

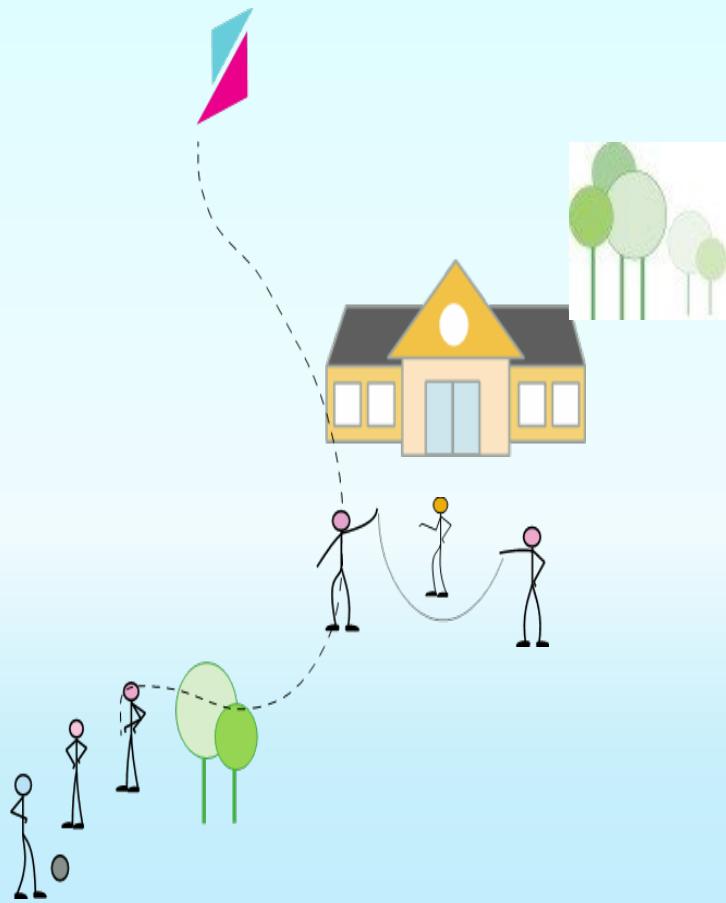


General Teaching Council  
for Northern Ireland

Promoting Teacher Professionalism

# ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025



**General Teaching Council for Northern Ireland**

**Annual Report**

**and**

**Accounts**

**For the year ended 31 March 2025**

Laid before the Northern Ireland Assembly  
in accordance with paragraph 12 of Schedule 1  
to the Education (Northern Ireland) Order 1998  
by the Department of Education

on

20 January 2026

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## About GTCNI

The General Teaching Council for Northern Ireland (GTCNI) has been promoting teacher professionalism in Northern Ireland for over 20 years.

As the professional body for teachers in Northern Ireland we are dedicated to enhancing the status of teaching and promoting the highest standards of professional conduct and practice.

GTCNI is the statutory, professional and regulatory body for the teaching profession in Northern Ireland established by the Education (Northern Ireland) Order 1998, as amended by the 2003 and 2006 Education (NI) Orders, which set out GTCNI's statutory remit to:

- Establish and maintain a register of teachers.
- Approve qualifications for the purposes of registration.
- Regulate the teaching profession.
- Provide advice to the Department of Education and employing authorities on:
  - Registration.
  - Training, career development, and performance management of teachers.
  - Standard of conduct for teachers.

Our small, dedicated team deliver professional registration services to over 27,000 teachers annually – and assesses over 1,200 new applications – to help maintain public confidence and trust in the profession.

We are funded by teacher subscription fees, at a level that has remained unchanged for over 20 years, and, therefore, have a clear line of accountability to teachers on how we spend their money.

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	Abbreviations and Terms Used
<b>ALB</b>	<b>Arm's Length Body</b>
<b>AME</b>	<b>Annually Managed Expenditure</b>
<b>ARAC</b>	<b>Audit and Risk Assurance Committee</b>
<b>C&amp;AG</b>	<b>Comptroller and Auditor General</b>
<b>CARE</b>	<b>Career Averaged Re-evaluated Earnings</b>
<b>CEO</b>	<b>Chief Executive Officer</b>
<b>CETV</b>	<b>Cash-Equivalent Transfer Value</b>
<b>CPD</b>	<b>Construction and Procurement Delivery</b>
<b>CPI</b>	<b>Consumer Price Index</b>
<b>CRR</b>	<b>Corporate Risk Register</b>
<b>DAS</b>	<b>Deduct At Source</b>
<b>DE</b>	<b>Department of Education Northern Ireland</b>
<b>DEL</b>	<b>Delegated Expenditure Limit</b>
<b>DoF</b>	<b>Department of Finance</b>
<b>FReM</b>	<b>Financial Reporting Manual</b>
<b>GDPR</b>	<b>General Data Protection Regulation</b>
<b>GTCNI</b>	<b>General Teaching Council for Northern Ireland</b>
<b>HMRC</b>	<b>His Majesty's Revenue and Customs</b>
<b>HR</b>	<b>Human Resources</b>
<b>IAS</b>	<b>International Accounting Standard</b>
<b>IFRS</b>	<b>International Financial Reporting Standard</b>
<b>IT or ICT</b>	<b>Information Technology / Information Computer Technology</b>
<b>LPS</b>	<b>Land and Property Services</b>
<b>NDPB</b>	<b>Non-Departmental Public Body</b>
<b>NI</b>	<b>Northern Ireland</b>
<b>NIAO</b>	<b>Northern Ireland Audit Office</b>
<b>NICS</b>	<b>Northern Ireland Civil Service</b>
<b>NILGOSC</b>	<b>Northern Ireland Local Government Officers Superannuation Committee</b>
<b>NISTR</b>	<b>Northern Ireland Substitute Teacher Register</b>
<b>OCE</b>	<b>Other Comprehensive Expenditure</b>
<b>PfG</b>	<b>Programme for Government</b>
<b>RoFP</b>	<b>Review of Financial Process</b>
<b>SoCNE</b>	<b>Statement of Net Comprehensive Expenditure</b>
<b>SoFP</b>	<b>Statement of Financial Position</b>
<b>UK</b>	<b>United Kingdom</b>
<b>VAT</b>	<b>Value Added Tax</b>
<b>VGS</b>	<b>Voluntary Grammar School</b>

# 1. Performance Report

## Performance Overview

This overview section outlines GTCNI's purpose, key objectives, and risks to the achievement of its objectives, and how the organisation performed during the year.

### Foreword by the Interim Chief Executive Officer / Registrar

I am pleased to present GTCNI's Annual Report and Accounts for the 2024-25 financial year, another demanding year for the wider Education sector in Northern Ireland (NI). This Annual Report focuses on GTCNI's performance in 2024-25.

Rigorous application of GTCNI's qualification rules to support NI's long tradition of high-quality initial teacher education within the university colleges saw over 27,000 teachers successfully re-registered, as well as over 1,200 new applicants.

A successful collaborative project between GTCNI and all grant-aided NI schools completed, with current information on teachers and their subject specialisms being captured in an updated Schools' List, which had been over 5 years out of date. This information will now be used to update a rebranded GTCNI Digest of Statistics to support the Department of Education's (DE) strategic education workforce planning to better monitor teacher supply to anticipate / remediate problems, with improved data on teacher shortages and initial teacher education inflows.

GTCNI continued to significantly implement new and updated corporate HR and Information Management policies and processes aligned with NICS best practice, with significant progress being made to address outstanding Internal Audit recommendations. This augmenting of governance, allayed with DE-aligned corporate risk registers and business planning resulted in the ending of Special Measures in December 2024.

2024-25 saw the launch of GTCNI's first corporate Performance Management system with all staff completing personal job plans and personal training plans. The satisfactory DE Internal Audit opinion achieved in 2024-25 in relation to Performance Management bears testament to the successful implementation.

DE's Strategy for Teacher Professional Learning ('Learning Leaders') was launched in 2016 but has suffered from a lack of funding to support implementation and there has not, to date, been a comprehensive approach to professional learning in Northern Ireland. During 2024-25, GTCNI continued to contribute to the agenda but, unfortunately, no significant progress was made in

2024-25. With the launch of the Education Minister's TransformED NI Strategy in March 2025, GTCNI will continue to work with DE and other education partners during 2025-26 to support a refresh of the 2016 Learning Leaders Strategy to reflect current challenges and priorities.

Whilst the outworkings of options on the future constitution of GTCNI and amendments to its legislative remit are ongoing, there remains a legal requirement under the Education (Northern Ireland) Orders to provide assurance to the primary and post-primary education sectors of the appropriate qualification and successful registration of the current and newly qualified teaching population of both Northern Ireland and any teacher applicants from outside Northern Ireland. To this end, GTCNI remains operational, in the absence of a Board and standing committees, with governance and oversight provided directly by DE officials since 2021. As of 19 December 2024, with the progress made by GTCNI in addressing numerous governance, staffing and operational challenges since 2022, Special Measures were ended. On the 29 May 2025, the Northern Ireland Executive Committee approved an option to retain GTCNI.

On behalf of GTCNI, I wish to thank all our stakeholders for their continued support, encouragement and cooperation. I am also very grateful for the dedication, assistance and support provided by all GTCNI staff throughout the year.



**Ian Gallagher**  
**Interim Chief Executive Officer/Registrar**  
**Date: 12 January 2026**

## Purpose, Objectives and Strategy

DE is responsible for setting policy, strategy and for the central administration of education and related services in Northern Ireland. Its vision is “every child and young person is happy, learning and succeeding”.

In 2024-25 GTCNI aligned with DE’s Strategic Priority of delivering an effective, child-first, collaborative and high-quality education system, supported by the delivery of a highly skilled, motivated and high-functioning education workforce, with adequate support and training to enable it to meet the needs of every learner and stakeholder it serves.

In support of this, GTCNI’s approved Corporate Plan 2020-2023, updated to ensure continued alignment with DE and extended to 31 March 2027, articulated a number of key Corporate Strategic Objectives and provided a framework for the development and delivery of GTCNI’s annual business plans:



In 2024-25, progress against GTCNI’s annual business plan of seven actions served as a clear indicator of the effective relationships between GTCNI and its key stakeholders and were delivered against the backdrop of ongoing uncertainty on the future of GTCNI, with DE continuing in its oversight role to ensure GTCNI maintains its core statutory functions of teacher registration. Performance against

the business plan for 2024-25 is discussed in greater detail in the section on Performance Analysis on Page 10.

## Key Activities

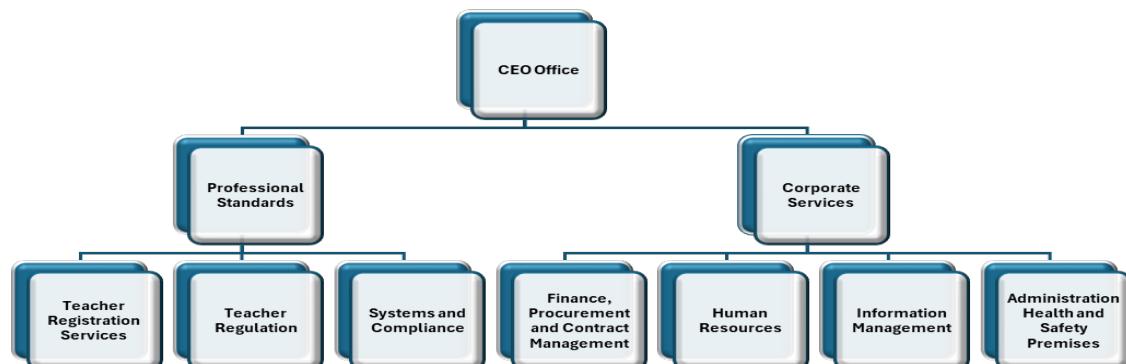
The key activities of GTCNI, which enable it to work in collaboration with the teaching profession and key stakeholders across the education sector in Northern Ireland as an independent and respected professional body representing teachers are supported by a clearly defined structure which operates at every level of the organisation.

GTCNI is ultimately accountable, through DE, to the Minister, and, hence, to the NI Assembly for the effective delivery of its commitments and goals and for the effective use of the public funds for which it is responsible. The Interim Chief Executive Officer (CEO) is the administrative head of the organisation and the Accounting Officer.

GTCNI, as a small organisation, is arranged along functional lines, and managed by the Interim CEO, who has been delegated responsibility as the Registrar and Accounting Officer by the Education Minister.

In support of its key activities, the organisation is split into functional business areas, with corporate services supporting the delivery of statutory registration and regulation services and Interim CEO office responsibilities. The information management and governance function includes the data protection officer role, with data protection functionality having a clear reporting line directly to the Accounting Officer.

### *Current Organisation Structure*



Key activities throughout the year included:

- developing and maintaining the Register of Teachers;
- approval of qualifications for the purposes of registration as a teacher;
- assessing and approving or otherwise all new teacher and teaching graduates' registration applications;
- working with teacher employing authorities and school employers to achieve renewal of teacher registrants' registrations so that they may legally continue to teach;
- regulating teacher professional conduct and advocating the highest standards of professional conduct and practice;
- the provision of advice to DE and employing authorities on all matters relating to teaching including standards of entry to the profession; training, career development and performance management of teachers and standards of teaching and teachers' conduct as well as statistical and other reports to support strategic planning and decision-making in DE and its ALBs; and
- collaborating with Learning Leaders to promote career-long professional development and providing government and employing authorities with recommendations for enhancing teachers' career-long professional development; and

### **Summary Organisation Performance**

GTCNI ended the year with a small net deficit after taxation of £8,288. Teacher registration fee income increased by a modest 1.6% (2023-24: 1.8%), whilst overall operating expenditure decreased by 13.8% (2023-24: +1.1%). Some significant outcomes achieved in 2024-25 are highlighted here.

The Teacher Registration system (ROL), launched in April 2023, continued to underpin delivery of a high-quality teacher registration service. VGS, DE Deduct at Source and Annual Renewal registration renewal processes were completed by 31 May, 18 June and 31 July 2024 respectively and summer 2024 graduates were registered in a timely manner. Following ROL's first year of use, application processing timescales were revised for 2024-25 to UK 6 weeks, DE 7 weeks, FE 6 weeks, ROW 5 months, Re-registration 3 weeks (no previous set timescale). Application processing timescales were largely met. Those falling outside timescales were mainly due to response delays from third parties. Internal GTCNI processes were regularly reviewed to ensure processing delays were minimised.

The Schools Portal enhanced functionality to allow schools to update records of both employment and taught subjects supported GTCNI in achieving a 100% response rate to the Schools List project in December 2024. This data will be used to generate, for the first time since 2018, an up to-date Digest of Statistics. The Digest and other statistical analysis will be completed in 2025-26 and will serve to support teacher workforce planning in DE, allowing insights into teacher population and demographics, subject over-supply / shortages and routes into teaching and professional development among others.

During 2024-25, a hybrid work model remained in place. Sickness levels, excluding long term sickness, averaged 1.25 days or 1.19% (2023-24: 3.53 days). GTCNI has, by and large, achieved a stable staffing position, albeit primarily on a fixed term contract basis, with a well-structured senior management team and a supportive DE Sponsor Team. Significant progress was also underpinned by a move away from externally provided HR support services to an internal HR officer and the alignment of a suite of corporate HR and information management policies aligned with DE and the wider NICS best practice, with appropriate staff training and performance objectives in place. The commitment and flexibility shown by all staff in maintaining operations in challenging circumstances is recognised and appreciated, as was the support offered by DE's Sponsor Team.

Legislative weaknesses in GTCNI's regulatory powers continued to prevent GTCNI from fulfilling a statutory professional conduct remit in full. That said, GTCNI conducted its regulatory processes as far as possible under the present 2015 regulations, SVGO 2007 and guidance from DBS and exercised due diligence to minimise public risk and to safeguard children and young people, working collaboratively with DE and other stakeholders.

GTCNI continued to contribute to the agenda for teachers' professional learning, working collaboratively with DE and other stakeholders in the development of 'Learning Leaders: A Strategy for Teacher Professional Learning'. Learning Leaders has historically been underfunded, making significant progress difficult in the current budgetary constraints' environment, but GTCNI will continue to participate in DE working groups taking forward other areas of work under the Learning Leaders Strategy and on the Learning Leaders Oversight Group.

In relation to matters of governance, the Internal Audit assurance opinion in 2024-25 is an overall "Limited Assurance" rating, as in 2023-24. Although out of Special Measures since December 2024 and Internal Audit's opinion that the governance, risk management and internal control arrangements operating across GTCNI are adequate and operating effectively, the Ministerial decision in December 2021 to bring forward legislation to formally dissolve GTCNI and stand down the Council (Board) and its Committees with immediate effect, ultimately

has affected the ability of GTCNI to adhere to normal Non Departmental Public Body (NDPB) governance and reporting arrangements. Considering the significant importance of the role of a Board in NDPB governance, as well as the risk associated with operating without one, Internal Audit considered a limited opinion to be appropriate in the circumstances. Internal Audit have acknowledged that these circumstances in which GTCNI operate are outside of the control of the Interim CEO and that since December 2021, considerable improvement has been made to GTCNI systems of governance, risk management, and internal control.

## **Governance and Accountability Overview**

As an ALB accountable to DE, GTCNI's designated Accounting Officer is GTCNI's Interim CEO, who, led by the Management Statement and Financial Memorandum (MSFM) and governance arrangements with DE, is required to ensure that effective systems of internal control are in place and adhered to, and that GTCNI complies with all relevant legislation and codes.

The Governance Statement on pages 26 to 36 addresses governance and assurance issues relating to the management of expenditure and the discharge of responsibilities during the 2024-25 financial year to support the achievement of GTCNI's objectives. This is in accordance with the responsibilities assigned to the Accounting Officer in 'Managing Public Money (Northern Ireland)' and the principles of 'the Corporate Governance in Central Government Departments; Code of Good Practice 2025' as well as the updated FD09/09 Appointment of Accounting Officers in Agencies and Non-departmental Public Bodies (NDPBs) updated December 2024, in so far as they relate to GTCNI. In his governance statement, the Interim CEO has provided assurance to the NI Assembly and to NI's teaching profession that the overall "Limited" internal audit assurance rating of GTCNI's systems, governance and accountability remains a priority.

## **Key Risks and Issues**

GTCNI follows DE's approach to risk management, which itself adheres to The Orange Book: Management of Risk Principles and Concepts (His Majesty's (HM) Treasury: February 2020). The risk management framework sets out the Department's approach to risk and the mechanisms through which potential risks to the achievement of the organisation's objectives are identified and evaluated.

It is the task of management to mitigate, or address identified risks to maximise the likelihood of achieving its objectives. The resources available for doing so

are finite and so the aim is to achieve an optimum response to risk, prioritised in accordance with the evaluation of risk.

GTCNI's Risk Management Framework forms part of GTCNI's corporate governance arrangements which facilitate compliance with public sector corporate governance best practice and takes cognisance of the changes in GTCNI's governance arrangements. Risk management is a standing item at formal Governance and Accountability Review (GAR) meetings with DE.

New risks are added to the Corporate Risk Register as soon as they are identified and approved by DE and the improvement actions and risk indicators of each risk are monitored on a regular basis.

### Key Risks in 2024-25

During 2024-25, GTCNI continued to work with its Sponsor Department (DE) under its interim governance arrangements to address the following risks:

- **Risk 1** - an ineffective governance and accountability framework and no proper stewardship of its resources in accordance with the conditions set out in the Management Statement & Financial Memorandum (MSFM) and failure to manage resources to deliver annual objectives within budget;
- **Risk 2** - ineffective arrangements for ensuring business continuity in respect of untoward incidents or emergencies;
- **Risk 3** - ineffective Information Management & Governance policies and processes to protect the organisation, and
- **Risk 4** - a lack of clarity on GTCNI's future impacting on staff retention and delivery of legislative functions.

These risks remained in place throughout the 2024-25 year and were subject to ongoing (quarterly) review and update. A comprehensive review in March 2025 confirmed that the existing risks still reflected GTCNI's risk profile, but actions were updated as were relevant residual risk scores to reflect the success of mitigation throughout the year.

DE also carried out an annual alignment exercise during 2024-25 which confirmed that there continued to be good alignment between key DE risks and GTCNI's Risk Register.

These issues are addressed in greater detail in GTCNI's Governance Statement below.

## **Future Issues which may impact on GTCNI's Performance**

The year ahead will continue to present a variety of significant challenges against a backdrop of global uncertainty. Aside from the certainty of working within a constrained budget, the extent and impact of other key challenges in the coming year(s) is somewhat uncertain and will be dependent upon:

- the continued operation of the devolved political institutions, with the NI Assembly;
- the 2024-27 Programme for Government (PfG). The Framework, summarised into three core areas, supported by nine strategic priorities, aims to set a clear direction of travel for the NI Executive and provide a vision for the future of all citizens. Relevant to DE and its NDPBs are a number of priorities, including delivering more affordable, accessible, high-quality early learning and childcare and better support for children and young people with special educational needs to enable all our children and young people to grow up in a supportive society and achieve their potential, with all children and young people being able to access and remain in a high-quality education system and be equipped with skills to make the best life choices. Supporting DE in delivering an effective, child-focused, collaborative, high-quality education system and an efficient education system which works in partnership to meet the needs of children and young people are core to GTCNI's mission of providing an appropriately registered highly skilled educator workforce, and
- the vision and direction of the Education Minister.

## **Going Concern**

GTCNI believes that it is appropriate to prepare the financial statements on a going concern basis. At the date of signing this Annual Report and Accounts, there is a reasonable expectation that GTCNI will continue in operational existence for the foreseeable future. Following the Education Minister's decision in March 2025 to continue the functions of GTCNI within the existing NDPB structure, but with new Board arrangements, DE officials are progressing the required primary legislation to give effect to this decision; and to address other known legislative weaknesses. It is intended to complete the passage of this Bill within the current NI Assembly mandate; and to implement the changes as quickly as possible thereafter. The funding arrangements for GTCNI remain unchanged and the annual teacher registration fee will continue to be charged.

This arrangement continues to guarantee the financial viability of the organisation in the short term.

## 2024-25 Performance Summary

GTCNI's 2024-25 Business Plan set out seven actions to deliver on its strategic priorities. Of the seven actions, six were fully achieved and 1 was not achieved. These are outlined in more detail in the Performance Analysis section below.

Year-end Status of Business Plan Actions	Number	%
Achieved	6	86%
Not Achieved	1	14%
<b>Total</b>	<b>7</b>	<b>100%</b>

## 2. Performance Analysis

### Overview

The purpose of this analysis section is to outline GTCNI's performance against actions, corporate goals and commitments.

### Performance Management Arrangements

GTCNI's 2024-25 Business Plan was drafted by senior management, agreed by the Accounting Officer / Interim CEO and submitted to DE for comment and approval. Throughout the year, officials monitored progress against the seven actions that GTCNI undertook to deliver on its strategic priorities. Progress was also monitored within GTCNI SMT meetings.

### Analysis of Performance against Targets

NO.	TARGET	IMPACT	STATUS	EVIDENCE
<i>In support of DE's Strategic Priority / desired outcome(s) of a sustainable education system which is appropriately resourced, works in partnership, invests in its workforce and is committed to excellence and equity. By 2028 we aspire to deliver a highly skilled, motivated and high-functioning education workforce, which is provided with adequate support and training to enable it to meet the needs of every learner and stakeholder we serve.</i>				
D1	In 2024-25, continue to deliver a high-quality teacher registration service We will:	Improved customer service	Achieved	VGS / DE Deduct at Source / Annual Renewal registration renewal processes completed by

NO.	TARGET	IMPACT	STATUS	EVIDENCE
	<ul style="list-style-type: none"> <li>carry out processes / assessments necessary for GTCNI to fulfil its statutory registration responsibilities,</li> <li>review current target timeframe and performance metrics for processing of applications for each category,</li> <li>implement revised monitoring and reporting against key performance metrics for application processing, and</li> <li>ensure key registration periods continue to operate smoothly, particularly for this summer's graduates.</li> </ul>	<p>Faster availability of teachers to education settings</p> <p>Reduction in queries / complaints DE regarding time taken to process applications.</p>		31 May / 18 June / 31 July 2024 respectively Summer 2024 graduates registered efficiently. Efficiencies in application processing timescales - revised to UK 6 weeks, DE 7 weeks, FE 6 weeks, ROW 5 months, Re-registration 3 weeks (no previous set timescale). % of applicants processed within set timescales were UK 93%, DE 53%*, FE 93%, ROW 100%, Re-registration 92% <i>(*Timescale missed mainly due to delay in receiving information from third parties.)</i>
D2	In 2024-25, we will work with our website provider to refresh our website and ensure it complies with legislative requirements, including UK GDPR legislation and the Public Sector Bodies (Websites and Mobile Applications) (No. 2).	<p>Users able to access our website and Teacher Registration portals using web-based or mobile devices in a variety of accessibility formats in compliance with both UK GDPR and Accessibility Regulations.</p>	Achieved	Website was updated to remain WCAG2 compliant. Two GTCNI staff trained on Content Management to allow faster updating of website material, layout and links. Key policies and documents have been updated and uploaded.
D3	In 2024-25, we will demonstrate effective governance across GTCNI, with a focus on adhering to the Management Statement and Financial Memorandum and all other governance arrangements in place with DE.	<p>Information Management &amp; Governance, including handling of personal data, in GTCNI is compliant with legislation and best practice to minimise risk of personal data breaches.</p>	Achieved	GTCNI adhered to the interim governance arrangements in place with DE, including holding regular Oversight and Governance and Accountability Review meetings. All returns submitted to DE on time, including

NO.	TARGET	IMPACT	STATUS	EVIDENCE
		<p>FoI and Data Subject Access requests are responded to in accordance with prescribed timelines.</p> <p>Key issues cited in DE review of IM&amp;G and internal audit findings are largely addressed.</p> <p>Two satisfactory opinion DE Internal Audit reviews completed in 2024-25.</p>		<p>2023-24 Annual Report and Accounts and Governance Statement, Corporate Risk Register and Risk Management Framework, Annual Business Plan and other DE financial / monitoring returns.</p> <p>2023-24 Annual Report and Accounts were laid in the NI Assembly on 12 March 2025.</p> <p>GTCNI was removed from 'Special Measures' on 19 December 2024.</p>
D4	<p>In 2024-25, we will:</p> <ul style="list-style-type: none"> <li>continue to work with DE and its stakeholders to support and promote DE's Learning Leaders (LL) policy,</li> <li>participate in Learning Leaders Oversight Group and Communication and Engagement Sub-group, working collaboratively to shape / deliver the outworking of this policy,</li> <li>work with DE's Learning Leaders team to produce a revised set of teacher competences.</li> </ul>	<p>Completion of successful work programme in line with DE and LL Oversight Group and Communication and Engagement Sub-group objectives, leading to tangible progress within the profession and schools' sector on LL delivery with positive feedback</p>	Achieved	<p>GTCNI worked with DE and its stakeholders to progress Learning Leaders, attending regular meetings. Ahead of its publication in Q1 2024-25, GTCNI provided feedback on the updated Teacher Education Partnership Handbook.</p> <p>GTCNI contributed to the draft DE consultation on a Teacher Professional Learning Framework before it was submitted to the Education Minister.</p>
D5	<p>By 31 March 2025, we will work with DE to re-accredit Northern Ireland's Initial Teacher Education (ITE) Programmes / Courses.</p>		Not achieved	<p>Reaccreditation Working Group (comprising key stakeholders including GTCNI) met on 30 April 2024.</p> <p>ETI Inspectors met HEIs in a series of bilateral meetings to progress.</p>

NO.	TARGET	IMPACT	STATUS	EVIDENCE
				<p>No further progress made in 2024-25, partly due to DfE's ongoing work to revise HEIs' QAA process - it was agreed to wait for outworkings of this before progressing in order to ensure that the reaccreditation process adds value and avoids the duplication evident from past processes.</p> <p>In March 2025, the current ITE programme / course extensions were further extended to 31 March 2026. This work will continue in 2025-26</p>
D6	In 2024-25, we will continue to address new regulatory referrals as appropriate within the current legislative framework.	GTCNI responsibilities under legislation, including SVGO 2007, met.	Achieved	<p>GTCNI addressed new regulatory referrals as appropriate within the current legislative framework. GTCNI engaged with relevant stakeholders, which included attending a DBS workshop in March 2025. In 2024-25, GTCNI joined a multi-agency UK-wide coalition led by ACRO to explore how to close any gaps in the safeguarding of children both in education abroad and at home, attending meetings as required and contributing to the group's Terms of Reference.</p>
D7	In 2024-25, we will work with DE in their preparation of a Bill to replace GTCNI, ensuring the interim continuity of legislative		Achieved	<p>GTCNI shared its financial and management expertise with DE to support options on the future of the organisation</p>

NO.	TARGET	IMPACT	STATUS	EVIDENCE
	functions until GTCNI's dissolution.			and for addressing shortfalls in current legislation, while continuing to conduct its legislative functions.

### Analysis of Performance against Corporate Goals and Commitments

GTCNI promotes the development of professional communities of practice characterised by a commitment to excellence and a culture of respect, integrity and cooperation and is committed to enhancing the status of the teaching profession by promoting the highest standards of professional conduct and practice.

GTCNI's Corporate Plan continues to underpin strategic priorities alongside continued business plan alignment with the organisation's sponsor body DE.

Everyone in GTCNI plays a part in the delivery of the organisation's strategic priorities and actions. Against a backdrop of continued operationally challenging circumstances, a significant body of work has been delivered as illustrated by the targets / actions achieved as above and further as below:

**Corporate Objective 1** - Fulfil all statutory functions while maintaining a financially sustainable organisation, effective stewardship and governance.

Whilst continuing to deliver a professional teaching registration service in 2024-25, GTCNI significantly addressed historical weaknesses in continuing operations and processes to ensure compliance with the requirements associated with being a NDPB. The organisation substantially progressed outstanding Internal Audit recommendations whilst welcoming a current programme of internal and external audit.

**Corporate Objective 2** - Promote professionalism amongst teachers through offering appropriate advice and guidance and working to embed competence based professional development across the sector.

Accreditation of the Initial Teacher Education (ITE) programmes (PGCE and B. Ed) delivered by Northern Ireland HEIs remains in place until March 2026. Work with DE to ensure the legislative framework for professional regulation is appropriate continues apace and will require legislative change to deliver on in full. The project to review the qualifications suitable for entry to the teaching

profession will not progress until 2025-26 and will be subsidiary to the more immediate task of renewed accreditation of the aforementioned ITE programmes.

**Corporate Objective 3** - Promote interests of the profession through effective engagement and partnership working with all stakeholders across the education sector.

GTCNI continued to contribute to key working groups established by DE and other stakeholders pertaining to the development and implementation of policy e.g. Learning Leaders, Transformation Stakeholder Group, Teaching Workforce. Close working relationships continue to be strengthened with other regulatory bodies for the teaching profession in UK and Ireland through regular CEO/Registrar Teaching Council meetings. GTCNI continued to increase engagement on matters of child safeguarding, including membership of an international child safeguarding UK-wide working group co-ordinated by ACRO.

**Corporate Objective 4** - Secure within the teaching profession a greater sense of ownership and recognition of GTCNI as its professional body.

2024-25 saw more groundwork implemented as part of the development of our communications infrastructure to maintain effective engagement with the teaching profession and our understanding of its needs. We have implemented a contact database that facilitates electronic communication with the profession within our teacher registration system. A refresh of our website has significantly progressed. The teacher registration system design has increased our management information reporting ability to inform our understanding of the profession and our role and to support DE workforce planning. A 100% response rate to our Teachers List project in December 2024 will now underpin a refreshed and updated Digest of Statistics in 2025-26. Also in 2025-26, we will seek to recruit a dedicated communications officer to further underpin current progress and increase engagement.

**Corporate Objective 5** - Develop GTCNI as appropriate to ensure it continues to meet the professional needs of teachers in NI.

Throughout 2024-25, GTCNI's Accounting Officer and SMT continued to implement initiatives established to further develop an organisation culture consistent with our values, role and aspirations. Staff meetings are conducted on a weekly basis to support a sense of involvement and ownership in the success of GTCNI. Recruitment processes are driven by DE approvals and appropriately

evaluated job descriptions, salary scales and competency-based scored interviews. The organisations' first performance management system was rolled out, following support and training to all staff, in 2024-25. Policies that protect both staff, the organisation, its members and other stakeholders continue to be developed or updated and are in alignment with NICS best practice. GTCNI's approved Equality Scheme has been refreshed following engagement with the Equality Commission.

## **Summary Financial Performance 2024-25**

### **Statement of Comprehensive Net Expenditure (SOCNE)**

A summary of the SOCNE for the year to 31 March 2025 is set out below:

	<b>2024-25 £000</b>	<b>2023-24 £000</b>	<b>Variance £000</b>	<b>Variance %</b>
Net Comprehensive Income after Taxation	(8)	(1,062)	1,054	99%)

Taking finance expenditure and pension adjustments into account and comparing with 2023-24:

GTCNI received £1.25 million (2023-24: £1.23 million) in teacher registration fees – this represents some 28,349 (2023-24: 27,891) fees at the 20+-year unchanged registration fee level of £44 – and £0.09 million (2023-24: £0.16 million in other income, representing interest on deposits and an end of lease adjustment under IFRS16 (2023-24 only).

Total expenditure was £1.23 million (2023-24: £1.45m, resulting in a net operating surplus of £0.95 million (2023-24: deficit £0.05 million). Inclusion of financing expenditure and taxation costs and adjusting for the actuarial gain on the pension fund being limited to £0 as well as adjustment for a minimum funding requirement under IFRIC14 has resulted in a net operating deficit result of £0.008 million (2023-24: £1.06 million). This movement is due in full to the calculation by GTCNI's pension provider, NILGOSC, of the maximum economic benefit to be recognised in the accounts (referred to as the asset ceiling) being calculated in accordance with IFRIC14 which proposes that if the asset ceiling is below the net pension asset, then the net pension asset should be restricted to the asset ceiling. GTCNI had a net pension asset at 31 March 2025, also at 31 March 2024, but

the value of the asset has been restricted to £0 in accordance with IFRIC14. The outcome is to reverse the surplus recognised in earlier years in full.

### **Statement of Financial Position (SoFP)**

A summary of the SoFP for the year to 31 March 2025 is set out below:

	<b>2024-25 £000</b>	<b>2023-24 £000</b>	<b>Variance £000</b>	<b>Variance %</b>
Total Assets less Total Liabilities	884	892	(8)	(0.01)

#### **Commentary on Variances**

GTCNI teacher registration income showed an increase of 1.6% (2023-24: 1.8%).

Staff costs were £0.78m (2023-24: £0.88 million), a decrease of 21%, primarily due to vacancies carried and the full year savings effect on the mid 2023-24 movement of a net of 6 staff from agency to fixed term contract basis.

Other running costs were £0.34 million (2023-24: £0.41 million), a decrease of £0.07 million or 17%, largely attributable to savings on a reduced accommodation footprint.

#### **Commentary on Variances between Budgets and Outturn**

GTCNI achieved its registration income target for the year in October 2024 and made a small upward adjustment (+0.009%) to its full year forecast at that point. Easements continued to be identified in-year as a result of a key senior vacancy remaining unfilled. GTCNI continued to report these easements in its outturn forecast returns to DE and in February 2025, DE issued a final revised resource allocation letter for the 2024-25 year, indicating a projected revised surplus of £0.094 million pre-corporation tax / £0.07 million post-corporation tax and before any pension adjustments. During the year, NILGOSC, GTCNI's pension provider, continued to implement a pension exit approach to valuation of the pension fund.

Actual net operating expenditure outturn in 2024-25 compared to budgeted outturn was a surplus of £0.09 million and against an approved forecast surplus of £0.09 million:

	Outturn	Forecast	Variance
	31 March	31 March	
	2025	2025	£'000
<b>Revenue Income DEL</b>	<b>(1,337)</b>	<b>(1,327)</b>	<b>10</b>
<b>Revenue Expenditure DEL</b>	<b>1,242</b>	<b>1,233</b>	<b>(9)</b>
Non-Ring-fenced	1,127	1,116	(11)
Ring-fenced Depreciation / Impairments	115	117	2
<b>Finance Expenditure</b>	<b>28</b>	<b>0</b>	<b>(28)</b>
<b>Corporation Tax</b>	<b>23</b>	<b>20</b>	<b>(3)</b>
<b>Capital DEL</b>	<b>112</b>	<b>112</b>	<b>0</b>
General	112	112	0
<b>Total DEL</b>	<b>68</b>	<b>38</b>	<b>(30)</b>
<b>AME</b>	<b>90</b>	<b>121</b>	<b>31</b>
AME Resource	52	83	31
AME Capital	38	38	0
<b>Total Net Managed Expenditure</b>	<b>158</b>	<b>159</b>	<b>1</b>

### Explanation of Variances

Employer costs were £0.78 million against a revised budget of £0.8 million. As noted, savings were achieved by a continued vacancy in-year.

Registration system costs for the year were £0.17 million against a budget of £0.16 million. The overspend arose as a result of reclassifying some expenditure as revenue in nature rather than capital plus higher than anticipated annual cyber security health checks. In relation to the capital reclassification element, a corresponding decrease was recorded in capital spend, with the easement declared and Capital DEL budget reduced by this amount (£4k) from £0.12 million to £0.11 million.

Other operating costs within GTCNI are low and largely known with a high degree of certainty as they are contractually committed, so spend was by and large in line with approved budget and forecasts for the year.

Corporation tax costs for the full year using standard rate less marginal relief are due on earned bank interest. On this basis, costs were £0.02 million for the full year, against an approved budget of £0.02 million and in line with forecast.

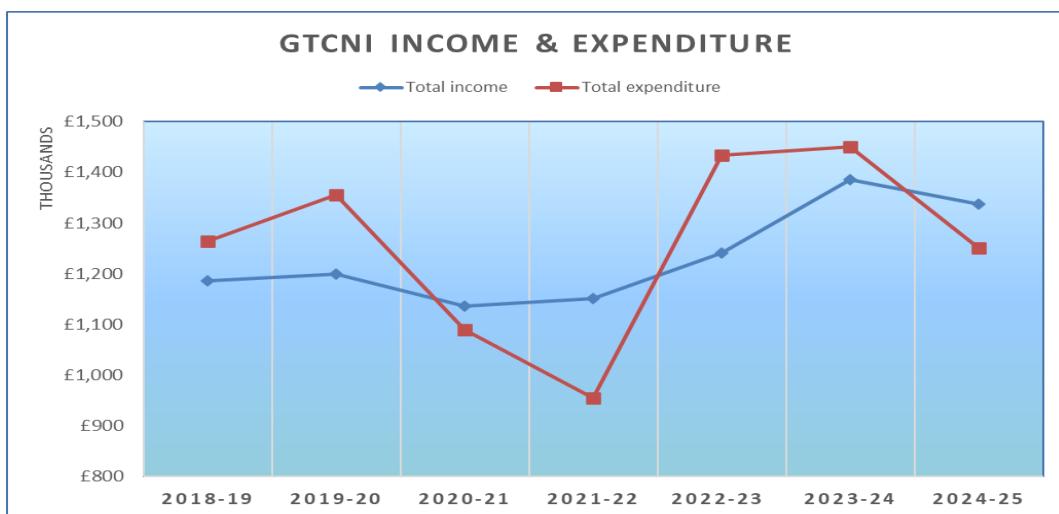
Fixed asset write-downs and intangible asset amortisation costs were £0.073 million against a budget of £0.075 million. IFRS16 lease depreciation to end February 2025 was in line with budget and forecast at £0.04 million.

An interim revaluation of GTCNI's pension fund by NILGOSC saw the historically deficit fund value continue to record favourable market returns, with an actuarial

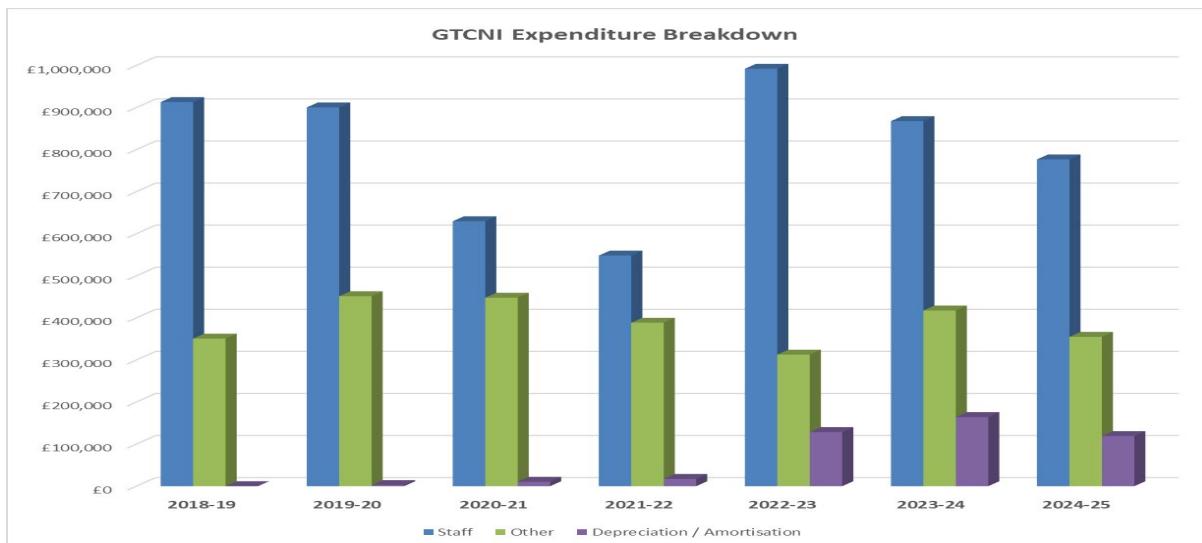
gain on the pension fund of £1.64 million (2023-24: gain £0.72 million) being recorded. However, in accordance with the requirements of IFRIC14, the gain has been limited to an asset ceiling of £0, coupled with additional calculations to determine if an 'additional liability' should be recognised this year because GTCNI is paying deficit contributions under a 'minimum funding requirement' (also defined under IFRIC 14) and the net result is the recognition of an additional liability in full of £0.99 million (2023-24: £1.11 million) and a net actuarial loss of £0.005 million (2023-24: £1 million) being reported.

### Long Term Trends

A review of the last six years of GTCNI expenditure and income trends indicates that, in nominal cost terms, total income is almost static, increasing at an average rate of 0.7% year on year albeit interest earned has increased in recent years with inflationary uplifts in global interest rates. Costs saw a sharp uplift in 2022-23 with long-term vacancies being filled via a more costly agency route, but with stabilisation of the workforce costs levelled off in 2023-24 and even dropped in 2024-25 based on a small number of unfilled vacancies.



As a service organisation, staff-related costs are the biggest element of overall expenditure, averaging 64% (2024-25: 61%) of total spend over the last seven years with fulltime staff equivalents in post at 31 March 2025 being 14.12 (2023-24: 13.35).



Expenditure by Type							
<b>Staff</b>	£913,060	£900,385	£629,754	£548,163	£992,207	£867,797	£783,916
<b>Other</b>	£350,826	£451,544	£447,949	£388,563	£312,760	£417,560	£389,956
<b>Depreciation / Amortisation</b>	£0	£2,623	£10,488	£17,290	£128,633	£164,258	£119,134
As % of Total Costs							
<b>Staff</b>	72.2%	66.5%	57.9%	57.5%	69.2%	59.9%	60.6%
<b>Other</b>	27.8%	33.3%	41.2%	40.7%	21.8%	28.8%	30.2%
<b>Depreciation / Amortisation</b>	0.0%	0.2%	1.0%	1.8%	9.0%	11.3%	9.2%

Non-staff costs at £0.36 million (2023-24: £0.42 million) are 28% of total spend (2023-24: 29%). Procurement of all goods and services continues to be appropriately guided by public sector procurement rules and approvals, with value-for-money challenge in place.

### Social, Community and Human Rights

When preparing or revising policies or decisions, consideration is given to any impact on equality (in accordance with Section 75 of the NI Act 1998) and human rights (the Human Rights Act 1998 and United Nations conventions).

The Executive's CYPS 2020-2030, agreed on 10 December 2020, is the main strategic instrument through which all NI Government Departments, and their ALBs work together to improve the wellbeing of children and young people.

## **Rural Needs Act (NI) 2016**

In line with its obligations under Section 1 of the Rural Needs Act (NI) 2016, no Rural Needs Impact Assessments were identified as requiring completion by GTCNI during 2024-25.

## **Equality Obligations**

GTCNI has an approved Equality Scheme and Disability Action Plan and is committed to fulfilling its statutory obligations under the Scheme.

## **Other Matters**

### Environmental Issues

GTCNI continues to actively support landlord initiatives to manage onsite heat and energy consumption.

### Sustainability

GTCNI is committed to making sustainable environmental improvements where possible. GTCNI continues to address sustainability through recycling activities, minimisation of paper and moving to a fully digital platform, utilising electronic technology optimally to support its business operations. With a hybrid work model in place, there has been a positive knock-on impact on travel and the environment.

### Anti-Fraud and Bribery

GTCNI operates a zero-tolerance approach to fraud, bribery and corruption. An Anti-Fraud and Bribery Policy incorporating a Fraud Response Plan outlines in detail GTCNI's approach to these areas. There were no reported incidences of fraud or bribery in 2024-25.

## **Future Development and Performance**

GTCNI will continue to support DE in its PfG commitments to deliver an effective, child-focused, collaborative, high-quality education system. An efficient education system which works in partnership to meet the needs of children and young people is core to GTCNI's mission of providing an appropriately registered highly skilled educator workforce.

GTCNI will continue to follow closely developments and decisions following the departure of the UK from the European Union and the creation of any ongoing trading relationships.

GTCNI await clarification on its future organisation structure and legislative changes, with both requiring NI Executive and N Assembly approval.

This Performance Report is approved and signed.

A handwritten signature in black ink, appearing to read "Ian Gallagher".

**Ian Gallagher**  
**Accounting Officer**  
**12 January 2026**

### 3. Accountability Report

In order to meet the key accountability requirements of the NI Assembly, the primary user of the Annual Report and Accounts, this review of corporate governance sets out below matters pertaining to GTCNI and its governance, as well as the format of the Accounts, key policy issues and post-year events of note. The report also identifies GTCNI's auditors.

#### DE Governance Report

As of 13 December 2021, the GTCNI Council and all of its Committees were stood down. Following a detailed analysis of the MSFM, the Department introduced a series of interim oversight and governance arrangements to ensure robust and proportionate performance monitoring and accountability arrangements remained in place. These arrangements also ensured that GTCNI staff received continuing support and guidance for their ongoing work. Previous Special Measures requirements, in place since November 2019, were subsumed within these new arrangements.

Since this time, GTCNI has worked to systematically address the numerous governance, staffing and operational challenges which necessitated DE's intervention. Extensive progress has been made with this work closely monitored by DE senior officials, GTCNI's internal auditors and the Department's Audit and Risk Assurance Committee (ARAC). As a direct result, the Department was able to confirm the ending of Special Measures with effect from 19 December 2024. In May 2025 a proposal to retain the organisation was approved by the NI Executive Committee with proposed changes in GTCNI legislation currently being progressed.

The Interim CEO/Registrar, designated as GTCNI's Accounting Officer was managed by DE's Director of Workforce during 2024-25.

The Minister has delegated the former Council's powers and decision-making authority to the Interim CEO/Registrar; on the basis that established GTCNI policies and decisions be maintained wherever possible.

In line with established NICS/DE processes, acting on behalf of GTCNI, the Interim CEO/Registrar continues to undertake business planning and risk management processes and to provide all financial and performance management monitoring returns required by DE. These returns are managed through Departmental reporting and accountability mechanisms allowing the Director of Workforce to report regularly to DE ARAC and Board and to escalate any emerging concerns as necessary and appropriate.

Governance assurance is delivered through a number of mechanisms including meetings with DE's Sponsor Team (the GTCNI Interim Sponsorship Team, GIST), with further oversight meetings with a DE Deputy Secretary, the Director of Workforce and the Head of GIST to ensure DE's Accounting Officer can be kept fully informed of progress against Business Plan commitments and outstanding Internal Audit / governance issues.

DE ARAC is asked to consider any findings from internal and external audit activity, including updates on whistleblowing and fraud cases, along with the outcomes of key governance processes such as risk management, GAR meetings and Governance Statements, as well as approval of the Annual Report and Accounts and the Report of the Comptroller & Auditor General (C&AG) for Northern Ireland.

The interim CEO, accompanied by the Head of Corporate Services, attended each GAR meeting with DE, chaired by the Deputy Secretary or his designated deputy. The interim CEO/Registrar, accompanied by the Head of Corporate Services, attended a number of Oversight Meetings (OM) focusing primarily on operational matters, the ongoing delivery of GTCNI's functions and business plan objectives and any emerging areas of concern. OM sit alongside the two annual GAR meetings required of all NDPBs, and collectively these ensured scrutiny by DE senior officials continued on a quarterly basis. These arrangements continued to be supplemented by monthly written business position updates provided to GIST. These arrangements have proven effective and GTCNI continues to be up to date with all business cases and Post Project Evaluation (PPEs) and Annual Accounts and Reports have been laid for all years up to and including 2023-24.

### **Statement of Accounting Officer's Responsibilities**

Under paragraph 12 of Schedule 1 to the Education (Northern Ireland) Order 1998, the Department of Education (DE), with the approval of the Department of Finance, has directed the General Teaching Council for Northern Ireland (GTCNI) to prepare, for each financial year, resource accounts detailing the resources acquired, held or disposed of during the year and the use of resources by the organisation during the year. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of GTCNI and of its Income and Expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the financial statements, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual (FReM) and in particular to:

- observe the Accounts Direction issued by DoF, 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 as set out in the Government FReM have been followed and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis; and
- confirm that the Annual Report and Accounts as a whole are fair, balanced and understandable, and to take personal responsibility for the Annual Report and Accounts and the judgements required for determining that they are fair, balanced and understandable.

DE has appointed the Interim CEO as Accounting Officer of GTCNI.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding GTCNI's assets, are set out in the Accounting Officers' Memorandum issued by DoF and published in Managing Public Money NI (MPMNI).

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that GTCNI's auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

Whilst GTCNI operationally continues to function, governance oversight is being provided by DE officials and the Permanent Secretary. GTCNI's future will be addressed within a GTCNI Replacement Bill; DE will update all teachers on the key elements to be addressed and then seek Ministerial and NI Executive approval for the introduction of the Bill at the earliest possible opportunity.



**Ian Gallagher**  
**Interim Chief Executive Officer/Registrar**  
**Date: 12 January 2026**

## Corporate Governance Report

### Introduction

The General Teaching Council for Northern Ireland (GTCNI) is an Arm's Length Body (ALB) of, and is accountable to, the Department of Education (DE). The designated Accounting Officer is GTCNI's Interim Chief Executive Officer (CEO), who, led by the interim governance arrangements with DE, is required to ensure that effective systems of internal control are in place and adhered to, and that GTCNI complies with all relevant legislation and codes. The Interim CEO was managed by DE's Education Workforce Director during 2024-25.

GTCNI's responsibilities are set out in the Education (Northern Ireland) Order 1988 and subsequent 2003 and 2006 Education (NI) Orders.

On 13 December 2021, the GTCNI Council (Board) and all its Committees were stood down with immediate effect. DE introduced a series of interim oversight and governance arrangements to ensure robust and proportionate performance monitoring and accountability arrangements remained in place. Previous Special Measures requirements, in place since November 2019, were subsumed within these new arrangements. Since 2022, GTCNI has worked to systematically address legacy governance, staffing and operational challenges. Extensive progress has been made with this work closely monitored by DE senior officials, GTCNI's internal auditors and DE's ARAC. As a direct result of the progress made, DE confirmed the ending of Special Measures with effect from 19 December 2024. GTCNI remains under the remit of DE's ARAC in terms of sign off of Annual Report and Accounts and emerging issues of concern are presented to ARAC as required.

This Governance Statement addresses governance and assurance issues relating to the management of expenditure and the discharge of responsibilities during the 2024-25 financial year to support the achievement of GTCNI's objectives. This is in accordance with the responsibilities assigned to me, when appointed on 1 June 2022 as Interim CEO of GTCNI, in 'Managing Public Money (Northern Ireland)' and the principles of 'the Corporate Governance in Central Government Departments; Code of Good Practice 2025', in so far as they relate to GTCNI, to manage and control the resources of the organisation, along with action to maintain and promote an effective system of governance and risk management in support of achieving its aims and objectives.

As GTCNI's Accounting Officer, I acknowledge my responsibility for maintaining a sound system of internal control which supports the achievement of GTCNI's

and DE's policies, aims and objectives, whilst safeguarding the public funds and organisational assets for which I am personally responsible.

I am satisfied that I have delivered upon my responsibilities as GTCNI's Accounting Officer and thereby declare to the Departmental Accounting Officer of my fitness to act as Accounting Officer.

### **Governance and Accountability Meetings**

The interim CEO, accompanied by the Head of Corporate Services, attended two GAR meetings with DE, chaired by the Deputy Secretary and the Education Workforce Director respectively, in June and December 2024 and two Oversight Meetings (OM) in April and October 2024, chaired by the Deputy Secretary. These oversight meetings focused primarily on operational matters, the ongoing delivery of GTCNI's functions and business plan objectives and any emerging areas of concern. OM's sit alongside the two annual GAR meetings required of all NDPBs, and collectively these ensured that scrutiny by DE senior officials continued on a cyclical basis. These arrangements continued to be supplemented by weekly updates between GTCNI's Interim CEO, and the Head of DE's Sponsor Team, GIST and monthly written business position updates provided to GIST.

### **Business Planning and Monitoring**

As Accounting Officer, I, with the support of GTCNI's Senior Management Team (SMT), continued to monitor achievement of business plan objectives and management of acceptable levels of business risk to challenge delivery of appropriate services and value for money.

GTCNI's annual business planning cycle continues in alignment with DE's own business planning and is subject to scrutiny by DE prior to implementation. DE consideration and approval is given to GTCNI's Annual Business Plan and quarterly reports on progress are provided to DE. The business plan sits alongside GTCNI's corporate risk and corporate governance management frameworks, subject to review by DE, as well as monthly reporting to GTCNI's Sponsor Team in DE, GIST on operational business progress.

During 2024-25, GTCNI continued to deliver against its annual business plan. Significant progress was achieved in the following areas:

- the launch of GTCNI's first corporate Performance Management system with all staff completing personal job plans and personal training plans for

the 2024-25 year. The satisfactory DE Internal Audit opinion achieved in 2024-25 in relation to Performance Management bears testament to the successful implementation.

- the continued use of GTCNI's teacher registration system, launched in April 2023, with over 27,000 teachers successfully re-registered, as well as over 1,200 new applicants and continued efficiencies in application processing timescales being achieved;
- with a significant effort by GTCNI's Registration Team, all grant aided schools in NI updated their information on teachers and their subject specialisms. This Schools' List information, which had been over 5 years out of date, will now be used to update a rebranded GTCNI Digest of Statistics to support education workforce planning in DE and its ALBs during 2025-26;
- the continued updating of corporate HR and Information Management policies and processes aligned with NICS best practice with more progress being made to address outstanding Internal Audit recommendations including:
  - the project to update all policies, procedures, structures and training to support the effective management of business information and personal data in compliance with data protection legislation including completion of appropriate privacy notices, Appropriate Policy Document (APD), and policies on Data Protection, Data Breach Management, Data Retention and Disposal;
  - the updating of GTCNI's 2017 Equality Scheme;
  - successful testing of, and a satisfactory DE Internal Audit opinion on, GTCNI's Business Continuity Plan;
  - continued updating / introduction of data-sharing agreements with external stakeholders including Teachers' Pay and Pension Team, DE, the Education Authority, the Disclosure and Barring Service, ACRO Criminal Records Office and the Teacher Regulation Agency.

### **Procurement Activity**

During 2024-25, GTCNI continued to embed compliance with procurement guidance including PPN 04/21 on delegated limits, PGN 03/11 on Direct Award Contracts, FD (DoF) 08/17 on Use of Professional Services and Better Business Cases Northern Ireland (BBCNI).

All identified need for procurement of supplies and services has been rigorously tested using BBCNI principles and delivered, where feasible, using public sector purchasing frameworks to ensure best value for public funds.

With all business cases being completed to align with corporate need by the end of 2023-24, the majority of approvals awarded by DE were on a 3-year basis. A small number of business case addendums were completed and approved including a vacancy for an Information Management and Governance Officer and for legal advisory services.

A number of interim and PPEs due in 2024-25 were completed and returned to DE on time and lessons learned have been used to inform ongoing procurement of goods and services.

A register of business cases and awarded contracts in compliance with DAO (DoF) 05/21 is maintained.

There have been no Direct Award Contracts in the reporting period.

The organisation has complied with all relevant DoF guidance including [FD \(DFP\) 07/12](#) on the use of Professional Services.

There has been no use of external consultants in the period.

All Conditions of Approval (COAs, standard ones relating to cost, timing and scope, completion of Post Project Evaluations, as well as all other non-standard ones) contained in letters of approval for expenditure have been regularly reviewed and complied with. There have been no breaches of COAs in the period.

### **Quality of Data used by GTCNI**

GTCNI relies on a range of data from a number of sources to inform managerial decision making, including:

- Financial and operational management information;
- Internal Audit annual assurance reports and management recommendations;
- Statistical information from GTCNI's teacher registration system, and
- Policy advice derived from consultation with external stakeholders, including the teaching profession, DE, service support providers, and others as relevant.

Statistics produced by GTCNI are either for internal management use or to support stakeholders such as DE.

The finance data presented to SMT and to DE is prepared from internal finance systems, which are supported by internal control frameworks. These are subject to both internal and external audit scrutiny.

GTCNI remains confident in the quality of the information and data it has used during 2024-25.

### **Data Handling Incidents**

GTCNI is required to comply with the Data Protection Act 1998 and, from May 2018, the UK General Data Protection Regulations (GDPR) in the handling and storage of personal data.

UK GDPR legislation introduces a duty on organisations to report significant personal data breaches to the Information Commissioner's Office (ICO). No such breaches were identified in 2024-25.

GTCNI's continues to review its approach to Information Management and Governance and significant progress was made in 2024-25. Data sharing agreements have been reviewed and updated and are in place with key data sharing partners. Relevant policies continue to be introduced or updated as needed to comply with public sector best practice and the organisation continues to engage with PRONI and other stakeholders.

### **Equality**

I am satisfied that GTCNI has due regard to the need to promote equality of opportunity and has regard to the desirability of promoting good relations as set out in Section 75 (1) and (2) of the Northern Ireland Act 1998. GTCNI undertakes appropriate S75 policy screening, and the Equality Commission has quality assured GTCNI's updated 5-year Disability Action Plan and Diversity Action Plan.

In carrying out its functions, I am satisfied that GTCNI continues to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with disability and persons without; and
- between persons with dependants and persons without.

In addition, without prejudice to the above obligation, in carrying out its functions GTCNI has regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

### **Ministerial Directions**

During 2024-25, no Ministerial Directions were sought or given.

### **Risk Management**

GTCNI is primarily concerned with the delivery of a legislatively compliant teacher registration service in support of DE's achievement of its educational and youth objectives and this involves varying degrees of risk. It is the task of management to mitigate or address these risks to maximise the likelihood of achieving objectives. The resources available for doing so are finite and so the aim is to achieve an optimum response to risk, prioritised in accordance with the evaluation of risk.

GTCNI's Risk Management Framework forms part of GTCNI's corporate governance arrangements. These comply with public sector corporate governance best practice and take cognisance of changes in GTCNI's governance arrangements. GTCNI's risk management framework is based on the principles that the interim CEO, as Accounting Officer, assumes responsibility for risk management across GTCNI as a whole and that monitoring key risks is a priority for SMT.

SMT, in conjunction with business areas and DE, agrees the risks to be included in the GTCNI's Corporate Risk Register and agrees ownership of each risk. This alignment with DE's Corporate Risk Register and risk management framework ensures that there is joint understanding of both GTCNI's and DE's level of exposure to risks and the way in which risks are assessed and managed.

The risk management process is integrated with normal management processes and informs the annual business planning cycle in order to link risk management and internal control with GTCNI's ability to fulfil its business objectives. The risk register is actively reviewed as part of periodic reporting to DE and as part of SMT meetings.

New risks are added to the Corporate Risk Register as soon as they are identified and the improvement actions and risk indicators of each risk are monitored on a regular basis.

GTCNI identified four business risks at the start of 2024-25:

- GTCNI has an ineffective governance and accountability framework and does not exercise proper stewardship of its resources in accordance with the conditions set out in the MSFM and manage resources to deliver annual objectives within budget;

Successful mitigating actions throughout the year included the agreed Interim Governance Arrangements in place with DE to provide proportionate oversight and monitoring, including GARs and OMs, adherence to GTCNI's MSFM, insofar as is possible in the absence of functioning standing Committees or a Council (Board), and delivery against the approved agreed annual business plan and budget, as well as regular internal SMT meetings and monitoring of key business areas and financial and staff resources.

- Ineffective arrangements for ensuring business continuity in respect of untoward incidents or emergencies.

Successful mitigating actions during 2024-25 included roll-out of a rigorously tested and updated Business Continuity Plan to all staff and other relevant stakeholders, with a satisfactory Internal Audit opinion being achieved, completion of a full programme of appropriate safety checks, including a satisfactory Fire Risk Assessment report completed in May 2024 and a hybrid-working arrangement supported by an appropriate Hybrid Working policy.

- Ineffective Information Management & Governance policies and processes to protect the organisation.

With a dedicated Information Management and Governance (IM&G) Officer in place, GTCNI's Information Management Programme is continuing to be actioned to address identified weaknesses. Relevant policies updated in 2024-25 include Data Protection, Data Breach Management, Data Retention and Disposal and Schedules, Privacy Notices (Staff and Applicants to / Registrants on GTCNI's Register of Teachers) supported by an APD. The issue of permanent preservation has highlighted some additional complexities for the planned in-year transition to Content Manager, and GTCNI are working with PRONI with a view to implementing a hybrid solution in 2025-26.

- Lack of clarity on GTCNI's future impacts on staff retention and delivery of legislative functions.

During 2024-25, GTCNI continued to provide expertise, analysis and other information to support DE in completing an options paper on GTCNI's future for the Education Minister. GTCNI has achieved a high degree of staff and skills retention through the fixed term contracts arrangement implemented in 2023-24 and maintained open dialogue with staff on progress.

An in-year review by DE concluded that the risk register remained well-aligned with DE's Corporate Risk Register.

### **Staffing**

With all posts now being primarily either permanent or fixed term in nature, GTCNI has achieved a stable staffing structure and the business risk of the potential loss of acquired skills and corporate knowledge on staff turnover has been mitigated against. However, a key business critical senior vacancy (Head of Professional Standards) impacted on 2024-25 business plan actions, which were subsequently revised in agreement with DE. Actions relating to a review of GTCNI's Qualification Rules and routes into teaching were removed from the 2024-25 business plan with DE's approval. The now low staff turnover has been a key enabler in the successful transition to a best practice compliant well-functioning NDPB, evidenced by the removal of Special Measures during the year.

### **Conflicts of Interest**

Annually, all staff are asked to read the Conflicts of Interest guidance and disclose any actual, perceived or potential conflicts of interest in line with the guidance and record such interests on GTCNI's register of interests. Staff are reminded that the register of interests is a 'live' document, and as such, changes should be notified as and when they occur. No conflicts of interest were identified in 2024-25.

### **Professional Regulation**

The ability to remove members whose conduct or behaviour falls below expected standards is a core feature of all professional bodies. In the case of the teaching profession in Northern Ireland, the legislation that established GTCNI and the GTCNI Regulations 2015 provide the legal basis for professional regulation. Aspects of these current provisions are known to be flawed, preventing GTCNI

from undertaking full professional regulation until such times as the Department, in legislating for the long-term future of GTCNI, also resolves this. GTCNI continues to seek a position where full professional regulation can be undertaken and, in the interim, it remains committed to processing regulatory referrals as far as is possible within current constraints.

### **Internal Audit Assurance**

GTCNI uses the NICS Internal Audit & Fraud Investigation Service for its Internal Audit services. The 2024-25 Internal Audit plan was delivered in the latter half of the year.

Internal Audit has stated an overall limited audit opinion for GTCNI for 2024-25. However, Internal Audit note that considerable progress has been made to improve the systems of governance, risk management, and internal control within GTCNI since the Ministerial decision in December 2021 to bring forward legislation to formally dissolve GTCNI. This includes:

- Understanding and actioning the Regulation role of GTCNI within the constraints of the current legislation. Regulation is a core function of GTCNI and due to legislative weaknesses has not been fully operational. This has been a contributing factor to the previously awarded unacceptable opinions. Internal Audit carried out a review of regulation procedures during 2023-24 which resulted in a satisfactory opinion being awarded. This review confirmed that the action taken by management, in respect of the historical regulation cases, was in line with the advice and guidance received from the Departmental Solicitors Office (DSO).
- The successful introduction of a new registration system during 2023-24. The registration of teachers is another core function of GTCNI and an area that has previously been faced with significant issues. Internal Audit carried out a review of the adequacy and effectiveness of the new registration system and concluded it was satisfactory, with only minor areas for improvement being identified during this review.
- Progress made to implement the outstanding Internal Audit recommendations. This has been a longstanding area of concern within GTCNI; however, throughout 2024-25, Internal Audit followed up on progress made against these areas and found that management has addressed a number of key outstanding control weaknesses. This included confirming that GTCNI have implemented an effective performance management system for all staff, have taken action to ensure

adequate business continuity arrangements are in place and have significantly enhanced the governance and control framework relating to information management.

Whilst it is Internal Audit's opinion that the governance, risk management and internal control arrangements operating across GTCNI are adequate and operating effectively, the Ministerial decision in December 2021 to bring forward legislation to formally dissolve GTCNI and stand down the Council and its Committees with immediate effect, ultimately has affected the ability of GTCNI to adhere to normal NDPB governance and reporting arrangements. Considering the significant importance of the role of the Council and its Committees as well as the risk associated with operating without one, Internal Audit consider that a limited opinion is appropriate. Internal Audit acknowledge that the circumstances in which GTCNI operate are outside of the control of the Interim CEO. It is further acknowledged that since December 2021, considerable improvement has been made to GTCNI system of governance, risk management and internal control.

#### **Accounting Officer's Assurance Statement**

Significant progress was made during 2024-25. Although GTCNI is not yet in a situation of 'business as usual', it continues to be my aim to work under Departmental oversight to discharge GTCNI's operational functions and support education in NI as fully and effectively as possible, to address remaining audit recommendations as quickly and comprehensively as possible and to promote the professional interests of teachers wherever possible.

It is a legal requirement that all places of work have a health and safety policy, which staff should be made aware of and adhere to. I am satisfied that a fit-for-purpose health and safety policy is in place and is reviewed regularly. This policy will receive further scrutiny as we continue with hybrid working arrangements, in line with other public sector organisations. I am satisfied that GTCNI has complied with all its duties under health and safety legislation.

I am satisfied that GTCNI has due regard to the need to promote equality of opportunity and has regard to the desirability of promoting good relations as set-out in Section 75 of the Northern Ireland Act 1998.

I am satisfied that GTCNI has due regard to rural needs in accordance with Section 1(1) of the Rural Needs Act (NI) 2016.

GTCNI does not provide any grant funding to Voluntary and Community Organisations.

In conclusion, drawing on the overall assurances provided by Internal Audit, I can assure the profession, our stakeholders and DE that this statement is complete and accurately reflects the latest assessment of governance within GTCNI.

I have completed this statement based on the information and evidence presented to me.

A handwritten signature in black ink, appearing to read "Ian Gallagher".

**Ian Gallagher**

**Interim Chief Executive Officer/Registrar**

**12 January 2026**

## 4. Remuneration and Staff Report

The information on pages 37-46 is covered by the audit opinion.

### Remuneration Policy

The remuneration of GTCNI staff, with the exception of the Interim CEO, is determined by the National Joint Council (NJC) for local authorities and other authorities of equivalent status. The NJC's principal role is to reach agreement, based on shared values, on a national scheme of pay and conditions for local application throughout the UK.

The pay of NJC staff is based on a system of pay scales for each grade, containing a number of pay points from minimum to maximum, allowing progression towards the maximum based on annual revalorisation and progression.

As approved by DE and the Department of Finance, the remuneration for the Interim CEO from 01 April 2024 was set in the range of £67,000 - £72,000.

Remuneration policy for the Interim CEO provides for annual reviews (including revalorisation and performance related pay) which are restricted within public sector pay limits. The Interim CEO does not receive bonus payments.

### Service Contracts

Staff appointments are made on merit, in accordance with GTCNI's recruitment policy and procedure on the basis of fair and open competition. GTCNI's current Interim CEO was appointed by DE.

Staff terms and conditions of employment including salary progression, payment of allowances, leave entitlement and notice periods as outlined in the NJC's Green Book on Pay and Conditions of Service.

Unless otherwise stated, the officials covered by this report hold appointments that are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the NJC's Green Book on Pay and Conditions of Service.

Further information can be found [here](#).

### Remuneration (including salary) and pension entitlements

The following sections provide details of the remuneration and pension interests of the Interim CEO and most senior management of GTCNI.

	Salary (£)		Benefits in kind		Pension Benefits**		Total	
	(to nearest £'000)		(to nearest £'000)		(to nearest £'000)		(to nearest £'000)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
I Gallagher - Registrar / Chief Executive Officer	70-75	60-65	-	-	18	24	85-90	85-90
M Jackson - Head of Corporate Services	60-65	15-20	-	-	21	7	80-85	25-30
E McEnarney - Registration Manager	0-5	45-50	-	-	3	1	5-10	45-50

The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increase or decreases due to a transfer of pension rights. This figure has been calculated and provided by NILGOSC and NICS.

M Jackson was appointed on a fixed term contract on 01 December 2023. E McEnarney left on 28 April 2024.

### Salary

'Salary' includes gross salary, performance pay, bonuses and any allowances, all of which are subject to UK taxation. This report is based on payments made by GTCNI and thus recorded in these accounts.

### Benefits-in-Kind

The monetary value of benefits-in-kind covers any benefits provided by the employer and treated by HMRC as a taxable emolument.

### Bonuses

No performance-related payments were paid or due in 2024-25 (2023-24: nil).

### Fair Pay Disclosures

### Pay Ratios

GTCNI is required to disclose the relationship between the remuneration of the highest-paid director in the organisation and the lower quartile, median and upper

quartile remuneration of the organisation's workforce. For the purposes of 2024-25, the highest paid director is taken to be the Interim CEO.

The banded remuneration of the highest-paid director in GTCNI for the financial year 2024-25 was £67,000-£72,000 (2023-24: £65,000-£70,000). The relationship between the midpoint of this band and the remuneration of the organisation's workforce is disclosed below.

#### 2024-25

	25th Percentile Median	Median	75th Percentile Median
Total Remuneration	£29,819	£35,235	£36,124
Pay Ratio	2.36:1	2.0:1	1.95:1

#### 2023-24

	25th Percentile Median	Median	75th Percentile Median
Total Remuneration	£27,803	£33,024	£33,945
Pay Ratio	2.46:1	2.07:1	2.01:1

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the Cash Equivalent Transfer Value (CETV) of pensions.

For 2024-25, the 25th percentile, median and 75th percentile remuneration values consisted solely of salary payments. In 2024-25 no employees received remuneration in excess of the highest paid director. Remuneration ranged from £28,000 to £72,000 (2023-24: £25,000 to £70,000).

#### Percentage Change in Remuneration

Reporting bodies are also required to disclose the percentage change from the previous financial year in the: a) salary and allowances, and b) performance pay and bonuses of the highest paid director and of their employees as a whole. The percentage changes in respect of GTCNI are shown in the following table.

Percentage Change for:	2024-25 v 2023-24	2023-24 v 2022-23
Average employee salary and allowances	6.70%	16.40%
Highest paid director's salary and allowances	6.89%	8.34%
Average employee performance pay and bonuses	N/A <sup>1</sup>	N/A <sup>1</sup>
Highest paid director's performance pay and bonuses	N/A <sup>2</sup>	N/A <sup>2</sup>

<sup>1</sup> No performance-related or bonus payments were made to staff.

<sup>2</sup> No performance-related or bonus payments were made.

## Pension Entitlements (Audited)

### Pensions of Senior Management (Audited Information):

Officials	Accrued Pension at age 60 as at 31 March 2025 and related lump sum £'000	Real increase in pension & lump sum at pension age £'000	CETV at 31 March 2025 £'000	CETV at 31 March 2024 £'000	Real Increase/ (Decrease) in CETV £'000
I Gallagher Chief Executive Officer	25-30 plus a lump sum of 70-75	(0-2.5) plus a lump sum of (0-2.5)	638	602	9
M Jackson Head of Corporate Services	0-2.5 plus a lump sum of nil	0-2.5 plus a lump sum of nil	28	7	16
E McEnarney Registration Manager	0-2.5 plus a lump sum of nil	0-2.5 plus a lump sum of nil	28	26	2

\* CSP not LGPS (NI)

### NILGOSC Pension Scheme

GTCNI participates in the Northern Ireland Local Government Pension Scheme (LGPS (NI)) administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC). The LGPS (NI) is a multi-employer defined benefit scheme. The assets allocated to the employer in the Fund are notional and are assumed to be invested in line with the investments of the Fund for the purpose of calculating the return to be applied to those notional assets over the accounting period. The 'Scheme' is a defined benefit scheme, which will provide benefits on a career average revalued earnings basis from 1 April 2015. Prior to this date pension benefits were calculated on a final salary basis. The Scheme is funded by contributions made by both employees and employers who have been designated as employing authorities or admitted to the Scheme. Prior to 1 April 2009, employees' contribution rates were fixed at 6% of their pensionable remuneration (except for those who were entitled to contribute to the scheme at 5% before 1 February 2003 and have remained in continuous employment). Tiered employee contribution rates, determined by the whole-time equivalent rate of pay, were introduced from 1 April 2009. Employer contribution rates are determined by the Scheme's actuary every three years and the most

recent actuarial valuation was completed in March 2022. In the year to 31 March 2024, GTCNI contributed 41.2% as an employer.

#### 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 CETV figures, and, from 2003-04, the other pension details include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2015 and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

#### 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. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

#### Compensation for loss of office (Audited Information)

There were no compensation payments for loss of office in 2024-25.

## Staff Report

Total Staff Costs (Audited Information):

	31 March 2025	31 March 2025	31 March 2025	31 March 2024
	Permanently Employed Staff £	Others £	Total £	Total £
Salaries & Wages	435,654	218,510	654,164	757,715
Social Security Costs	40,152		40,152	32,532
Pension Costs	89,600		89,600	77,550
<b>Total Costs</b>	<b>565,406</b>	<b>218,510</b>	<b>783,916</b>	<b>867,797</b>

of which:

	31 March 2025	31 March 2025	31 March 2025	31 March 2024
	Charged to Administration £	Charged to Programme £	Total £	Total £
<b>Core department</b>				
Agencies	-	783,916	783,916	867,797
Other designated bodies	-	-	-	-
<b>Total net costs</b>	<b>-</b>	<b>783,916</b>	<b>783,916</b>	<b>867,797</b>

The last full IAS19 valuation GTCNI has included a pension charge to the Statement of Comprehensive Net Expenditure (SoCNE) for 2024-25 totaling £136,000 (2023-24: £74,000).

Average Number of Persons Employed (Audited Information):

The average number of whole-time equivalent persons (including senior management) employed during the year was as follows:

Activity	Permanently employed staff	Others	Ministers	Special advisers	2024-25 Total	2023-24 Total
Support Services	1	6	-	-	7	6
Registration Services	3	5	-	-	8	12
Staff engaged on capital projects	-	-	-	-	-	1
<b>Total</b>	<b>4</b>	<b>11</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>19</b>
Of which:						
Core department	4	9	-	-	13	13
Agencies		1	-	-	1	5
Other	-	1	-	-	1	1
<b>Total</b>	<b>4</b>	<b>11</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>19</b>

### Staff Composition – Breakdown by Gender

The analysis of GTCNI's employees by gender in post at 31 March 2025 was as follows:

	Male	Male %	Female	Female %	Total	Total %
SMT	1	50.00%	1	50.00%	2	14.29%
Other Employees	4	33.33%	8	66.67%	12	85.71%
Capital Project Staff	-	-	-	-	-	-
<b>Total</b>	<b>5</b>	<b>35.71%</b>	<b>9</b>	<b>64.29%</b>	<b>14</b>	<b>100.00%</b>

*Note: this table is based on the number of staff in post rather than full time equivalents*

### Staff Turnover Percentage

Staff turnover percentage based on leavers including agency assignments, vacant posts and retirements in the year was 22.2% (2023-24: 8.43%).

### Reporting of compensation and exit packages for all staff (Audited)

Redundancy and other departure costs would be paid in accordance with the provisions of the Civil Service Compensation Scheme (NI), a statutory scheme made under the Superannuation (NI) Order 1972. No exit costs were paid in 2024-25 (2023-24: £nil). Ill-health retirement costs would be met by the pension scheme, and such costs were £nil in 2024-25 (2023-24: £nil).

## Sickness Absence

Sickness levels, excluding long term sickness, averaged 3.01 days (2023-24: 3.53 days). Sickness levels, including long term sickness, averaged 3.18 days (2023-24: 17.63 days).

## Staff Policies

### Equal opportunities

GTCNI is an Equal Opportunity employer and fully endorses its Equal Opportunities Policy Statement. The policy statement is that all eligible persons shall have equal opportunity for employment and advancement in GTCNI on the basis of their ability, qualifications, and aptitude. Everyone has a right to equality of opportunity and to an inclusive and harmonious working environment in which all staff are encouraged to apply their diverse talents and in which no-one feels under threat, intimidated, or excluded. This right is protected by legislation. GTCNI aims to foster a supportive culture, encouraging everyone to develop their full potential, recognising achievement, and enabling all staff to respond more effectively to the needs of the people we serve.

### Employment, training, and advancement of neuro-divergent and disabled persons

GTCNI is committed to working towards creating a truly inclusive workplace where all colleagues feel valued. GTCNI has consulted with staff and with the Equality Commission to approve both Disability and Diversity Action Plans for the organisation. Unconscious bias training and wider diversity training has been undertaken by all staff.

GTCNI, to maintain and promote a diverse and inclusive workforce, has appropriate policies in place to support reasonable adjustments to working practices and / or the work environment as required.

## Staff Engagement

GTCNI operates a hybrid working model guided by its Hybrid Working Policy. Engagement with staff is regular and comprises both Teams meeting forums, all-staff meetings and team meetings conducted weekly. GTCNI also consults staff on any new policies and undertakes S75 screening as relevant.

### Health and safety

To comply with the Health and Safety at Work (NI) Order 1978, GTCNI has a duty to ensure the health, safety and welfare of its employees and is fully committed to the pursuit of its obligations in this area.

### Temporary Staff

GTCNI staffing mix comprises permanent employees, fixed term contract staff, agency staff in substantive vacancies and DE staff. GTCNI temporary staff costs in 2024-25 were £95,442 (2023-24: £313,928) comprising agency staff filling substantive vacancies. The balance of costs relates to fixed term contracts and DE employees.

### Expenditure on Consultancy

GTCNI incurred no expenditure on consultancy in 2024-25 (2023-24: £nil).

### Off Payroll Engagements

GTCNI had no off-payroll engagements in 2024-25 (2023-24: £nil).

## 5. Assembly Accountability and Audit Report

### Losses and Special Payments

There were no losses or special payments over £300,000 in 2024-25.

### Gifts

There were no gifts made in 2024-25.

### Fees and Charges

There were no fees or charges for services provided by GTCNI in 2024-25.

### Remote Contingent Liabilities

In addition to contingent liabilities reported within the meaning of IAS 37, GTCNI also reports liabilities for which the likelihood of a transfer of economic benefit in settlement is too remote to meet the definition of contingent liability. GTCNI has no such liabilities.



**Ian Gallagher**

**Interim Chief Executive Officer/Registrar**

**DATE: 12 January 2026**

## **GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND**

### **THE CERTIFICATE OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY**

#### **Opinion on financial statements**

I certify that I have audited the financial statements of the General Teaching Council for Northern Ireland for the year ended 31 March 2025 under the Education (Northern Ireland) Order 1998. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Government Financial Reporting Manual.

I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the General Teaching Council for Northern Ireland's affairs as at 31 March 2025 and of the General Teaching Council for Northern Ireland's net income for the year then ended; and
- have been properly prepared in accordance with the Education (Northern Ireland) Order 1998 and Department of Education directions issued thereunder.

#### **Opinion on regularity**

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

#### **Basis for opinions**

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my certificate.

My staff and I are independent of the General Teaching Council for Northern Ireland in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

### **Conclusions relating to going concern**

In auditing the financial statements, I have concluded that the General Teaching Council for Northern Ireland's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the General Teaching Council for Northern Ireland's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

The going concern basis of accounting for General Teaching Council for Northern Ireland is adopted in consideration of the requirements set out in the Government Financial Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

### **Other Information**

The other information comprises the information included in the Annual Report other than the financial statements, the parts of the Accountability Report described in that report as having been audited, and my audit certificate and report. The General Teaching Council for Northern Ireland and the Accounting Officer are responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my certificate I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

### **Opinion on other matters**

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with the Department of Education directions made under the Education (Northern Ireland) Order 1998; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

### **Matters on which I report by exception**

In light of the knowledge and understanding of the General Teaching Council for Northern Ireland and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Reporting Manual are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

## **Responsibilities of the General Teaching Council for Northern Ireland and Accounting Officer for the financial statements**

As explained more fully in the General Teaching Council for Northern Ireland and Accounting Officer Responsibilities, the General Teaching Council for Northern Ireland and the Accounting Officer are responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- ensuring the annual report, which includes the Remuneration and Staff Report is prepared in accordance with the applicable financial reporting framework; and
- assessing the General Teaching Council for Northern Ireland's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by General Teaching Council for Northern Ireland will not continue to be provided in the future.

## **Auditor's responsibilities for the audit of the financial statements**

My responsibility is to audit, certify and report on the financial statements in accordance with the Education (Northern Ireland) Order 1998.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable to the General Teaching Council for Northern Ireland through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included the Education (Northern Ireland) Order 1998;
- making enquires of management and those charged with governance on General Teaching Council for Northern Ireland's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of General Teaching Council for Northern Ireland's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud;
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate;
- addressing the risk of fraud as a result of management override of controls by:
  - performing analytical procedures to identify unusual or unexpected relationships or movements;
  - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
  - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and

- investigating significant or unusual transactions made outside of the normal course of business.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### **Report**

I have no observations to make on these financial statements.



*Dorinnia Carville  
Comptroller and Auditor General  
Northern Ireland Audit Office  
106 University Street  
BELFAST  
BT7 1EU  
16 January 2026*

## 6. Financial Statements

### Statement of Comprehensive Expenditure for year ended 31 March 2025

This account gives a true and fair view of the income and generated and consumed on a going concern basis using an accruals approach in accordance with the FrEM and IAS 1 presentation of financial statements. IAS 1 also requires GTCNI to prepare a Statement of Comprehensive Income and Expenditure which includes other comprehensive income and expenditure (OCE), which summarises changes to the values of non-current assets and other financial instruments that cannot yet be recognised as income or expenditure.

	Notes	2024-25	2023-24
		£	£
<b>Income</b>			
Registration Income	4	1,247,356	1,227,224
Other Operating Income	5	89,362	157,775
<b>Total operating income</b>		1,336,718	1,384,999
<b>Expenditure</b>			
Staff Costs	3	783,916	867,797
Depreciation	6	41,914	97,517
Lease Interest		4,469	(2,867)
Amortisation	7	72,750	69,608
Other Operating Expenditure	3	338,982	410,696
<b>Total operating expenditure</b>		1,242,031	1,442,751
<b>Net operating income/(expenditure)</b>		94,687	(57,752)
<b>Finance Expenditure</b>			
Net Return on Pension Finance	2	(46,000)	(7,000)
Credit in respect of notional costs		17,850	17,000
<b>Net income/(expenditure) for the year before taxation</b>		66,537	(47,752)
Taxation for the year		(22,866)	(16,864)
<b>Net income/(expenditure) for the year after taxation</b>		43,671	(64,616)
<b>Other comprehensive expenditure</b>			
Actuarial (loss)/gain in respect of pension liability	2	(52,000)	(997,000)
<b>Comprehensive net income/(expenditure) for the year</b>		(8,329)	(1,061,616)

All income and expenditure are derived from continuing operations.

The notes on pages 57 to 84 form part of these financial statements and should be read in conjunction therewith.

## Statement of Financial Position at 31 March 2025

This statement presents the financial position of GTCNI and comprises three main components: assets owned or controlled; liabilities owed to other bodies; and equity, the remaining value of the entity.

	Notes	2024-25 £	2023-24 £
<b>Non-current assets:</b>			
Property, plant and equipment	6	83,828	0
Intangible assets	7	218,612	275,511
<b>Total non-current assets</b>		<u>302,440</u>	<u>275,511</u>
<b>Current assets</b>			
Trade and other receivables	9	2,234	22,558
Cash and cash equivalents	10	1,756,935	1,816,342
<b>Total current assets</b>		<u>1,759,169</u>	<u>1,838,900</u>
<b>Total assets</b>		<u>2,061,609</u>	<u>2,114,411</u>
<b>Current liabilities</b>			
Trade and other payables	11	(80,470)	(111,103)
<b>Total current liabilities</b>		<u>(80,470)</u>	<u>(111,103)</u>
<b>Total assets less current liabilities</b>		<u>1,981,139</u>	<u>2,003,307</u>
<b>Non-current liabilities</b>			
Retirement Benefit Obligations	2	(998,000)	(1,111,000)
Lease Liability	12	(99,161)	0
<b>Total non-current liabilities</b>		<u>(1,097,161)</u>	<u>(1,111,000)</u>
<b>Total assets less total liabilities</b>		<u>883,978</u>	<u>892,307</u>
<b>Taxpayer's equity and other reserves</b>			
General reserve		883,978	892,307
<b>Total equity</b>		<u>883,978</u>	<u>892,307</u>

The notes on pages 57 to 84 form part of these financial statements and should be read in conjunction therewith.

The financial statements were approved on 12 January 2026 on behalf of GTCNI by:

Ian Gallagher

Ian Gallagher

Interim Chief Executive Officer/Registrar

## Statement of Cash Flows for year ended 31 March 2025

The Statement of Cash Flows, prepared in accordance with the FreM adopted IAS 7, shows changes in cash and cash equivalents during the reporting period. The statement shows how GTCNI generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of service costs and the extent to which operations are funded by way of income from the recipients of services provided by the organisation. Investing activities represent the extent to which cash inflows and outflows have been made for resources which are intended to contribute to GTCNI's future service delivery.

	Notes	31 March 2025	31 March 2024
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net (deficit)/ surplus before interest		66,537	(47,752)
Decrease / (Increase) in trade and other receivables	9	20,324	9,354
(Decrease)/Increase in trade and other payables	11	(30,633)	(7,351)
Depreciation Charges	6	41,914	97,517
Depreciation on Disposal	6	(51,306)	(34,743)
Amortisation Charges	7	72,750	69,608
Actuarial gain on pension scheme	2	(52,000)	(997,000)
Pension scheme movement	2	(113,000)	831,000
Interest Payable	5	(89,354)	(88,760)
Taxation Payable		(22,866)	(16,864)
<b>Net cash inflow from operating activities</b>		<b>(157,634)</b>	<b>(184,991)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment	6	(74,437)	
Purchase of Intangible Asset	7	(15,851)	(71,602)
Interest earnings	5	89,354	88,760
<b>Net cash flow from investing activities</b>		<b>(934)</b>	<b>17,158</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Net Lease Asset Interest & provision Movements		99,161	(146,217)
<b>Net cash flow from financing activities</b>		<b>99,161</b>	<b>(146,217)</b>
<b>NET INCREASE IN CASH AND CASH EQUIVALENTS IN THE PERIOD</b>			
	10	<b>(59,407)</b>	<b>(314,050)</b>
<b>CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE PERIOD</b>			
	10	<b>1,816,342</b>	<b>2,130,391</b>
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD</b>			
	10	<b>1,756,935</b>	<b>1,816,342</b>

## Statement of Changes in Taxpayers' Equity for year ended 31 March 2025

This statement shows the movement in the year on the different reserves held by GTCNI. General Fund represents total assets less liabilities of GTCNI, to the extent that the total is not represented by other reserves and financing items.

	Taxpayers' Equity
	£'000
<b>Balance at 31 March 2024</b>	<b>892,307</b>
<b>Changes in Taxpayers Equity</b>	
Actuarial gain/(loss) on the pension scheme	(52,000)
Comprehensive Net Income	43,671
<b>Balance at 31 March 2025</b>	<b>883,978</b>
<b>Balance at 31 March 2023</b>	<b>1,953,923</b>
<b>Changes in Taxpayers Equity</b>	
Actuarial gain/(loss) on the pension scheme	(997,000)
Comprehensive Net Income	(64,616)
<b>Balance at 31 March 2024</b>	<b>892,307</b>
<b>Balance at 31 March 2022</b>	<b>1,402,413</b>
<b>Changes in Taxpayers Equity</b>	
Actuarial gain/(loss) on the pension scheme	745,000
Comprehensive Net Income	(193,490)
<b>Balance at 31 March 2023</b>	<b>1,953,923</b>

## 7. Notes to the Accounts for the Year Ended 31 March 2025

### 1. Statement of Accounting Policies

These financial statements have been prepared in accordance with the Government Financial Reporting Manual (FReM) issued by the Department of Finance (DoF). The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context.

Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of GTCNI for the purpose of giving a true and fair view has been selected. The particular policies adopted by GTCNI are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

#### 1.1 Accounting Convention

The financial statements have been prepared under the historical cost convention and on an accruals basis. These accounts have been prepared in pounds sterling and are rounded to the nearest pound.

#### 1.2 Income

Operating income is any income generated by GTCNI in pursuit of its activities or as part of managing its affairs. This includes registration fee income and earned interest on fixed term deposits and is recognised in the Statement of Comprehensive Net Expenditure (SoCNE).

For 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 or during the year at time of registration by new applicants. The fee is required to be paid in full regardless of the date on which a teacher actually registers with GTCNI. There is no reduction for part-year registration. Registration fees are collected in three primary phases: Voluntary Grammar schools in April, Direct Award Schools in May/June and individual renewals in July annually.

Proceeds arising from the sale of investments and non-current assets are accounted for as non-operating income.

### 1.3 Property, Plant and Equipment

In considering how best to apply the valuation requirements of IAS 16 so as to ensure that the Statement of Financial Position (SoFP) gives a true and fair view of the value of the assets at the reporting date, GTCNI has concluded that the existing historical cost model gives a true reflection of fair value in current use. To this end, property, plant, and equipment, 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, has been valued in accordance with the FrEM and IAS 16. 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. Property, plant, and equipment have been valued at historic cost at the year-end as, in the opinion of GTCNI, any revaluation adjustments to fair value or current value in existing use are not material. GTCNI holds no assets funded by government grant, donation or lottery funding.

### 1.4 Depreciation

In accordance with the approach to the valuation of property, plant, and equipment, GTCNI has adopted a depreciated historical cost basis in place of using current value in existing use or fair value for assets that have short useful lives and / or low values. Depreciation of property, plant and equipment is provided on a straight-line basis by reference to historical values and to the remaining economic useful lives of assets and their estimated residual value. Freehold land and assets under construction are not depreciated.

Asset lives are reviewed annually and are normally within the following ranges:

Buildings	50 years
Information technology	3 to 10 years
Plant and machinery	3 to 5 years

Non-current assets are depreciated on a straight-line basis in order to write off the cost less estimated residual value of each asset over its expected useful life at the following rates:

Office Equipment	20% per annum
Furniture and Fittings	20% per annum
Computer Equipment	33.33% per annum

## 1.5 Intangible assets

Software and associated licences are capitalised as intangible assets where expenditure of £1,000 or more is incurred on the purchase of an individual or grouped asset. Assets under construction are carried at cost. Other intangible assets are measured at depreciated replacement cost using suitable indices compiled by the ONS and applying original cost as a proxy for initial valuation. Assets under construction are not amortised. Software licences are amortised over the shorter of the term of the licence and their useful economic life. Other intangible assets are amortised over three to ten years.

An intangible asset that is identifiable and are controlled by GTCNI through custody or legal rights is capitalised if:

- it is held for use in delivering services or for administrative purposes;
- it is probable that future economic benefits will flow to the organisation;
- it is expected to be used for more than one financial year;
- the cost of the item can be measured reliably; and
- the item has a cost of at least £1,000.

## 1.6 Amortisation

Amortisation is provided for all intangible non-current assets with a finite useful life, by allocating the cost (or revalued amount) less estimated residual value of the assets as fairly as possible to the periods expected to benefit from their use. Useful lives are estimated on a realistic basis, reviewed annually, and adjusted over the revised remaining economic life where appropriate.

The following useful economic lives should, where necessary, be used as approximations to the levels estimated annually:

Intangible Assets – Software and Software Licences: 3 years.

In relation to the significant investment in GTCNI's new teacher registration system, a realistic review of the intangible asset created has concluded that amortisation over five years would be more appropriate.

## 1.7 Impairments

Where the carrying amount of an asset falls below its recoverable value an impairment loss will be recognised.

For enhancements to existing assets any cost will be capitalised during the construction phase will be classified as an asset under construction. At first valuation after the asset is brought into use, any subsequent write-down of cost will be treated as an impairment and charged to the SoCNE.

Any fall in value relating to a consumption of economic benefit or reduction in service potential of an asset so valued will always be taken to the SoCNE. If the fall in value is as a result of changes in market price, this will be firstly offset against any revaluation reserve for the asset in question, and once that element of the reserve is exhausted the fall in value will then be taken to the SoCNE.

Any capitalised development expenditure that is directly linked to a tangible non-current asset will be impaired only where the tangible non-current asset itself becomes impaired.

## 1.8 Right of Use Assets

Right-of-use assets are measured using the principles of IFRS 16 and IAS 16. This is done by identifying the current market rental value that could be achieved for existing use of the right-of-use asset and capitalising it for the full remaining lease term from the valuation date. For GTCNI, this has been the full cost over the term of the lease.

IFRS 16 Leases became effective for periods beginning on or after 1 January 2019, however the FReM deferred adoption until 1 April 2022. The cumulative catch-up method was applied to initial adoption of the standard.

In accordance with IFRS 16, contracts that convey the right to use an asset in exchange for consideration are accounted for as leases. The FReM expands the scope of IFRS 16 to include arrangements with nil consideration. Contracts for services are evaluated to determine whether they convey the right to control the use of an identified asset, as represented by rights both to obtain all the economic benefits from that asset and to direct its use. In such cases, the relevant part is treated as a lease. GTCNI excludes:

- contracts for low-value items, defined as items costing less than £5,000 when new, provided they are not highly dependent on or integrated with other items, and
- contracts with a term shorter than twelve months (comprising the non-cancellable period together with any extension options that GTCNI is reasonably certain to exercise and any termination options that GTCNI is reasonably certain not to exercise).

## **Initial recognition**

At the commencement of a lease (or the IFRS 16 transition date, if later), GTCNI recognises a right-of-use asset and a lease liability.

The lease liability is measured as the payments for the remaining lease term, discounted either by the rate implicit in the lease, or, where this cannot be determined, GTCNI's incremental cost of borrowing. The payments included in the liability are those that are fixed or in-substance fixed, excluding changes arising, for example, from future rent reviews or changes in an index. The incremental cost of borrowing is the rate advised by HM Treasury which is set on a calendar year basis from January to December (2025: 4.81%, 2024: 4.72% 2023: 3.51). The lease liability is presented within non-current liabilities note to the accounts.

The right-of-use asset is measured at the value of the liability, adjusted for: any payments made, or amounts accrued before the commencement date; lease incentives received; incremental costs of obtaining the lease; and any disposal costs at the end of the lease.

## **Subsequent measurement**

The asset is subsequently measured using the fair value model. GTCNI considers that the cost model is a reasonable proxy for the fair value model for leases of items other than land and property, and for leases of land and property with regular rent reviews. For other leases, the asset is carried at a revalued amount. In these financial statements, right-of-use assets held under index linked leases have been adjusted for changes in the relevant index. The liability is adjusted for the accrual of interest, repayments, reassessments, and modifications.

## **Lease expenditure**

Expenditure includes interest, straight-line depreciation, any asset impairments, and any change in variable lease payments not included in the measurement of the liability during the period in which the triggering event occurred. Lease payments are debited against the liability.

## **Transitional arrangements where applicable**

GTCNI has made the following determinations:

- To adopt IFRS 16, without restatement of comparative balances.

- Not to reassess the classification of contracts previously classified as leases or service contracts under IAS 17 and International Financial Reporting Interpretations Committee (IFRIC) 4. This approach was applied to leases up to the 31 March 2022.

From 01 April 2022, the IFRS 16 approach has been applied. This has resulted in:

- For leases previously treated as operating leases:
  - the measurement of the liability at the present value of the remaining payments, discounted by the incremental cost of borrowing as at the transition date;
  - the measurement of the asset at an amount equal to the liability, adjusted for any prepayment or accrual balances previously recognised for that lease;
  - the exclusion of leases whose term ended within twelve months of first adoption;
  - the use of hindsight in assessing remaining lease terms; and
  - for leases previously identified as onerous and provided for, the use of the practical expedient of adjusting the right-of-use asset by the amount of that provision.
- For leases previously treated as finance leases:
  - the use of the carrying amount of the lease asset and liability measured immediately before first adoption under IAS 17 as the carrying value of the right-of-use asset and lease liability as at first adoption.
  - The treatment of operating leases now determined to be classified under IFRS16 as finance leases as new leases, commencing at first adoption.

### **Accounting for leases under IAS 17**

Where IAS 17 has been deemed to be the continued appropriate treatment, leases are classified as either a finance lease or an operating lease depending on the substance of the agreement. A finance lease is a lease that transfers all the risks and rewards incidental to ownership of an asset. Finance leases are treated as if the asset had been purchased outright. The related assets are

included in non-current assets, and the capital element of the leasing commitments is shown as obligations under finance leases with a liability recognised in the SOFP. Lease rental payments consist of capital and interest elements. The capital element is applied to reduce the outstanding obligations in the SFP, and the interest element is charged as an expense in proportion to the reducing capital element outstanding. Assets held under finance lease are depreciated over the useful lives of equivalent owned assets. An operating lease is a lease other than a finance lease. Operating lease rentals are charged to the SoCNE in equal annual amounts over the lease term.

### 1.9 Employee Benefits including Pension

Under the requirements of IAS 19, Employee Benefits, staff costs must be recorded as an expense as soon as the organisation is obligated to pay them. This includes the cost of any untaken leave that has been earned at the year end. This cost has been calculated using untaken annual leave balances from the payroll system and untaken flexi-leave balances for both permanent and temporary agency staff. It is not anticipated that the level of untaken flexi-leave will vary significantly from year to year.

Past and present employees are covered by the provisions of the Northern Ireland Local Government Officers' Pension Fund (the "Fund") which is part of the Local Government Pension Scheme (Northern Ireland) (the "LGPS (NI)"). The LGPS is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme. Details of the benefits earned over the period covered by this disclosure are set out in the 'LGPS Regulations (Northern Ireland) 2014 (as amended) and the LGPS, 'The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations (Northern Ireland) 2014 (as amended). The funded nature of the LGPS requires participating employers and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with investment assets. In respect of the defined contribution scheme, GTCNI recognises the contributions payable for the year.

### 1.10 Inventory

GTCNI holds an inventory of publications. These have no net realisable value and as a result all related expenditure during the year is charged to the Net Expenditure Reserve.

## 1.11 Provisions

GTCNI provides for legal or constructive obligations which are of uncertain timing or amount at the reporting period date on the basis of the best estimate of the expenditure required to settle the obligation. Where the effect of the time value of money is significant, the estimated risk-adjusted cash flows are discounted using the real rate set by HMT.

## 1.12 Contingent Liabilities

In accordance with IAS 37, Provisions, Contingent Liabilities and Contingent Assets, GTCNI discloses as contingent liabilities, potential future obligations arising from past obligating events where the existence of such obligations remain uncertain pending the outcome of future events outside the organisation's control, unless their likelihood is considered to be remote. Where the time value of money is material, contingent liabilities which are required to be disclosed under IAS 37 are stated at discounted amounts and the amount reported.

## 1.13 Foreign Exchange Transactions

Foreign exchange transactions which are denominated in a foreign currency are translated into sterling at the exchange rate ruling on the date of each transaction. Monetary assets and liabilities denominated in foreign currency at the reporting period date are translated at the rates ruling at that date. These translation differences are dealt within the SoCNE.

## 1.14 Value Added Tax

GTCNI registration fee income is outside the scope of VAT. Input tax on expenditure is not recoverable. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of non-current assets.

## 1.15 Corporation Tax

HM Revenue & Customs has determined that income in respect of registration fees is regarded as non-trading and thus exempt from Corporation Tax. However, Corporation Tax is chargeable on income from all other sources, including deposit interest.

## 1.16 Financial Instruments

Financial assets and financial liabilities are recognised on GTCNI's statement of financial position when GTCNI becomes party to the contractual provisions of the instruments on a trade basis. In particular:

- Cash and cash equivalents: Cash and cash equivalents comprise cash at bank and in hand;
- Trade and other receivables: Trade receivables do not carry any interest and are recognised at the lower of their original invoiced value and recoverable amount. Provision is made when there is objective evidence that the asset is impaired. Balances are written off when the probability of recovery is assessed as being remote and
- Trade and other payables: Trade payables are not interest bearing and are stated at their nominal value.

## 1.17 IFRS 15 Income from Service Revenue

There is none for the year.

## 1.18 Accounting Estimates

Material accounting estimates in relation to pension benefits have been included by GTCNI in preparing these accounts. GTCNI is part of a multi-employer defined benefit pension scheme administered by NILGOSC and valued triennially (last done in 2022 and scheduled again in March 2026 using data from March 2025) by actuaries AON Hewitt and updated annually using a roll-forward methodology in accordance with provisions under Accounting for pensions under IAS 19 / FRS 102 – 2025 and with IFRIC-14 asset ceiling restrictions applied. The assets that are allocated to GTCNI in the Fund are notional and are assumed to be invested in line with the investments of the Fund for the purposes of calculating the return over the accounting period. The liabilities (defined benefit obligation) represent the value of the benefits in respect of service earned by GTCNI's members in the Fund as at the accounting date. This is calculated by projecting the future expected payments out of the Fund allowing for expected future increases in pay and pension, and the life expectancy of the members. A value is placed on those future payments by discounting each cashflow at an interest rate equal to the discount rate assumption at the accounting date. The calculation requires assumptions to be made about the future development of the Fund. Assumptions are set in accordance with IAS 19 / FRS 102 guidance. The key assumptions are future mortality rates (affecting how long pensions are paid for), future inflation

and pay increases (affecting the size of future pension payments), and future investment returns.

#### 1.19 Impact of New Accounting Standards

IFRS 17 Insurance Contracts has been reviewed and GTCNI has concluded there will be no impact.

## 2. Retirement Benefit Obligations

GTCNI participates in the Northern Ireland Local Government Officers' Superannuation Committee Scheme (NILGOSC). NILGOSC is a multi-employer defined benefit scheme in which it is possible for an employer to identify its share of the assets and liabilities on a consistent basis. The NILGOSC scheme is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme.

The Scheme is funded by contributions made by both employees and employers who have been admitted to the Scheme. Employee contribution rates depend on their pensionable remuneration and are set between 5.5% and 10.5% for 2024-25. The employer's contribution rate to the NILGOSC scheme is currently 41.2%.

Salaries include gross salaries and performance pay. In accordance with IAS19, GTCNI accounts for employer pension contributions as a defined benefit scheme. Under IAS19 the organisation is required to account for its share of the assets and liabilities in the scheme.

GTCNI has included a pension charge to the (SoCNE) for 2024-25 of £136,000 (2023-24: £74,000).

At 31 March 2025, an updated valuation was conducted by a qualified independent actuary for the purposes of meeting the requirements of IAS19 and was based on the last triennial actuarial valuation carried out at 31 March 2022. NILGOSC actuaries used a roll-forward approach to update valuations at 31 March 2025, and, as a starting-point, membership data as at 31 March 2024 then adjusted for any new employees in-year.

In rolling forward the pension fund liabilities, the valuation results (or results at the previous accounting date as appropriate) have been adjusted to allow for the later calculation date (by adding interest to the liabilities) and to make allowance for changes in liabilities due to:

- the accrual of new benefits and the discharge of liabilities from the payment of benefits. These items were calculated from cashflow data;
- the financial and demographic assumptions adopted at the year-end;
- the impact of any known experience affecting the liabilities. The standard approach is to allow for CPI inflation published at the accounting date, which will cover a period ending up to 1 month prior to the accounting date. CPI inflation affects the value of pensions in payment, deferred benefits, and active pension accounts. For the period February 2024 to February 2025, the CPI inflation rate assumption has been reduced by 0.1%. The adjustment for the RPI-CPI wedge was made at the same rate as in 2024 at 1% for liabilities pre-2030 and 0.1% post-2030 and the adjustment rate for an inflation risk premium (IRP) was also held at 2024 levels at 0.2% for liabilities pre-20230 and 0.5% for liabilities post-2030;
- In 2025, an allowance for the impact on final salary liabilities of a 6.9% (2023-24: 7%) increase in salaries was made, and for current salaries, a general assumption is to add a margin above the CPI inflation assumption which is in line with the National Joint Council recent average pay settlements, and
- the impact of any known events that could result in a change in the liability such as past service costs, settlements, and curtailments.

In relation to the pension fund assets, the assets from the valuation (or assets at the previous accounting date as appropriate) have been adjusted to the accounting year-end to allow for:

- the pension increase assumption has been set at the same rate as the CPI inflation assumption;
- known and estimated investment returns, and
- known and estimated cash-flows (consistent with those used to roll-forward the liabilities), including known and estimated investment returns on those cashflows.

The Employer's asset value at the start of the accounting period is accumulated with the Fund investment return over the accounting period.

Net cashflows were assumed to be paid halfway through the period and accrue half of the Fund investment return over the period.

No allowance was made over the period of the roll-forward for the following:

- re-balancing assets to orphaned liabilities in the Fund (which is undertaken at each triennial valuation).
- asset transfers in relation to individuals who have changed employer over the accounting period; where risks were shared across the Fund (such as Death In Service lump sums), any re-balancing to reflect the difference between expected cost and actual cost; cross subsidies between connected employers in the Fund (for example risk sharing agreements, or risks shared across employer groups/pools), and re-balancing employer asset values to ensure the sum of all individual employer assets equals the whole Fund asset value.

No further adjustment was required for the McCloud Judgement as it has been accounted for in previous years. However, it should be noted that NILGOSC have advised that McCloud Remedy Discrimination identified by the courts in the way the 2015 pension reforms were introduced must be removed by the Department for Communities. It is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period. This is known as the 'McCloud Remedy' and will impact many aspects of the Local Government Pension Scheme. At this stage allowance has not yet been made within CETVs for this remedy. More information on the McCloud remedy can be found on the NILGOSC website <https://nilgosc.org.uk/employers/administeringthe-scheme/mccloud-remedy/>.

Other national developments (cost management, GMP indexation, Goodwin Ruling) have not been recognised as a past service cost in 2024.

The overall Fund return over the accounting period has been calculated as 10.5%. This includes any adjustment to reflect the difference between Fund returns and estimated index returns used over the last accounting period. Known Fund returns for the period ending 31 December 2023 and index returns for the remainder of the accounting period have been applied with the index returns between 31 December 2023 and 31 March 2024 being calculated as 4.1%.

With GTCNI's managed pension fund having orphan status, an actuarial revaluation of past contributions to meet anticipated current and future retirement benefits of existing contributors to the scheme has resulted in a pension deficit contribution recovery scheme being put in place for a period of three years commencing 01 April 2023 as well as an uplift in the employer contribution rate

from 19.5% to 41.2% for a corresponding period of three years. As the deficit recovery contribution calculation relates to past contributions and pension fund performance an accrual for the full cost was made in 2022-23.

Paragraph 64 of IAS 19 Employee Benefits limits the measurement of a net defined benefit asset to the lower of the surplus in the defined benefit plan and the asset ceiling. Paragraph 8 of IAS 19 defines the asset ceiling as 'the present value of any economic benefits available in the form of refunds from the plan or reductions in future contributions to the plan'. IFRIC 14 provides an interpretation of the requirements in IAS 19 and limits the economic benefit available as reductions in future contributions to the cumulative future service cost, less any minimum funding requirement relating to future service.

The IAS 19 balance sheet shows a net pensions asset of £0.72m before consideration of a surplus restriction under paragraph 64 of IAS 19. Paragraph 64 states that "When an entity has a surplus in a defined benefit plan, it shall measure the net defined benefit asset at the lower of: (a) the surplus in the defined benefit plan; and (b) the asset ceiling, determined using the discount rate (IAS 19)." The asset ceiling is "the present value of any economic benefits available in the form of refunds from the plan or reductions in future contributions to the plan." To this end, a £0 ceiling has been applied to the calculated asset value as well as additional calculations to determine if an 'additional liability' should be recognised this year because GTCNI is paying deficit contributions under a 'minimum funding requirement' (as defined under IFRIC 14). The additional liability is equal to the value of the future deficit contributions that cannot be recognised as a net pension asset after they have been paid into the Fund (i.e., they have no economic benefit to GTCNI). Overall, a closing liability of £1.1m has been recognized on the SoFP.

These results shown below allow for the 2022 Actuarial Valuation of the Fund. The effect of allowing for this is shown in the 'Actuarial (gains)/losses due to liability experience' and the 'Return on plan assets (in excess of)/below that recognised in net interest' and is reflected in the balance sheet position. The demographic assumptions have also been updated to reflect those used for the 2022 Actuarial Valuation. These changes may have had a positive or negative effect on the balance sheet position. The Current Service Cost has also been updated to reflect the employer's membership data as at the 2022 valuation.

## Asset returns

Asset returns over the accounting period were higher than expected. This has led to a gain on assets over the accounting period and an improvement in the balance sheet position.

## Financial Assumptions

There has been a change to the financial assumptions over the period. The discount rate has increased by 0.10%, the CPI inflation assumption has reduced by 0.10% and the salary increase assumption has reduced by 0.10%. This has resulted in a more positive balance sheet position than if the financial assumptions at the start of the period had been used. The impact of this change is recognised in Other Comprehensive Income.

## Demographic Assumptions

There has been a change to the demographic assumptions at this accounting date. The impact of this change has been recognised in Other Comprehensive Income. There has been a change to the demographic assumptions at this accounting date. The impact of this change has been recognised in Other Comprehensive Income.

The impact on longevity for the Fund's members will be affected by the indirect impact of Covid-19, including the health of the surviving population, and the economic, social, and political consequences of tackling Covid-19. The UK experienced exceedingly high levels of excess death (measured using 2019 experience as a baseline) in the late part of 2022 and continued to see elevated mortality in early 2023. However, population-level mortality in the last months of 2023 was more in line with historic norms. An explicit adjustment was made to reflect the difference between the actuary's view of future longevity improvements in a post covid world, and that predicted by the latest model. The adjustment was to increase the (unrounded) scaling factors determined by the Demographic HorizonsTM model by adding 1.5% to the unadjusted scaling factors. In June 2023, the CMI ('Continuous Mortality Investigation') published its updated standard mortality projections model, 'CMI\_2022'. The core version of the 2022 model disregarded 2020 and 2021 deaths data, and placed partial weight on 's mortality data, to reflect that 2022 may be at least partially predictive of future experience. At 31 March 2025, the IAS-19 report used the mortality assumptions adopted for the 2022 valuation (from CMI 2021) but also adjusted for the more recent CMI\_2023 mortality projection model with a smoothing parameter (Sk)

7.0% and an A parameter of 0.5% to show expected improvements in mortality and faster rates of improvement in longevity by adding a factor of 1.5% to the unadjusted scaling factors.

The other demographic assumptions used were the rates of withdrawal and ill health retirements (for active members), the allowance made for cash commutation on retirement, the proportion of members whose death gives rise to a dependant's pension, and the assumed level of future promotional salary increases. These remained the same as those adopted for the 2022 triennial Valuation.

#### Allowance for Experience over the Accounting Period

The IAS-19 valuation allowed for the following experience over the accounting period (charged to Other Comprehensive Income):

Item	Description
<b>CPI inflation</b>	The defined benefit obligation has been adjusted to allow for actual CPI inflation being higher (or lower) than assumed, resulting in higher (or lower) increases to pensions in payment, revaluation of deferred pensions and increases to active pension accounts. Over this accounting period the adjustment is based on actual CPI inflation of 2.8% between 29 February 2024 and 28 February 2025 (2023-24: 3.4%)
<b>Updated valuation</b>	The assets, defined benefit obligation, and Current Service Cost have been calculated based on the data and results of the 2022 triennial actuarial valuation (as set out above)
<b>Salary increases</b>	The defined benefit obligation has been adjusted to allow for salary increases of 6.9% (2023-24: 7.0%) p.a. which is based on the average pay settlement for 2024 under the National Joint Council negotiations. This impacts the value of active members' liabilities that remain linked to final salary.

#### Duration

The weighted average duration of the defined benefit obligations is 13.6 years (2023-24: 15.4 years). The duration calculation is based on the membership data at the last full valuation of the Scheme liabilities. However, the duration depends on the assumptions used to value the liabilities, so this figure has been adjusted

to reflect changes in financial conditions between the valuation measurement and the year-end measurement.

### Pensionable Payroll

The pensionable payroll derived from the contribution data has increased significantly since 2023-24. This is due to a change in the number of contributing members, and no profit or loss has been assumed from this.

### Net Pension Asset

The IAS 19 balance sheet is showing a net pensions asset before consideration of a surplus restriction under paragraph 64 of IAS 19.

### Results under IAS 19 (LGPS funded benefits)

The figures below relate to the funded liabilities within the fund which is part of the Local Government Pension Scheme. The key assumptions used are:

	31 March 2025 % p.a.	31 March 2024 % p.a.	Change %
Rate of increase in salaries	0.040	0.041	-0.001
CPI Inflation	0.025	0.026	-0.001
Rate of increase in pensions	0.025	0.026	-0.001
Discount rate	0.058	0.048	0.010
Pension accounts revaluation rate	0.025	0.026	-0.001

### Mortality Assumption

The mortality assumptions are based on actual mortality experience of members within the Fund based on analysis conducted as part of the 2022 Actuarial Valuation and allow for expected future mortality improvements. Sample life expectancies at age 65 in normal health resulting from these mortality assumptions are shown below.

	31 March 2025	31 March 2024
<b>Males</b>		
Pensioner member aged 65 at accounting date	21.6	21.7
Active member aged 45 at accounting date	22.2	22.7
<b>Females</b>		
Pensioner member aged 65 at accounting date	24.5	24.6
Active member aged 45 at accounting date	25.2	25.6

## Asset allocation

The asset allocation mix at 31 March 2025 is:

	Value at 31 March 2025			Value at 31 March 2024
	Quoted	Unquoted	Total	
Equities	41.30%		41.30%	43.70%
Property	0.00%	9.50%	9.50%	9.70%
Government bonds	15.70%		15.70%	17.40%
Corporate bonds	3.90%		3.90%	4.20%
Multi Asset Credit	13.00%		13.00%	13.30%
Cash	10.70%		10.70%	5.60%
Other	0.10%	5.80%	5.90%	6.10%
<b>Total</b>	<b>84.70%</b>	<b>15.30%</b>	<b>100.00%</b>	<b>100.00%</b>

GTCNI's share of the assets of the Scheme at 31 March 2025 is:

	31 March 2025	31 March 2024
	£'000	£'000
Equities	2,301	2,329
Property	529	517
Government Bonds	875	927
Corporate Bonds	217	224
Multi Asset Credit	724	709
Cash	596	298
Other	330	326
<b>Fair value of assets</b>	<b>5,572</b>	<b>5,330</b>

GTCNI's share of the liabilities of the Scheme at 31 March 2025 is:

	31 March 2025 £'000	31 March 2024 £'000
Opening defined benefit obligation	4,606	4,744
Current Service Cost	90	67
Interest expense of defined benefit obligation	215	217
Contributions by participants	29	19
Actuarial (gains)/losses due to changes in financial assumptions	(700)	(144)
Actuarial (gains) due to demographic assumptions	(29)	(77)
Actuarial (gains)/losses due to liability experience	9	46
Net benefits paid out	(285)	(266)
Past service costs		
<b>Closing defined benefit obligation</b>	<b>3,935</b>	<b>4,606</b>

The reconciliation of the scheme's funded status to the Balance Sheet as at 31 March 2025 is:

	31 March 2025 £'000	31 March 2024 £'000
Fair value of assets		5,330
Present Value of funded defined benefit obligation	(3,935)	(4,606)
<b>Pension surplus / (liability) recognised in the Statement of Financial Position</b>	<b>1,637</b>	<b>724</b>
Unrecognised asset	(1,637)	(724)
Additional liability due to minimum funding requirement	(998)	(1,111)
<b>Asset / (liability) recognised on the balance sheet</b>	<b>(998)</b>	<b>(1,111)</b>

The split of the liabilities at the last valuation between the various categories of members is as follows:

	31 March 2025	31 March 2024
Active members	0.18	0.18
Deferred Pensioners	0.14	0.14
Pensioners	0.68	0.68

Amounts recognised in the SoCNE and OCE for the year to 31 March 2025 are:

	31 March 2025 £'000	31 March 2024 £'000
<b>Amounts included in Staff Costs</b>		
Operating Charge: Current service Cost	90	67
Past Service Charge		
<b>Amounts charged to Pension Financing Charge</b>		
Other Finance Costs: Interest on net defined liability/(asset)	(42)	(10)
Interest on unrecognised asset	35	0
Interest on additional liability due to minimum funding requirement	53	17
<b>Pension expense recognised in SOCNE</b>	<b>136</b>	<b>74</b>

(Gains) / losses recognised in the OCE were attributable to:

	31 March 2025 £'000	31 March 2024 £'000
Return on plan assets (in excess of)/below that in net interest	60	(279)
Actuarial losses/(gains) due to changes in financial assumptions	(700)	(144)
Actuarial (gains) due to demographic assumptions	(29)	(77)
Actuarial (gains)/losses due to liability experience	9	46
Deficit Contribution Recovery Scheme agreed 31 March 2023		
Adjustment loss (gain) due to restriction of surplus	878	724
Adjustment loss (gain) due to a minimum funding requirement	(166)	727
<b>Total losses/(gains) recognised in OCE</b>	<b>52</b>	<b>997</b>

Changes in the fair value of the assets were attributable to:

	31 March 2025 £'000	31 March 2024 £'000
Opening Fair Value of Assets	5,330	4,831
Interest income on assets	257	227
Re-measurement gains/(losses) on assets	(60)	279
Contributions by the employer	301	240
Contributions by participants	29	19
Net benefits paid out of the fund	(285)	(266)
<b>Closing Fair Value of Employers Assets</b>	<b>5,572</b>	<b>5,330</b>

Allowance for administration expenses included in Current Service Cost was (£M): 0.001. Investment manager expenses are charged to the actual return on assets and hence through Other Comprehensive Income and Expenditure.

Amounts for the current and previous accounting periods were:

	31 March 2025	31 March 2024	31 March 2023
	£'000	£'000	£'000
Fair value of employer assets	5,572	5,330	4,831
Present value of funded defined benefit obligation	3,935	4,606	4,744
<b>Gain / (Liability) recognised on the Statement of Financial Position</b>	<b>1,637</b>	<b>724</b>	<b>87</b>
Experience (losses)/gains on assets	(60)	279	(359)
Experience (gains)/losses on liabilities	9	46	835
Actuarial (gains)/losses on assets	69	(233)	1,194
Actuarial (gains)/losses on liabilities	(729)	(221)	(2,306)
Legacy Liability			0
<b>Actuarial losses/(gains) recognised in OCE*</b>	<b>(660)</b>	<b>(454)</b>	<b>(1,112)</b>

### Sensitivity Analysis

IAS19 valuation results depend critically on the principal assumptions used in the calculations. Each factor is considered in isolation i.e., the “impact on liability” assumes all other factors are constant.

Asset Volatility: the liabilities used for accounting purposes are calculated using a discount rate with reference to corporate yield bonds at the accounting date. If assets underperform this yield, this will create a deficit in the accounts. The Fund holds a significant proportion of growth assets which, while expected to outperform corporate bonds in the long term, creates volatility and risk in the short term in relation to the accounting figures.

Changes in Bond Yield: a decrease in corporate bond yields will increase the value placed on the liabilities for accounting purposes although this will be marginally offset by the increase in the assets as a result (to the extent the Fund invests in corporate bonds).

Inflation Risk: the majority of the pension liabilities are linked to either pay or price inflation. Higher inflation expectations will lead to higher liability value. The assets are not perfectly correlated with inflation, meaning that an increase in inflation will increase the deficit.

**Life Expectancy:** the majority of the Fund's obligations are to provide benefits for the life of the members following retirement, so increases in life expectancy will result in an increase in liabilities.

**Exiting employers:** employers which leave the Fund (or their guarantor) may have to make an exit payment to meet any shortfall in assets against their pension liabilities. If the Employer (or guarantor) is not able to meet this exit payment the liability may in certain circumstances fall on other employers in the Fund. Further the assets on exit in respect of "orphan liabilities" may in retrospect, not be sufficient to meet the liabilities. This risk may fall on other employers. "Orphan liabilities" are currently a small proportion of the overall liabilities in the Fund.

The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligation as at 31 March 2025 and the projected service cost for the period ending 31 March 2026 is set out below:

<b>Adjustment to discount rate</b>	<b>+0.1% p.a.</b>	<b>Base figure</b>	<b>-0.1% p.a.</b>
Present value of total obligation (£M)	3.88	3.935	3.99
% change in present value of total obligation	-1.40%		1.40%
Projected service cost (£M)	0.063	0.065	0.068
Approximate % change in projected service cost	-3.80%		3.90%
<b>Adjustment to salary increase rate</b>	<b>+0.1% p.a.</b>	<b>Base figure</b>	<b>-0.1% p.a.</b>
Present value of total obligation (£M)	3.939	3.935	3.931
% change in present value of total obligation	0.10%		-0.10%
Projected service cost (£M)	0.065	0.065	0.065
Approximate % change in projected service cost	0.00%		0.00%
<b>Adjustment to pension increase rate</b>	<b>+0.1% p.a.</b>	<b>Base figure</b>	<b>-0.1% p.a.</b>
Present value of total obligation (£M)	3.986	3.935	3.884
% change in present value of total obligation	1.30%		-1.30%
Projected service cost (£M)	0.068	0.065	0.063
Approximate % change in projected service cost	3.90%		-3.80%

<b>Post retirement mortality assumption</b>	<b>+0.1% p.a.</b>	<b>Base figure</b>	<b>-0.1% p.a.</b>
Present value of total obligation (£M)	4.026	3.935	3.884
% change in present value of total obligation	2.30%		-2.30%
Projected service cost (£M)	0.067	0.065	0.063
Approximate % change in projected service cost	3.40%		-3.50%

### 3. Expenditure

	31 March 2025	31 March 2024
	£	£
<b>Staff Costs:</b>		
Wages and Salaries	654,164	757,715
Social Security costs	40,152	32,532
Pension costs	89,600	77,550
	<b>783,916</b>	<b>867,797</b>
<b>Other Operating Costs:</b>		
Rent and rates	30,708	53,260
Computer costs	48,472	69,297
Legal fees and Settlements	14,211	8,342
Service charge and utilities	29,824	56,847
Professional & Consultancy costs	8,067	26,138
Database support and maintenance	156,844	127,846
Amortisation & Depreciation	114,664	167,125
Lease Interest	4,469	-2,867
Substitution costs	-	-
Printing and stationery	1,058	978
Maintenance services	7,455	9,405
Database Licences	-	-773
Database Enhancements	16,872	2,560
Miscellaneous expenses	2,355	1,849
Fee collection charges	1,182	1,496
Subscriptions	1,512	1,488
Training and development	1,926	629
Postage	-	406
Stakeholder engagement	-	-
Books & newspapers	-	-
Hospitality and venue hire	15	126
Recruitment Costs	-	28,630
Loss on Disposal of Fixed Asset	-	4,552
Travel and subsistence-Staff	631	620
	<b>440,265</b>	<b>557,954</b>
<b>Non-Cash Items</b>		
Notional audit fee	17850	17,000
	<b>17,850</b>	<b>17,000</b>
<b>Total Expenditure</b>	<b>1,242,031</b>	<b>1,442,751</b>

### 4. Registration Income

GTCNI's annual registration year runs from April to March. GTCNI received £1.25 million (2023-24: £1.23 million) in teacher registration fees – this represents some 28,349 (2023-24: 27,891) at the almost 20-year unchanged registration fee level

of £44. Of these registrations, 24,724 (87%) (2023-24: 24,254 (87%)) represent teachers paying via deductions at source through payroll.

## 5. Other Income

	31 March 2025 £	31 March 2024 £	31 March 2023 £
Interest income	89,354	88,760	34,094
Other income	8	69,015	-
<b>Total</b>	<b>89,362</b>	<b>157,775</b>	<b>34,094</b>

## 6. Property, Plant and Equipment

Current Year	Lease Asset £	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
<b><u>Cost or Valuation</u></b>					
As at 1 April 2024	195,033	72,494	53,313	50,217	371,057
Additions	125,742				125,742
Disposals			(37,840)	(13,466)	(51,306)
<b>As at 31 March 2025</b>	<b>320,775</b>	<b>72,494</b>	<b>15,473</b>	<b>36,751</b>	<b>445,493</b>
<b><u>Depreciation</u></b>					
As at 1 April 2024	195,033	72,494	53,313	50,217	371,057
Charge for period	41,914				41,914
Disposals			(37,840)	(13,466)	(51,306)
<b>As at 31 March 2025</b>	<b>236,947</b>	<b>72,494</b>	<b>15,473</b>	<b>36,751</b>	<b>361,665</b>
<b><u>Net Book Value</u></b>					
As at 31 March 2024	-	-	-	-	-
<b>As at 31 March 2025</b>	<b>83,828</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>83,828</b>
<b><u>Asset Financing</u></b>					
Owned	-	-	-	-	-
Leased	83,828				83,828
<b>As at 31 March 2025</b>	<b>83,828</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>83,828</b>

Prior Year	Lease Asset £	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
<b><u>Cost or Valuation</u></b>					
As at 1 April 2023	195,033	72,494	53,313	50,217	371,057
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
<b>As at 31 March 2024</b>	<b>195,033</b>	<b>72,494</b>	<b>53,313</b>	<b>50,217</b>	<b>371,057</b>
<b><u>Depreciation</u></b>					
As at 1 April 2023	97,516	72,494	53,313	50,217	273,540
Charge for period	97,517				97,517
Disposals	-	-	-	-	-
<b>As at 31 March 2024</b>	<b>195,033</b>	<b>72,494</b>	<b>53,313</b>	<b>50,217</b>	<b>371,057</b>
<b><u>Net Book Value</u></b>					
As at 31 March 2023	97,517	-	-	-	97,517
<b>As at 31 March 2024</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b><u>Asset Financing</u></b>					
Owned	-	-	-	-	-
Leased	-	-	-	-	-
<b>As at 31 March 2024</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

GTCNI holds no third-party assets.

## 7. Intangible Assets

Current Year	Computer Software & Licences £	Total £
<b><u>Cost or Valuation</u></b>		
As at 1 April 2024	366,305	366,305
Additions	15,851	15,851
Disposals	-	-
<b>As at 31 March 2025</b>	<b>382,156</b>	<b>382,156</b>
<b><u>Depreciation</u></b>		
As at 1 April 2024	90,794	90,794
Charge for period	72,750	72,750
Disposals	-	-
<b>As at 31 March 2025</b>	<b>163,544</b>	<b>163,544</b>
<b><u>Net Book Value</u></b>		
As at 31 March 2024	275,511	275,511
<b>As at 31 March 2025</b>	<b>218,612</b>	<b>218,612</b>
<b><u>Asset Financing</u></b>		
Owned	218,612	218,612
Leased	-	-
<b>As at 31 March 2025</b>	<b>218,612</b>	<b>218,612</b>

Prior Year	Computer Software & Licences £	Total £
<b><u>Cost or Valuation</u></b>		
As at 1 April 2023	294,703	294,703
Additions	110,897	110,897
Disposals	(39,295)	(39,295)
<b>As at 31 March 2024</b>	<b>366,305</b>	<b>366,305</b>
<b><u>Depreciation</u></b>		
As at 1 April 2023	55,929	55,929
Charge for period	69,608	69,608
Disposals	(34,743)	(34,743)
<b>As at 31 March 2024</b>	<b>90,794</b>	<b>90,794</b>
<b><u>Net Book Value</u></b>		
As at 31 March 2023	238,774	238,774
<b>As at 31 March 2024</b>	<b>275,511</b>	<b>275,511</b>
<b><u>Asset Financing</u></b>		
Owned	275,511	275,511
Leased		
<b>As at 31 March 2024</b>	<b>275,511</b>	<b>275,511</b>

## 8. Financial Instruments

GTCNI's core functions are funded from fee income from teachers' registration. GTCNI has no borrowings and mitigates its exposure to liquidity risk by managing its resources. Its cash balances are held in commercial bank accounts, none of which materially expose GTCNI to interest rate risk. Assets and liabilities are denominated in sterling. GTCNI is not materially exposed to currency risk.

## 9. Trade Receivables and Other Current Assets

	31 March 2025	31 March 2024
£	£	£
<b>Amounts Falling due within one year:</b>		
Prepayments	(15,094)	(7,438)
Accrued income	17,108	29,996
Other receivables	220	-
<b>Total</b>	<b>2,234</b>	<b>22,558</b>

Accrued income primarily comprises accrued interest on fixed term deposits. Prepayments relate to rent and service charge, and business systems prepaid support.

## 10. Cash and Cash Equivalents

	31 March 2025 £	31 March 2024 £
Balance at 1 April	1,816,342	2,130,391
Net change in cash and cash equivalent balances	<u>(59,407)</u>	<u>(314,049)</u>
Balance at 31 March	<b>1,756,935</b>	<b>1,816,342</b>
<b>The following balance at 31 March were held at commercial banks and in cash in hand:</b>	<b>1,756,935</b>	<b>1,816,342</b>

Cash and cash equivalents held in accordance with FRS 102 definition of a maturity of three months or less comprised 23% or £0.4 million of the total cash and cash equivalent balances held at bank. Other funds are represented by fixed term deposits averaging one year duration held in accordance with GTCNI's approved Reserves Policy and primarily as restricted funds or funds to meet future major needs.

## 11. Trade Payables and Other Current Liabilities

	31 March 2025 £	31 March 2024 £
<b>Amounts Falling due within one year:</b>		
Trade payables	21,132	27,103
HMRC payable	0	0
Accruals / Provisions	<u>59,338</u>	<u>84,000</u>
<b>Total</b>	<b>80,470</b>	<b>111,103</b>

The accrual figure of £59,338 includes just under £37,000 for costs not invoiced at year end and an accrual for corporation tax due on earned interest in-year. The balance relates to employer cost accruals.

## 12. Commitments under Leases

With the introduction of IFRS16, GTCNI's accommodation lease covering a three-year period from 01 April 2024 to 31 March 2027 has been valued for right of use asset take-on value, including terminal dilapidations, as follows:

	Land £	Buildings £	Information Technology £	Plant and Machinery £	Furniture and Fittings £	Total £
<b>Right of Use Assets</b>						
As at 01 April 2024	-	-	-	-	-	-
Additions		125,742				125,742
Depreciation						
Expense	-	(41,914)		-	-	(41,914)
<b>As at 31 March 2025</b>	<b>-</b>	<b>83,828</b>				<b>83,828</b>

Obligations at the end of the period, including terminal dilapidations, comprised:

	31 March 2025 £	31 March 2024 £
Buildings		
Not later than one year	31,217	-
Later than one year and not later than five years	67,944	-
Later than five years	-	-
/less Interest element		
Present Value of Obligations	<b>99,161</b>	-

Costs included in the SoCNE not included in lease liabilities and comprising irrecoverable VAT and lease interest charges were:

	31 March 2025 £	31 March 2024 £
Variable lease payments not included in lease liabilities	10,679	8,014
Sub-leasing income	-	-
Expense related to short-term leases	-	-
Expense related to low-value asset leases (excluding short-term leases)	-	-

The total cash outflow for lease costs during the year were:

	31 March 2025 £	31 March 2024 £
Total cash outflow for leases	37,260	65,286

### 13. Capital Commitments

GTCNI has no capital commitments at 31 March 2025.

### 14. Related Party Transactions

GTCNI is an NDPB sponsored by DE which is regarded as a related party. GTCNI also entered into a number of immaterial transactions with schools in Northern Ireland for which DE is regarded as the parent.

In addition, GTCNI had a number of material transactions with other government departments and central government bodies as follows:

- Central Procurement Directorate (CPD)
- Departmental Solicitors Office (DSO)
- Department of Finance (DoF)
- IT Assist

During the year, no members of the key management staff, or other related parties undertook any material transactions with GTCNI, other than those disclosed in the Remuneration Report. A register of senior management interests is available and can be inspected at GTCNI's office, Albany House, during normal working hours. As staff are currently working an office / home hybrid model, please contact GTCNI to make an appointment.

### 15. Events after the Reporting Period

There were no events arising after the reporting period.

**Date for Authorisation for Issue**

The Interim Chief Executive Officer / Registrar authorised these financial statements for issue on 16 January 2026.