of its statutory Welsh Language Scheme for submission to the Welsh Language Board.

The GTCW will also undertake an annual Data Protection Evaluation.

5.3 Staffing and staff development

Aim

To implement personnel polices that accord with good practice and encourage staff development in support of corporate objectives.

How this will be achieved

Staffing and staff development aims will be met through:

- recruiting staff via open competition in accordance with its recruitment and selection policy;
- applying effective personnel policies and practices;
- identifying individual staff performance and development needs through the annual Performance & Development Review system;
- aiming to meet the revised Investor in People standard, including undergoing review during the period of the Corporate Plan;

5.4 Council members

Aim

To provide efficient and effective support to Council and its members.

How this will be achieved

These aims will be achieved by:

- ensuring timely production and circulation of Council and committee papers;
- providing a first point of contact service for Council members and an interface between members and Council officers;
- providing executive support to the Chairperson and Deputy Chairperson in relation to the exercise of their roles;
- facilitating the training and development of members.

Appendix

Three-year Financial Projections

	2009-10 £	2010-11 £	2011-12 £
Income			
Registration Fees			
Based on 37,000 teachers	1,665,000	1,665,000	1,961,000
Annual fee	*45*	*45*	*53*
Other Income	40,000	50,000	60,000
Grant Funding from Welsh Assembly Government			
CPD	2,724,635	2,978,000	2,978,000
Induction and EPD	5,600,000	5,600,000	5,600,000
QTS and Induction Appeals	189,000	189,000	189,000
Suitability checks	62,000	62,000	62,000
Chartered Teacher pilot costs	253,365	-	-
Total Income	**10,534,000**	**10,544,000**	**10,850,000**
Expenditure			
Programme Costs			
Core activities	584,250	586,328	698,918
CPD: grant expenditure	2,262,074	2,515,438	2,515,438
CPD: non-grant expenditure inc Dissemination	163,750	163,750	163,750
Induction and EPD: grant expenditure	5,280,000	5,280,000	5,280,000
Induction and EPD: non-grant expenditure	43,000	43,000	43,000
QTS and Induction Appeals	90,669	90,669	90,669
Suitability checks	62,000	62,000	62,000
Chartered Teacher pilot costs	160,750		
	8,646,493	**8,741,185**	**8,853,775**
Salary Costs			
Core activities	804,260	828,387	853,239
CPD	232,695	232,695	232,695
Induction and EPD	218,929	218,929	218,929
QTS and Induction Appeals	78,437	78,437	78,437
Chartered Teacher pilot costs	84,737	-	-
	1,419,058	**1,358,448**	**1,383,300**
Admin Costs			
Core activities	264,364	267,008	289,678
CPD	66,117	66,117	66,117
Induction and EPD	58,071	58,071	58,071
QTS and Induction Appeals	19,894	19,894	19,894
Chartered Teacher pilot costs	7,877	-	-
	416,323	**411,090**	**433,760**
Capital & Reserves			
Capital Expenditure	25,000	25,000	115,000*
Election Reserve	20,000	20,000	20,000
Disciplinary Reserve			
	45,000	**45,000**	**135,000**
Total Expenditure	**10,526,874**	**10,555,723**	**10,805,835**
Surplus /(Deficit) for the year	**7,126**	**(11,723)**	**44,165**

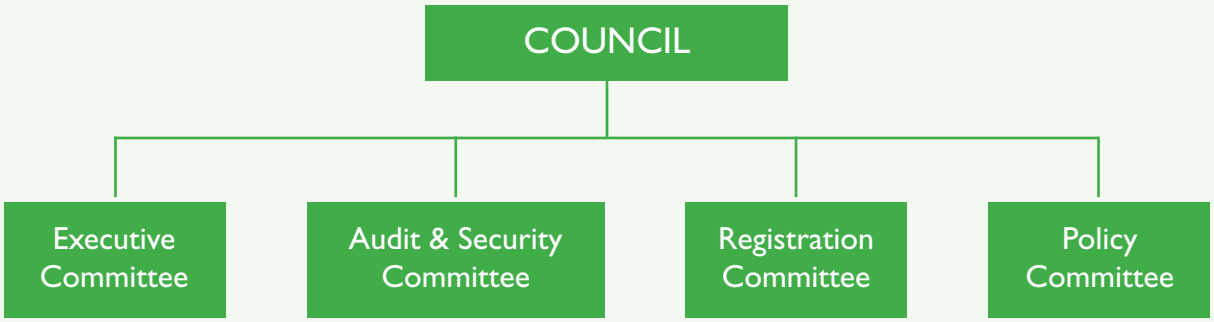
The budgets 2009-10 and 2010-11 are actual budgets based on known grant funding, registration fee income and expenditure. The budget for 2011-12 is indicative and based on the anticipated income required to meet the work programme. Any surplus will be used to reinstate depleted reserves.

* Increase in capital expenditure due to two fundamental capital projects necessary to maintain robust service delivery.

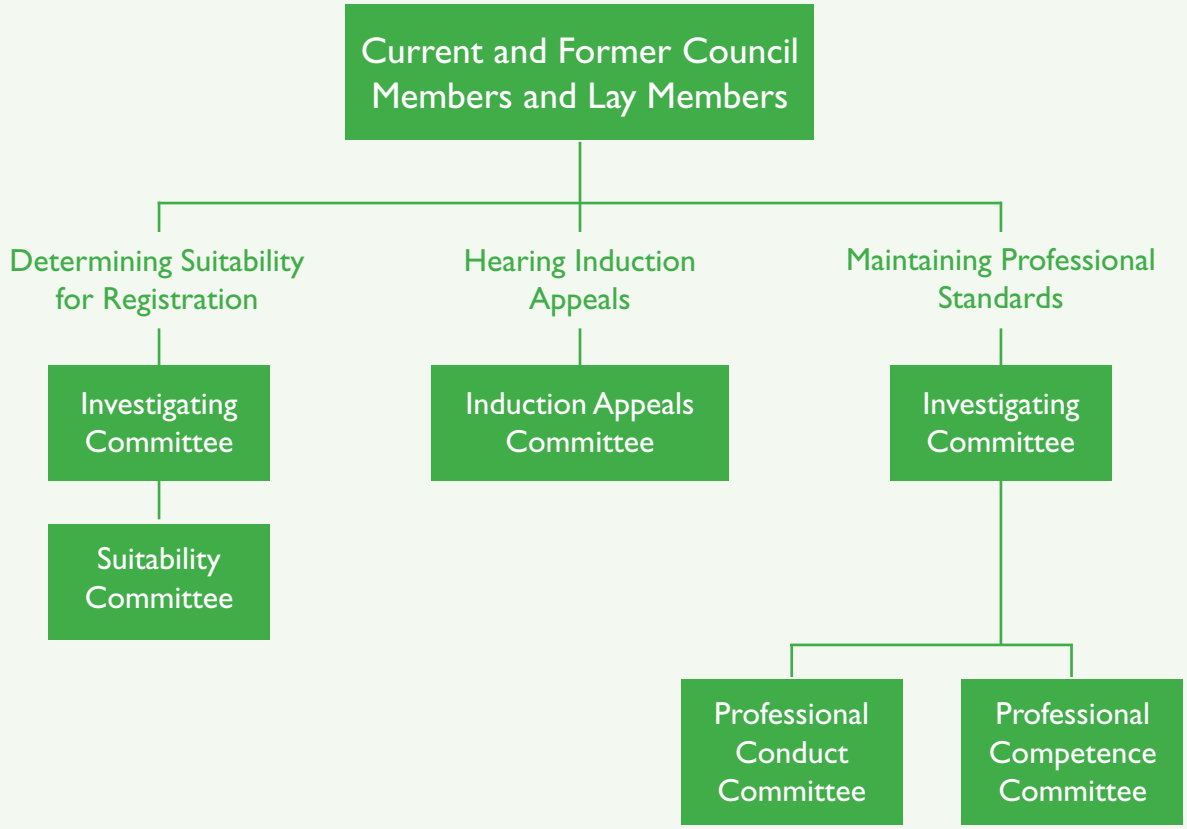
The budget excludes forecast costs for the Chartered Teacher mainstream programme, pending completion of the pilot project and discussions on possible funding options.

General Teaching Council for Wales Committees

Council and its Standing Committees



Professional Standards Committees



Staff members from 1 April 2009

Chief Executive
Gary Brace

Chief Executive's team

Policy and Planning Manager
Karen Evans

Council Secretary
Jo Harris

Executive Assistant to the Chief Executive
Joy Austin

Qualifications, Registration and Professional Standards Division

Deputy Chief Executive (Teachers' Qualifications, Registration and Professional Standards)
Hayden Llewellyn

Professional standards team

Professional Standards Officer
Susan Mathias

Executive Officer, Professional Standards
Rachel Price

Qualifications & Registration team

Registration Team Manager
Elizabeth Brimble

Higher Executive Officer, Registration Team
Mark Phipps

Registration Officer
Mairwen Dunn (part-time)

Registration Officer
Sarah Manning

Registration Officer
Nadeem Mouti

Registration Officer
Amy Hillier (to September 2009)
Fiona Morgan (from September 2009)

Registration Officer
Dan Tilley

Registration Officer
Nerhys Roberts (part time)

Induction & EPD Funding team

Induction and EPD Funding Manager
Bethan Stacey

Higher Executive Officer, Induction and EPD Funding
Deborah Roberts

Executive Officer, Induction and EPD Funding
Rhian Maggs

Executive Officer, Induction and EPD Funding
Jemma Llewellyn

Professional Development Funding team

Professional Development Manager
Ryan Davies

Higher Executive Officer, Professional Development
Richard Skyrme

Professional Development Finance and Administration Officer
Jean Chidzey

Executive Officer, Professional Development
Gemma Mitchell

Executive Officer, Professional Development
Elaine Evans

Chartered Teacher team

Chartered Teacher Programme Manager
Maria Boex

Finance, Personnel and Corporate Services Division

Deputy Chief Executive (Finance, Personnel and Corporate Services)
Julia Evans

Administration team

Office Manager
Christina Ryan

Executive Officer, Administration
Amy Pike

Administration Support Officer
Dion Dafydd

Receptionist
Jennifer Turner

Information Systems team

Information Systems Officer
Tim Jones

Publications team

Publications Officer
Helen Lowcock James

Finance team

Finance Manager
Mandy Nightingale

Finance Executive Officer
Katie Holliday