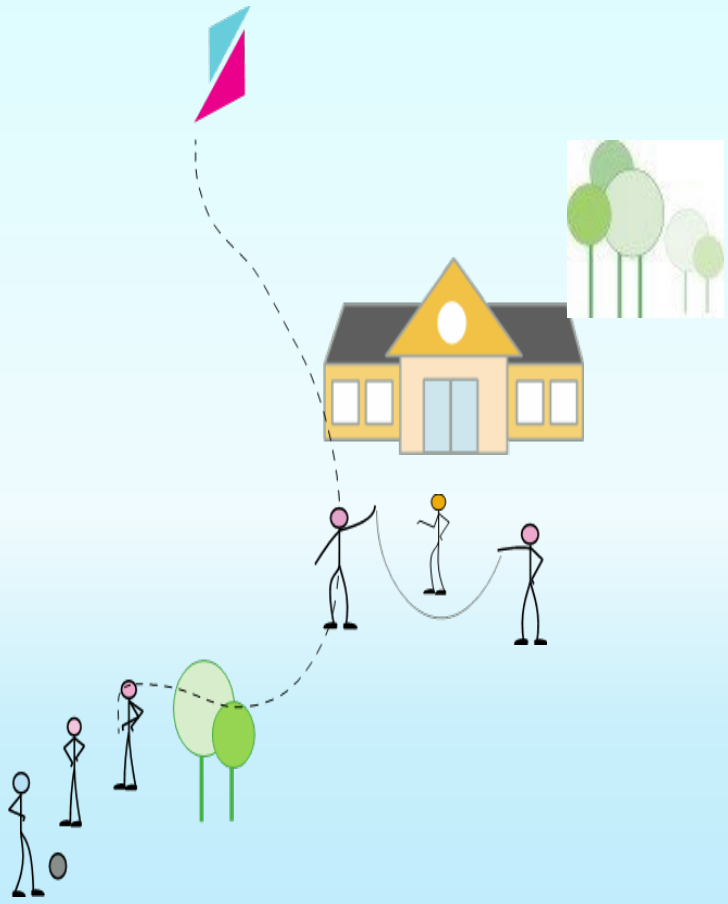
General Teaching Council
for Northern Ireland
Promoting Teacher Professionalism

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2026



www.gtcni.org.uk

General Teaching Council for Northern Ireland

Annual Report

and

Accounts

For the year ended 31 March 2026

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

12 November 2026

© General Teaching Council for Northern Ireland 2026

This publication is licensed under the terms of the Open Government Licence v3.0. To view this licence, visit https://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/ .

Where we have identified any third-party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at gtcni.org.uk.

Any enquiries regarding this document should be sent to us at GTCNI, 4th Floor, Albany House, 73-75 Great Victoria Street, Belfast, BT2 7AF or at finance@gtcni.org.uk.

About GTCNI

As the professional body for teachers in Northern Ireland, the General Teaching Council for Northern Ireland (GTCNI) is dedicated to enhancing the status of teaching and promoting the highest standards of professional conduct and practice.

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

- Establish and maintain a register of teachers;
- Approve qualifications for the purposes of registration;
- Regulate the teaching profession, and
- 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 almost 28,000 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 have a clear line of accountability to teachers on how we spend their money.

1. PERFORMANCE REPORT 1
Performance Overview 1
Foreword by the Interim Chief Executive Officer / Registrar 1
Purpose, Objectives and Strategy 3
Key Activities 4
Summary Organisation Performance 6
Governance and Accountability Overview 7
Key Risks and Issues 8
Key Risks in 2025-26 9
Future Issues which may impact on GTCNI's Performance 10
Going Concern 11
2025-26 Performance Summary 11
2. PERFORMANCE ANALYSIS 12
Overview 12
Performance Management Arrangements 12
Analysis of Performance against Targets 12
3. ACCOUNTABILITY REPORT 28
DE Governance Report 28
Statement of Accounting Officer's Responsibilities 30
Governance Statement 32
4. REMUNERATION AND STAFF REPORT 43
Remuneration Policy 43
Service Contracts 43
Remuneration (including salary) and pension entitlements 44
Staff Report 49
5. ASSEMBLY ACCOUNTABILITY AND AUDIT REPORT 54
6. FINANCIAL STATEMENTS 60
Statement of Comprehensive Expenditure for year ended 31 March 2026 60
Statement of Financial Position at 31 March 2026 61
Statement of Cash Flows for year ended 31 March 2026 62
Statement of Changes in Taxpayers' Equity for year ended 31 March 2026 63
7. NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2026 64
1. Statement of Accounting Policies 64
2. Retirement Benefit Obligations 75
3. Expenditure 87
4. Registration Income 87
5. Other Income 88
6. Property, Plant and Equipment 88
7. Intangible Assets 89
8. Financial Instruments 90
9. Trade Receivables and Other Current Assets 90
10. Cash and Cash Equivalents 91
11. Trade Payables and Other Current Liabilities 91
12. Commitments under Leases 92
13. Related Party Transactions 93
14. Events after the Reporting Period 93

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

1. Performance Report

Performance Overview

This overview section outlines GTCNI's purpose, key objectives, and risks to the achievement of its objectives as well as reviewing 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 2025-26 financial year, and to use this opportunity to outline how GTCNI has performed during what has been another challenging year for the Education Sector in Northern Ireland.

During the year continued rigorous assessment processes in line with GTCNI's qualification rules to underpin Northern Ireland's long tradition of high-quality initial teacher education within the university colleges saw almost 28,000 teachers successfully re-registered in addition to the successful first registration of over 1,200 new applicants.

Following a significant exercise to update the Schools List in late 2024-25, supplemented by continued refresh at individual school level, a 2025-26 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, was published and shared with the profession.

In 2025-26, GTCNI received confirmation that all historic outstanding Internal Audit recommendations have been satisfactorily addressed. This is testament to the ongoing efforts by GTCNI, under new leadership since 2022, to introduce and augment public sector best practice strategic governance and control processes and is a clear further measure of success on the back of the ending of Special Measures in December 2024.

2025-26 saw successful engagement with the Public Records Office for Northern Ireland (PRONI) with an approved information retention and disposal schedule signed off in quarter 4.

DE's Strategy for Teacher Professional Learning ('Learning Leaders'), first launched in 2016, has suffered from a lack of funding to support implementation of a refreshed comprehensive approach to professional learning in Northern Ireland. Following the launch of TransformEd NI: Transforming Teaching and Learning: A Strategy for Educational Excellence in Northern Ireland in March

2025 and its workstreams, including reform to the core content framework for initial teacher education in Northern Ireland, GTCNI continued to work with DE and other education partners in 2025-26, engagement which will carry forward into 2026-27 and which is underpinned by GTCNI's central role in promoting professional standards and expectations, as specified in our Code of Values and Professional Practice and in 'Teaching: The Reflective Profession' Competences Framework.

On 29 May 2025, the Northern Ireland Executive approved the proposal to retain GTCNI. Whilst the outworkings on addressing current weaknesses to our legislative remit are ongoing, there remains a legal requirement under the Education (Northern Ireland) Orders to continue 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.

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: 28 October 2026

Purpose, Objectives and Strategy

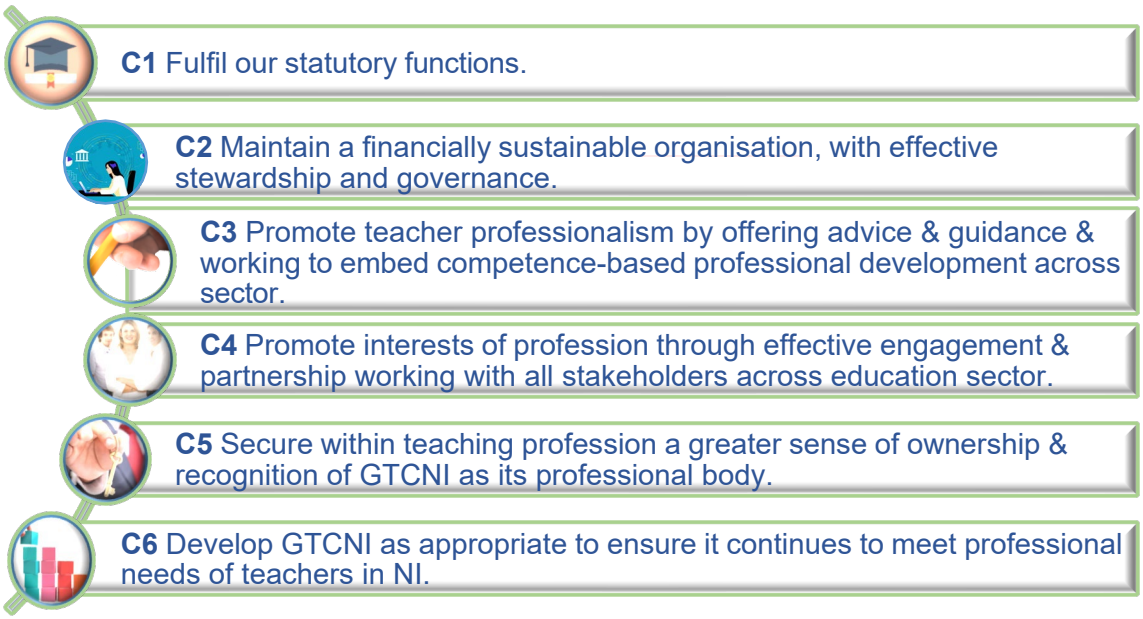
Accountable to the Minister for Education, the Department for Education (DE) sets policy, strategy and for the central administration of education and related services in Northern Ireland.

The Department's Corporate Plan (Every CHILD) for the period 2023-28 is structured around five Strategic Priorities designed to pursue the achievement of the Vision that "every child and young person is happy, learning and succeeding" through a focus on meeting the needs of all our children and young people as best we can and to ensure that we are appropriately structured to do so.

These strategic priorities remain but have been subsumed into the Minister's TransformEd NI Strategy in which the Minister's vision for education as a modern, forward-looking education system, scaffolded by a sustainable funding model, guided by robust evidence and evaluation and informed by learning from international best practice is laid out.

In 2025-26 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:



This Corporate Strategy is underpinned by annual business plans and for 2025-26, GTCNI agreed seven objectives with DE:

Objective	In 2025-26
D1	We will continue to deliver a high-quality teacher registration service carrying out processes and assessments necessary for GTCNI to fulfil its statutory registration responsibilities
D2	We will publish a Digest of Statistics and share with stakeholders to better inform ongoing areas of education workforce policy development
D3	We will work with our website provider to refresh and maintain our website and ensure it complies with legislative requirements
D4	We will demonstrate effective governance across GTCNI with a focus on adhering to interim governance arrangements in place with DE
D5	We will continue to work with DE and its stakeholders to support and promote DE's Learning Leaders (LL) strategy
D6	We will work with DE to progress the reaccreditation of Northern Ireland's Initial Teacher Education (ITE) Programmes / Courses
D7	We will continue to address new regulatory referrals as appropriate within the current legislative framework

Progress made during the year is a clear indicator of the effective relationships between GTCNI and its key stakeholders, 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 and regulation. Performance against the business plan for 2025-26 is discussed in greater detail in the section on Performance Analysis on Page 12.

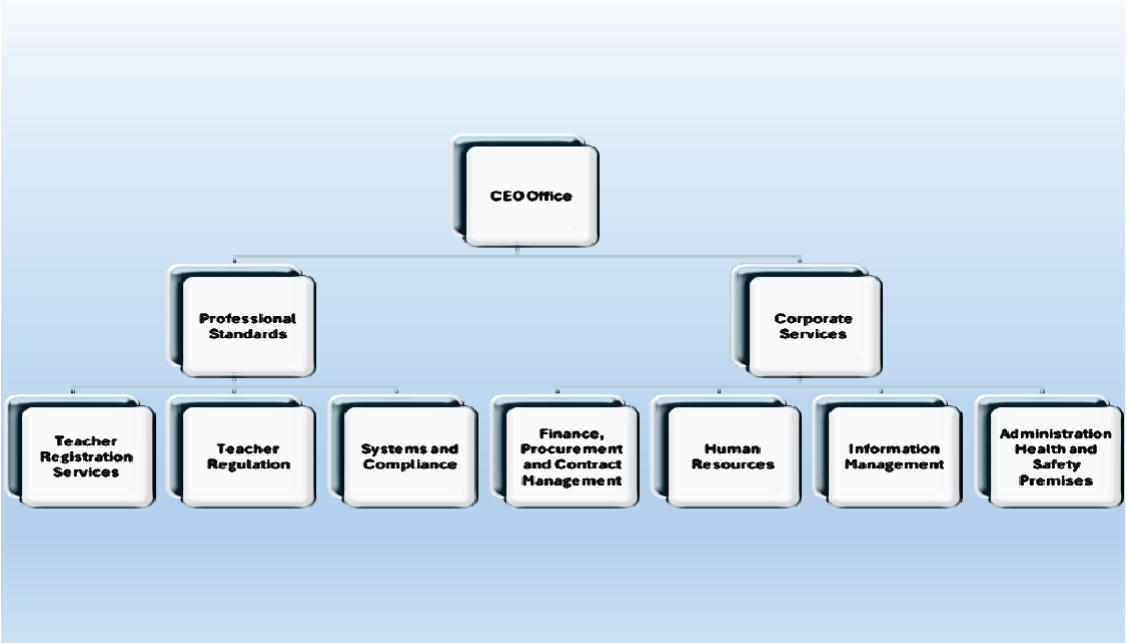
Key Activities

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 is a small organisation of less than 20 staff 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 in Northern Ireland – as per DE Circular 2023/07 it is not permissible to engage a non-qualified teacher in a grant-aided school for any period;
- approval of qualifications for the purposes of registration as a teacher in accordance with GTCNI Qualification Rules;
- 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, including a comprehensive Digest of Statistics, and other reports to support strategic planning and decision-making in DE and its ALBs;
- 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
- in partnership with employing authorities and school settings, the significant updating of information held on the register to underpin the publication of the GTCNI Digest of Statistics for the first time since 2018.

Summary Organisation Performance

GTCNI ended the year with a small net surplus after taxation of £110,629. Teacher registration fee income increased by 2.1% (2024-25: 1.6%), whilst overall operating expenditure decreased by 1.5% (2024-25: -13.8%). Some significant outcomes achieved in 2025-26 are highlighted here.

The Teacher Registration system (ROL) digital platform, first 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 in line with agreed targets across April to July. On average, 95% of new applicants were registered within newly reduced ambitious timescales, with some small variations outside the control of GTCNI being experienced. Internal GTCNI processes continued to be regularly reviewed to ensure any processing delays were minimised.

For the first time since 2018, an up to-date comprehensive Digest of Statistics, incorporating live data up to the 31st of March 2026, was published and shared across a number of digital platforms, including GTCNI's website. This Digest is an important piece of work, offering insights into the make-up of the teaching profession in Northern Ireland 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 2025-26, GTCNI continued to operate a hybrid work model. Sickness levels, excluding long term sickness, averaged 7.22 days or 2.7% (2024-25: 1.25 days), with the impact of a small number of absences appearing to have a disproportionate effect due to the substantially very small number of staff overall.

GTCNI has achieved a stable staffing position, with fixed term contract staff moving to permanent employment in October 2025 and with a well-structured senior management team 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 GTCNI's Sponsor Team in DE.

As laid out in DE's Circular 2015/12, from 1 April 2015 the Department conferred powers on GTCNI to enable it to consider cases of serious teacher misconduct and, where appropriate, remove a teacher, including a principal or vice-principal, from its register. The new provisions replaced the Department's powers in the Teachers' (Eligibility) Regulations (Northern Ireland) 1997.

Legislative weaknesses in GTCNI's regulatory powers continued to prevent GTCNI from fulfilling a statutory professional conduct remit in full. GTCNI conducted its regulatory processes as far as possible under the present 2015 regulations, SVGO 2007 and guidance from the Disclosure and Barring Service (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 consultation on proposed reforms to the core curriculum for initial teacher education, a workstream within the Minister's TransformED NI strategy and which will feed into the continued development of 'Learning Leaders: A Strategy for Teacher Professional Learning' during 2026-27. 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.

Governance and Accountability Overview

As an ALB accountable to DE, GTCNI's designated Accounting Officer is the 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. It is this MSFM that is the primary governance source as opposed to the newer Partnership Agreements with DE, with a decision having been taken not to move GTCNI to the new arrangement whilst matters relating to the new GTC Bill are in progress.

The Governance Statement on pages 32-42 addresses governance and assurance issues relating to the management of expenditure and the discharge of responsibilities during the 2025-26 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 relation to matters of governance, the Internal Audit assurance opinion in 2025-26 is an overall "Limited Assurance" rating, as it was in 2024-25. GTCNI has been out of Special Measures since December 2024 and although Internal Audit's opinion that the governance, risk management and internal control arrangements operating across GTCNI are adequate and operating effectively with all outstanding historic recommendations now closed, 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 as there is no formal Board in place but instead interim governance arrangements with DE. 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.

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 2025-26

During 2025-26, 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;
- **Risk 4** - a lack of clarity on GTCNI's future impacting on staff retention and delivery of legislative functions, and
- **Risk 5 –** a significantly highly probable risk that functions to be delivered under amended legislation and requiring advance cost actions will not be affordable at the current fee level of £44.

These risks remained relevant throughout 2025-26 and were subjected to quarterly reviews both internally and by DE. A comprehensive review in March 2026 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 in 2025-26 which confirmed that there continued to be good alignment between key DE risks and GTCNI's own Corporate Risk Register.
As the Department is dependent on its NDPBs (for the most part) for delivery of policy and services, there is a need for NDPBs to provide assurances that risk is being managed and escalated appropriately. GTCNI provides this assurance through the quarterly reviews and by risk management being a standing item at formal GAR meetings.

These issues are discussed 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 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;
- the vision and direction of the Education Minister, continued progress and implementation of the TransformED NI Strategy and the outworkings of initiatives including core curriculum reform among others, and

- the progress of the new GTC Bill which, if brought into law, will assign greater regulatory responsibility and powers to the organisation, with internal work already in progress to complete the design of appropriate processes and documentation to serve both the best safeguarding interests of children and young people in educational settings as well as protect the interest of the teachers GTCNI serves and to be at a point where consultation with the profession may be undertaken. Running parallel to this will be a requirement to install a new Board following a public appointments process.

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 clear 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 have drafted the required primary legislation and secured its introduction to the Assembly on 24 November 2025. 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. It is expected that this will allow recruitment of a new GTCNI Board in April 2027. 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.

2025-26 Performance Summary

GTCNI's 2025-26 Business Plan set out seven actions to deliver on its strategic priorities. Of the seven actions, six were fully achieved and one was not achieved, but with the reasons for non-achievement being outside of GTCNI's direct control. 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%
Total	**7**	**100%**

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 2025-26 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 Senior Management Team (SMT) meetings.

Analysis of Performance against Targets

NO.	TARGET	IMPACT	STATUS	EVIDENCE
DE Strategic Priority - DELIVERING an effective, child-first, collaborative and high-quality education system *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.*				
D1	In 2025-26, continue to deliver high-quality teacher registration service. We will: carry out processes / assessments needed for GTCNI to fulfil its statutory registration responsibilities, review current target timeframe and performance metrics for processing categories of applications, implement revised monitoring and reporting against key performance metrics	Improved customer service Faster availability of teachers to education settings Reduction in queries / complaints DE regarding time taken to process applications.	Achieved	VGS / DE Deduct at Source / Annual Renewal registration processes completed by April – Julyin line with target. Summer 2025 graduates registered efficiently. Application processing timescale efficiencies - revised to Rest of World applicants up to 2 months. GB applicants up to 6 weeks. PGCE FE/PGDFHE applicants up to 5 weeks. NI applicants up to 7 weeks DE and re-registration up to 7 weeks On average, 95% of new applicants were registered within

NO.	TARGET	IMPACT	STATUS	EVIDENCE
	for application processing, and ensure key registration periods continue to operate smoothly, particularly for this summer's graduates.			timescales, with some small variations outside the control of GTCNI being experienced*. % of applicants processed within set timescales were Rest of World / Further Education 100%, GB 98.4%, Re-registration 97.1%, NI Grads 91.5% and DE 78.3%. *(*Timescale missed due to delay in receiving information from third parties)*
D2	In 2025-26, we will publish a Digest of Statistics. By October 2025 we will share a draft Digest of Statistics with stakeholders and consult on further statistics and enhancements to better inform ongoing areas of policy development. By the end of Q3 we will have an agreed final format for the Digest. By 31 March 2026 we will publish the Digest and promoted its publication to the teaching workforce.	<u>Quantity</u> Accurate information from GTCNI's Register of Teachers. <u>Quality</u> Stakeholders have up to date information from GTCNI's Register of Teachers. <u>Impact</u> Stakeholders can take informed workforce decisions using the information. Teaching workforce has enhanced awareness of continuing work of GTCNI.	Achieved	A draft Digest of Statistics using a data subset was first submitted to DE in October 2025. GTCNI considered feedback and continued to work with DE statisticians to refine the publication. A business decision was taken to capture all data relating to teachers up to and including 31 March 2026, the end of the Registration year. To this end the final publication date of the finished Digest was 2 April 2026. A communications strategy using email and RoL news feed function informed the teaching profession and other education stakeholders that the Digest had been published and was available on GTCNI's website.
D3	In 2025-26, we will work with our website provider to refresh and maintain our website and ensure it complies with legislative requirements.	<u>Quantity</u> Website is compliant with relevant legislation. <u>Quality</u> Website contains all key corporate documents and	Achieved	Website content and accessibility was refreshed on a business-as-usual basis. The website contains all public body legislatively compliant policies, privacy notices and other documents.

NO.	TARGET	IMPACT	STATUS	EVIDENCE
		Annual Report and Accounts. Website contains all public body legislatively compliant policies, privacy notices and other documents. Impact Website is compliant with relevant legislation. Website is accessible to all users and users can navigate the website easily and find what they are looking for in 3 clicks.		An Internal Audit review found the website was compliant with legislative and best practice requirements, specifically the publication of relevant information required under Section 75 of the Northern Ireland Act 1998 and GTCNI's approved Equality Scheme.
D4	In 2025-26, we will demonstrate effective governance across GTCNI, with a focus on adhering to the interim governance arrangements in place with the Department of Education (DE).	Quantity. Demonstrate effective governance across GTCNI by adhering to interim governance arrangements. Quality All required NDPB returns sent to DE on time, 2024-25 Annual Report & Accounts laid by 31 March 2026. Impact Reported via Oversight and Governance and Accountability Review (GAR) meetings.	Achieved	GTCNI met all DE return requirements (across finance, business position, business plan, risk register, corporate governance, audit and ad hoc requests) in a timely manner, including faster closing of the 2024-25 financial year (draft) in April 2025. GTCNI's 2024-25 Annual Report and Accounts was laid in the NI Assembly on 20 January 2026. GTCNI attended scheduled GAR and OMs and delivered on any actions arising – evidenced by the minutes of meetings. GTCNI attended DE ARAC in September 2025 and ARAC acknowledged the progress made to date.
D5	In 2025-26, we will: continue to work with DE and stakeholders to support and promote DE's Learning Leaders (LL) strategy, and	Quantity / Quality / Impact. We will support DE's refreshing of the 2016 LL strategy and participate / collaborate in the LL Oversight Group.	Achieved	Learning Leaders has been subsumed into wider TPL related work within the TransformED NI strategy. GTCNI collaborated with and supported DE as required during 2025-26. 2026-27 will see further developments in this area.

NO.	TARGET	IMPACT	STATUS	EVIDENCE
	collaboratively work with LL Oversight Group, to shape / deliver outworking of this strategy.			
D6	In 2025- 2026, we will work with DE to progress the reaccreditation of Northern Ireland's Initial Teacher Education (ITE) Programmes / Courses.	<u>Quantity</u> Re-accredit the ITE programmes / courses run by local Higher Education Institutions that lead to registration with GTCNI. <u>Quality</u> DfE currently completing a revised QAA process for HEIs. GTCNI will work with HEIs and DE to ensure GTCNI processes add value and avoid duplication. HEIs, ETI, Teaching Unions and DE are content with the robustness of the exercise. Re-accreditation 100% completed. <u>Impact</u>. Student teachers and wider education system assured of the quality of ITE courses in Northern Ireland. HEIs and DE are satisfied that GTCNI processes add value to an overall quality assurance process and avoid duplication.	Not Achieved	Following the launch of TransformEd NI: Transforming Teaching and Learning: A Strategy for Educational Excellence in Northern Ireland in March 2025 and its workstreams, including the recently launched March 2026 consultation on reform to the core content framework for initial teacher education in Northern Ireland, it has been made clear to GTCNI by DE that renewal of accreditation of NI ITE programmes will be subsumed into and, therefore, delayed by the progress of this strand of work. GTCNI must await a clear indication from the Minister and DE before it can progress re-accreditation. DE is progressing the ITE/CCF approach with HEIs. While ITE programme accreditation expired on 31 March 2026, the status quo will be maintained in the meantime. A joint DE/GTCNI letter will issue to HEIs in April/May 2026 to confirm interim reaccreditation will be linked to the roll out of the new ITE CCF.
D7	In 2025-26, we will continue to address new regulatory referrals as	<u>Quantity</u> Review and address any new regulatory	Achieved	GTCNI has around 12 active cases and each new referral was reviewed within 5 working days of receipt. These cases were

NO.	TARGET	IMPACT	STATUS	EVIDENCE
	appropriate within the current legislative framework.	referrals as appropriate within the current legislative framework. Quality All referrals reviewed within 5 working days of receipt and appropriate action taken. Impact Stakeholders assured that the teaching profession is as effectively regulated as current legislation permits. GTCNI meets its responsibilities under legislation as a Keeper of A Register for a regulated activity.		reviewed each quarter. GTCNI engaged with the relevant stakeholders to obtain information and updates, within the current legislative framework, to determine the appropriate action to take. A number of open referrals were closed at such reviews.

Analysis of Performance against Corporate Goals and Commitments

GTCNI's Strategic Corporate Plan continues to underpin its strategic priorities and be reflected in its annual business plans which remain aligned with the organisation's sponsor body DE.

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 practise.

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

2025-26 saw further embedded KPI efficiencies on registration processes delivered, with a streamlined digital application process and access for prospective employers and members of the public / other stakeholders to teacher registration status information. Continued system developments to ensure ease of access and updating of relevant information by school employers underpinned the key publication of GTCNI's Digest of Statistics in support of DE strategic workforce planning and other elements of the Minister's TransformED NI strategy delivery by year-end.

Corporate Objective 2 – Maintain a financially sustainable organisation, effective stewardship and governance

During 2025-26, GTCNI continued to demonstrate good financial management and cost control, operating within a system of approved DEL and AME Revenue and Capital Budgets, making periodic returns to DE supplemented by detailed monthly management accounts and analyses against approved budget by business area to allow corrective variance control management for approval at SMT and by DE as required.

By the end of 2025-26, GTCNI had fully addressed historical weaknesses in governance and control as well as processes as confirmed by DE Internal audit alongside undertaking a current programme of internal and external audit, with all reviews achieving a satisfactory opinion.

Corporate Objective 3 - 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 remained in place until March 2026. Within the TransformEd NI: Transforming Teaching and Learning: A Strategy for Educational Excellence in Northern Ireland there is a workstream to reform the core content framework for initial teacher education in Northern Ireland. As DE only conducted a focussed consultation with GTCNI and the HEIs in March 2026, re-accreditation of NI HEI ITE qualifications could not be renewed and the current

extension to accreditation expired on 31 March 2026. GTCNI awaits further clarification from DE on how to proceed.

Work with DE to ensure the legislative framework for professional regulation and to introduce a new GTC Bill continues apace.

Corporate Objective 4 - 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. 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 as well as senior level engagement with other Teaching Councils on matters pertaining to qualifications, regulation, data and systems.

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 5 - Secure within the teaching profession a greater sense of ownership and recognition of GTCNI as its professional body

The implemented contact database within our teacher registration system continues to be used to facilitate electronic communication with the profession.

GTCNI's website continues to be updated with corporate, teacher and applicant information, including links to privacy notices.

A significant body of work in the 2026 Digest of Statistics has been released – this Digest was last updated in 2018 and so represents a major update in information held on existing registrants and early career teachers joining GTCNI's Register of Teachers. The Digest and its data will serve to inform DE strategic planning and policy.

Corporate Objective 6 - Develop GTCNI as appropriate to ensure it continues to meet the professional needs of teachers in NI

Throughout 2025-26, GTCNI's SMT continued to implement initiatives 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' performance management system is well-embedded, being in its second year of operation. Appropriate corporate policies detailing the rights and obligations of staff, the organisation, its members and other stakeholders continue to be developed in alignment with best practice.

Summary Financial Performance 2025-26

The Budgeting Framework

The Department of Finance (DoF) is responsible for management of the Northern Ireland Budget process in line with a budgetary framework set by HM Treasury.

The total amount GTCNI spends is referred to as the Total Managed Expenditure (TME); which is split into:

- Annually Managed Expenditure (AME)
- Departmental Expenditure Limit (DEL)

Within both DEL and AME, departments and their ALBs are expected to pursue efficiencies and prioritise expenditure in order to optimise value for money (as defined in Box 18 of the Green Book).

HM Treasury, and in turn DoF, do not set firm AME budgets. They may be volatile or demand-led in a way that departments and arms-length bodies cannot control. GTCNI, and, in turn, DE monitors AME forecasts closely and this facilitates reporting to DoF, who in turn report to HM Treasury.

As DEL budgets are controllable, HM Treasury sets firm limits for DEL budgets for Whitehall departments and Devolved Administrations at each Spending

Review. The Northern Ireland Executive, based on advice from the Finance Minister, will in turn agree a local Budget that will set DEL controls for Executive departments who, in turn agree DEL budget limits for their arms-length bodies.

DEL budgets are classified into resource and capital.

- Resource budgets are further split into non-ringfenced resource that pays for programme delivery and running costs and separately ringfenced resource that covers non-cash charges for depreciation and impairment of assets.
- Capital DEL is split into 'Financial Transactions Capital (FTC)' which can only be used for loans or equity investments in private sector organisations; and 'general' Capital for spending on the purchase and/or acquisition of assets.

Further detail on the Budgeting Framework can be found in the Consolidated Budgeting Guidance 2025-26 published by HM Treasury. This document sets out the principles and standards underpinning the budgeting system mandated for use by all bodies classified as central government, including departments, devolved governments, and arm's length bodies. This budgeting system is a key part of the UK public spending framework. It enables the Treasury to control public spending and appropriately incentivises departments to manage spending effectively.

Statement of Comprehensive Net Expenditure (SoCNE)

A summary of the SoCNE for the year to 31 March 2026 is set out below:

	2025-26 £000	2024-25 £000	Variance £000	Variance %
Net Comprehensive Income/ (Expenditure) after Taxation	1,089	(8)	1,097	1371%

Taking finance expenditure and Other Comprehensive Expenditure (OCE) pension adjustments into account, compared to 2024-25:

- GTCNI received £1.27 million (2024-25: £1.25 million) in teacher registration fees – this represents some 28,958 (2024-25: 28,349) fees at the 20+-year unchanged registration fee level of £44 – and £0.07 million

(2024-25: £0.09 million in other income total of £1.1 million, representing interest on deposits.

- Total expenditure was £1.22 million (2024-25: £1.24 million), resulting in a net operating surplus of £0.163 million (2024-25: surplus £0.095 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 surplus before other comprehensive expenditure result of £0.111 million (2024-25: £0.044 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 the end of each of the last 3 years, but the value of the asset has been restricted to £0 in accordance with IFRIC14. The outcome is to reverse any surplus recognised in earlier years in full.

Statement of Financial Position (SoFP)

A summary of the SoFP for the year to 31 March 2026 is set out below:

	2025-26 £000	2024-25 £000	Variance £000	Variance %
Total Assets less Total Liabilities	1,973	884	1,089	123

Commentary on Variances

GTCNI teacher registration income showed an increase of 2.1% (2024-25: 1.6%).

Staff costs were £0.74 million following IAS-19 pension valuation adjustments (2024-25: £0.78 million) - largely static and having reduced from 2023-24 levels primarily due to vacancies still being carried.

Other running costs were £0.33 million (2024-25: £0.34 million), a decrease of £0.01 million or 6%, largely attributable to continued savings on a reduced accommodation footprint.

Commentary on Variances between Budgets and Outturn

The GTCNI teacher registration fee was first implemented in 2006. Since that time, no changes, not even inflationary uplifts, have been applied to the fee. Furthermore, despite the 2004 legislation giving scope to charge fees for both application to, and registration on, the Northern Ireland Register of Teachers, only a single fee has ever been levied. This is despite the irrefutable truth that applications continue to be received not only from Northern Ireland ITE-trained applicants, but increasingly from rest of world applicants, with the latter being more time-consuming to assess on a case-by-case basis. This will continue to be an issue, especially with the increasing prevalence of ITE programmes allowing for remote study and qualification achievement.

That said, GTCNI continued to see a modest 2.1% uplift in the number of teacher registrations with DAS / VGS and Annual Renewals making up 94% of all current registrations / applications at 26,813 and other applications processed in-year totalled 2,145. Income targets were by and large achieved by quarter 3, with a small uplift being notified to DE as part of quarterly easement / pressure returns.

Over the last number of years GTCNI has increasingly faced rising costs without any significant increase in income and continues to record the business risk of the teacher registration fee having remained unchanged since inception (20+ years) despite average inflation being more than 2% per annum over that period.

Cost savings made in 2025-26 were largely due to continued staff vacancies. As a service organisation, employer costs represent the single most significant element of expenditure and the savings on vacancies have allowed GTCNI to record a SoCNE surplus for the year. Monthly management accounting processes identified this and, again, easements were declared periodically to DE.

A third and final funding approval letter from DE indicated approval for a pre-tax surplus of £0.07 million with the actual surplus being £0.127 million, a variance of £0.05 million or 71%:

	Outturn 31 March 2026 £'000	Forecast 31 March 2026 £'000	Variance £'000
Revenue Income DEL	**(1,349)**	**(1,327)**	**22**
Revenue Expenditure DEL	**1,186**	**1,254**	**68**
Non-Ring-fenced	1,070	1,137	67
Ring-fenced Depreciation / Impairments	116	117	1
Finance Expenditure	**37**	**0**	**(37)**
Corporation Tax	**16**	**20**	**4**

	Outturn 31 March 2026 £'000	Forecast 31 March 2026 £'000	Variance £'000
Capital DEL	**16**	**15**	**(1)**
General	16	15	(1)
Total DEL	**(95)**	**(38)**	**57**
AME	**(941)**	**89**	**1,030**
AME Resource	(978)	52	1,030
AME Capital	37	37	0
Total Net Managed Expenditure	**(1,036)**	**51**	**1,087**

Explanation of Variances

Employer costs, following IAS-19 pension fund valuation adjustments, were £0.74 million against an approved budget of £0.81 million. As noted, savings were achieved by continued vacancies in-year.

Registration system costs for the year were £0.16 million against approvals of £0.17 million, a very small underspend.

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, using the HMRC calculator for earned and accrued deposit interest, the corporation tax liability is a slightly reduced £0.016 million for the full year, against an approved budget of £0.02 million and largely in line with forecast.

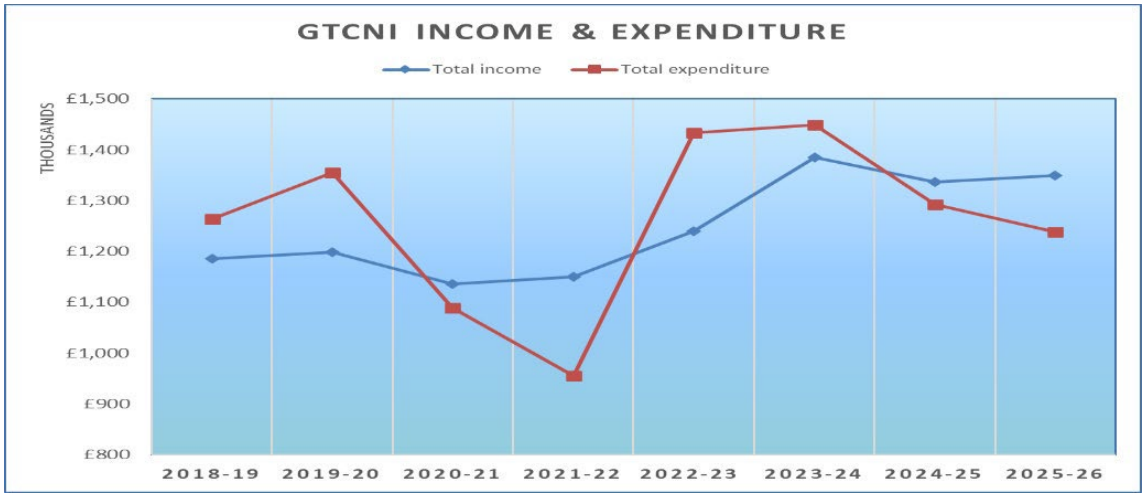
Fixed asset write-downs and intangible asset amortisation costs were £0.07 million against a budget of £0.08 million. IFRS16 lease depreciation to end February 2025 was in line with budget and forecast at £0.04 million.

A 2025 triennial revaluation of the LGPS (NI) pension fund by Aon Hewitt on behalf of NILGOSC as the pension fund manager was rolled forward to 31 March 2026, with GTCNI's notional share of the asset allocation being 5% resulted in an actuarial gain on the pension fund of £1.5 million (2024-25: gain £1.67 million). However, in accordance with the requirements of IFRIC14, the gain has been limited to an asset ceiling of £0. In addition, with GTCNI rejoining the Main Fund in June 2025, the additional liability due to a calculated minimum funding requirement based on an assumed pension exit has been written back as an actuarial gain, reversing the previous actuarial loss. The net result is a £0 asset

or liability on the SoFP, and a net OCE gain of £0.98 million (2024-25: net loss of £0.05 million) being reported.

Long Term Trends

A review of the last eight years of GTCNI expenditure and income trends indicates that, in nominal cost terms, total income is almost static, increasing at a long-term average annual rate of 0.7%. 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, dropped in 2024-25 and remained at this lower level in 2025-26 based on savings due to a small number of unfilled vacancies.



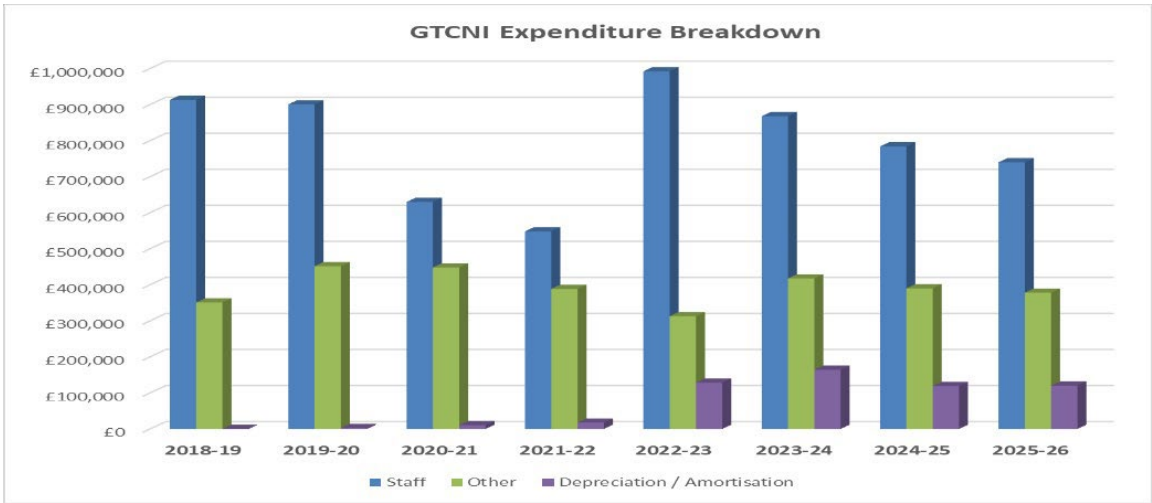
Teacher registered numbers have increased by 8.4% in the last eight years, an average of 1.05% year on year, but with larger growth being seen since 2022, with the average annual growth being 2.7%.

Income by Type	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Registration Fees	£1,175,232	£1,181,029	£1,129,260	£1,147,430	£1,206,016	£1,227,224	£1,247,356	£1,274,152
Other Income	£11,129	£17,847	£6,194	£2,713	£34,094	£157,775	£89,362	£74,643

% Change Year on Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Registration Fees	-0.3%	0.5%	-4.4%	1.6%	5.1%	1.8%	1.6%	2.1%
Other Income	73.4%	60.4%	-65.3%	-56.2%	1156.7%	362.8%	-43.4%	-16.5%

Teacher Registrations	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
	26,710	26,842	25,665	26,078	27,409	27,891	28,349	28,958

As a service organisation, staff-related costs are the biggest element of overall expenditure at 60% (2024-25: 61%) averaging 60% of total spend over the last eight years with fulltime staff equivalents in post at 31 March 2026 being 13.72 (2024-25: 14.12).



Expenditure by Type	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Staff	£913,060	£900,385	£629,754	£548,163	£992,207	£867,797	£783,916	£739,792
Other	£350,826	£451,544	£447,949	£388,563	£312,760	£417,560	£389,998	£378,158
Depreciation / Amortisation	£0	£2,623	£10,488	£17,290	£128,633	£164,258	£119,134	£120,217

As % of Total Costs								
Staff	72.2%	66.5%	57.9%	57.5%	69.2%	59.9%	60.6%	59.7%
Other	27.8%	33.3%	41.2%	40.7%	21.8%	28.8%	30.2%	30.5%
Depreciation / Amortisation	0.0%	0.2%	1.0%	1.8%	9.0%	11.3%	9.2%	9.7%

Non-staff costs at £0.37 million (2024-25: £0.36 million) are 32% of total spend (2024-25: 28%). 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 Northern Ireland Act 1998) and human rights (the Human Rights Act 1998 and United Nations conventions).

DE has responsibility for coordinating the United Nations Convention on the Rights of the Child (UNCRC) matters on behalf of the Northern Ireland Executive.

The Executive's CYPS 2020-2030, agreed on 10 December 2020, is the main strategic instrument through which all nine Departments and their ALBs will work together to improve the wellbeing of children and young people, and it will ensure that due regard is given to the rights of children and young people. The Strategy sits within the context of the United Nations international human rights conventions including the UNCRC. The Strategy outlines how the Executive will work collaboratively to improve the wellbeing of children and young people and the outcomes it seeks to achieve across eight key areas of physical and mental health; play and leisure; learning and achievement; safety and stability; economic and environmental wellbeing; positive contribution to society; respect for their rights; and good relations and equality of opportunity

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 2025-26.

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 2025-26.

Future Development and Performance

GTCNI will continue to support DE in the key priorities outlined in the Minister's and Executive's PfG commitments and the TransformED Delivery Plan published in April 2025. 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 awaits the outcome of the proposed legislative changes in the new GTC Bill which is currently progressing through the NI Assembly.

This Performance Report is approved and signed.



Ian Gallagher
Accounting Officer
28 October 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 early 2025 the Education Minister accepted a proposal to retain and reform GTCNI. This led to the drafting of new primary legislation to give effect to this decision and to correct several other legislative weaknesses in GTCNI's existing regulatory powers. This General Teaching Council Bill was introduced to the Northern Ireland Assembly on 24 November 2025 and began its scrutiny by the Education Committee in December 2025. It is anticipated that the Bill will complete its Assembly passage before the end of the current Assembly mandate and it is intended that members of a restructured GTCNI Board will be appointed and take up office in April 2027.

The Interim CEO/Registrar, designated as GTCNI's Accounting Officer, was managed by DE's Director of Education Workforce during 2025-26.

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. The Interim CEO/ Registrar has continued to act on this basis throughout the past year.

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 Education Workforce to report regularly to DE's ARAC and Board and to escalate any emerging concerns as necessary and appropriate.

Governance assurance is delivered through a number of mechanisms including bi-weekly discussions between the Interim CEO/Registrar and the Head of DE's Sponsor Team (the GTCNI Interim Sponsorship Team, GIST), regular monitoring reports provided to GIST and further Oversight Meetings (OMs) involving the Director of Education Workforce and the Head of GIST. Collectively, these have ensured that 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/Registrar, accompanied by the Head of Corporate Services, attended each GAR meeting with DE, chaired by the Deputy Secretary or his designated deputy. The OMs compliment the GARs, focusing primarily on operational matters, the ongoing delivery of GTCNI's functions and business plan objectives and any emerging areas of concern.

Collectively these arrangements have ensured scrutiny of both governance and operational performance by DE senior officials have continued on a quarterly basis. They have proven effective and GTCNI continues to be up to date with all business cases and Post Project Evaluation (PPEs) and Annual Report and Accounts have been laid for all years up to and including 2024-25. It is notable that in 2025-26 GTCNI successfully cleared the last of 44 historical Internal Audit recommendations which the Interim CEO/Registrar became responsible for on his appointment in June 2022.

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 continues to function operationally, governance oversight is being provided by DE officials. GTCNI's future is currently being considered as the General Teaching Council Bill progresses through the NI Assembly.



Ian Gallagher
Interim Chief Executive Officer/Registrar
Date: 28 October 2026

Governance Statement

Introduction

This Governance Statement provides details of how I, as GTCNI's Accounting Officer, have ensured effective management and control of resources during 2025-26, and of the action taken to ensure effective risk management and a high standard of corporate governance in GTCNI. This is in accordance with the responsibilities assigned to me, when appointed on 1 June 2022 as Interim Chief Executive Officer (CEO), 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.

The following statement represents the position of GTCNI during 2025-26 regarding governance and assurance relating to the management of expenditure and the discharge of responsibilities during 2025-26 to support the achievement of GTCNI's objectives. As the Interim CEO / Registrar and Accounting Officer, I am responsible for reviewing the effectiveness of our systems of internal control. This review has been informed by GTCNI's Senior Management Team (SMT), who, alongside me, are responsible for developing and maintaining their business function internal control frameworks, and comments made by the Northern Ireland Audit Office in its management letter and other reports.

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 the Department of Education's (DE) 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.

The Governance Framework

As of 13 December 2021, the GTCNI Council (Board) and all of its Committees were stood down. Following a detailed analysis of the Management Statement and Financial Memorandum (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 with the former Council's (Board's) powers and decision-making authority granted to the Interim CEO / Registrar; on the basis that established GTCNI policies and decisions be maintained wherever possible. DE has directed that the MSFM is not updated to reflect new governance arrangements, nor that GTCNI move yet to the Partnership Agreement approach introduced in October 2023.

As an ALB accountable to DE, GTCNI's designated Accounting Officer is the Interim CEO / Registrar. Led by the MSFM and governance arrangements in place with DE, the Accounting Officer 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.

GTCNI is ultimately accountable, through DE, to the Education Minister and the Northern Ireland Assembly for the effective delivery of its commitments and goals and for the effective use of the public funds for which it is responsible.

GTCNI operates a governance and accountability framework designed to assist SMT and DE hold it to account. The Corporate Governance Framework has been updated to reflect the revised interim governance arrangements and it and the updated Risk Management Framework, largely govern GTCNI's operations.

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 Audit and Risk Assurance Committee (ARAC). As a direct result of the progress made, DE confirmed the ending of Special Measures GTCNI had been in since 2019 with effect from 19 December 2024.

Governance and Accountability meetings

The Education Minister determined in March 2025 that GTCNI would be retained under a new Board and the Northern Ireland Executive approved in May 2025 that legislation would be introduced in the Northern Ireland Assembly to reform GTCNI. The legislation was introduced in November 2025 and while it progresses through the Northern Ireland Assembly, GTCNI remains under interim governance arrangements with DE, under the remit of DE's ARAC in terms of sign-off of its Annual Report and Accounts and emerging issues of concern are presented to ARAC as required.

Reflective of the progress made, GTCNI's annual cycle of governance meetings with DE has been amended. The interim CEO, accompanied by the Head of

Corporate Services, attended two Governance and Accountability Review (GAR) meetings with DE, chaired by the Education Workforce Director and the Deputy Secretary respectively, in June and December 2025 and two Oversight Meetings (OM) in September 2025 and March 2026, chaired by the Education Workforce Director. Oversight meetings focused primarily on operational matters, the ongoing delivery of GTCNI's functions and business plan objectives and any emerging areas of concern. Oversight meetings 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. Under the agreed interim governance arrangements, these meetings are supplemented by discussions held bi-weekly between GTCNI's Interim CEO and the Head of DE's Sponsor Team, GIST and by monthly written business position updates provided to GIST.

Business Planning and Monitoring

As Accounting Officer, I, with the support of GTCNI's 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 are given to GTCNI's Annual Business Plan and in-year and end-year 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 on operational business progress.

During 2025-26, GTCNI continued to deliver against its annual business plan. Significant progress was achieved in the following areas:

- the continued use of GTCNI's teacher registration system, launched in April 2023, with over 27,000 teachers successfully re-registered and over 1,000 new applicants and continued efficiencies in application processing timescales being achieved;
- the publication, for the first time since 2018, of GTCNI's Digest of Statistics, a detailed synopsis of the professionals engaged in the teaching profession in Northern Ireland. Future plans following the successful launch of a full registration digital solution in 2023 involve a rebranding of

this Digest to include significant trend analyses to more comprehensively support education workforce planning and other key initiatives in DE;

- the continued updating of corporate HR and Information Management policies and processes aligned with best public sector practice. In 2025-26 all remaining historical outstanding Internal Audit recommendations being closed off and the Public Record Office of Northern Ireland (PRONI) approving GTCNI's Information Asset Retention and Disposal Schedule.

Procurement Activity

During 2025-26, 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 is rigorously tested using BBCNI principles and delivered, where feasible, using public sector purchasing frameworks to ensure best value for public funds.

With the delegated limit remaining at £30,000, any business cases in excess of this were approved by DE. New business case approvals by DE in-year addressed staffing vacancies (Head of Professional Standards), and, following resourcing pressures within DSO, the outsourcing of a CPD-led procurement for regulatory legal services.

Interim and post-project evaluations due in 2025-26 were completed and returned to DE on time with lessons learned informing 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 updated October 2017 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 information from internal and external finance systems on a monthly reporting basis, which are supported by internal control frameworks (these are subject to both internal and external audit scrutiny);
- HR and operational management information, including absence statistics;
- 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 education stakeholders such as DE. Accordingly, GTCNI takes assurance regarding the quality of the statistical and financial data it used to monitor performance and inform decision making during 2025-26.

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 2025-26.

GTCNI continued to review its approach to Information Management and Governance engaging with PRONI, ICO and other stakeholders as relevant making significant progress in 2025-26. Data sharing agreements have been reviewed and updated and are in place with key data sharing partners. Relevant policies continued to be introduced or updated as needed to comply with public sector best practice.

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 Section 75 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;
- men and women generally;
- persons with disability and persons without; and
- 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 2025-26, 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. The Risk Management Framework is reviewed annually, and the last review was undertaken in April 2025 as an inherent component of completion of GTCNI's Corporate Risk Register for 2025-26.

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 a key agenda item at 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 five business risks at the start of 2025-26:

- **Governance:** GTCNI (i) fails to demonstrate effective governance across GTCNI and deliver against interim governance arrangements in place with the Department of Education (DE) and (ii) does not exercise proper stewardship of its 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 Board / Council, delivery against a DE-approved agreed annual business plan and budget and regular internal SMT meetings and monitoring of key business areas and financial and staff resources.

- **Business Continuity:** GTCNI has ineffective arrangements for ensuring business continuity in respect of untoward incidents or emergencies.

  Successful mitigating actions during 2025-26 included a review and updating of the previously rigorously tested Business Continuity Plan implemented in 2024-25 and achieving a satisfactory internal audit opinion in that year.

- **Information Governance:** GTCNI has ineffective Information Management & Governance policies and processes to protect the organisation.

  During 2025-26, GTCNI's Information Management Programme continued to be actioned to address identified weaknesses and outstanding historic internal audit recommendations. Reviews by GTCNI's Internal Audit service confirmed that all outstanding recommendations have been satisfactorily addressed and completed. GTCNI engaged with PRONI during the year to ensure appropriate alignment of its new Information Asset Retention and Disposal Schedule with underlying legislation and best practice and the Schedule was approved by PRONI.

- **People:** Lack of clarity on GTCNI's future impacts on staff retention and delivery of legislative functions across teacher registration, regulation and re-accreditation of Northern Ireland's Initial Teacher Education (ITE) Programmes / Courses.

  During 2025-26 GTCNI continued to provide expertise, analysis and other information to support DE and the Education Minister in progressing legislation to retain and reform the organisation. In May 2025, the Northern Ireland Executive approved that legislation would be introduced in the Northern Ireland Assembly to reform GTCNI. GTCNI then moved to retain its staffing by converting posts from fixed term status to permanent employment in October 2025, thereby assuring retention of the specialist niche skills and expertise developed over the previous three years and achieving a high degree of organisational staffing stability. In addition, following a review of organisation structure and a skills audit, DE approval was secured for the recruitment of a new Head of Professional Standards. The individual joined GTCNI in December 2025 with a significant education sector and senior management experience profile to enhance GTCNI's existing SMT.

- **Financial Sustainability:** There is a significant highly probable risk that the functions to be delivered under amended legislation and requiring advance cost actions will not be affordable at the current fee level of £44.

  This has remained as a significant unresolved risk throughout 2025-26 with the fee unchanged from 2006 levels. During 2025-26, GTCNI continued to implement stringent budgetary controls to deliver existing services, with comprehensive monthly review of finances and cost of services. Priority was also given to ringfencing financial viability for the recruitment of a new Head of Professional Standards as a significant

mitigation against the risk of detrimental impact on re-accreditation requirements, reviews of routes into teaching and increased engagement and transformation of teacher competencies in conjunction with key stakeholders.

With no change in fee, it was recognised that the affordability of a full regulatory remit under proposals for changes to GTCNI's existing legislation to include the new specialist legal staff and independent panels remained in jeopardy, putting GTCNI powers of sanction in relation to child safeguarding at risk to the potential detriment of children and young people in school settings. To mitigate against this risk during 2025-26, in the very small number of such cases, GTCNI placed reliance on other legislation when determining what action could be taken.

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

Staffing

With staff posts now being permanent since October 2025, 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.

Conflicts of Interest

Annually, 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 changes should be notified as and when they occur. No conflicts of interest were identified in 2025-26.

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 the current provisions are known to be flawed, preventing GTCNI from undertaking full professional regulation until such times as current proposals for amendments to the legislation are approved and enacted. GTCNI continues to seek a position where full professional regulation can be undertaken - 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 Service for its Internal Audit services. The 2025-26 Internal Audit plan was delivered in the latter half of the year, with three reviews being undertaken, all achieving a satisfactory audit opinion.

Internal Audit has stated an overall limited audit opinion for GTCNI for 2025-26. However, Internal Audit continues to note the considerable progress made to improve the systems of governance, risk management and internal control within GTCNI over the last four years. In 2025-26, Internal Audit activity focused on:

- Information management and data protection - to ensure GTCNI had established adequate and effective information management policies and procedures, including those related to data protection, data breach management and compliance with the Freedom of Information Act 2000. A satisfactory audit opinion was achieved. As part of this review, Internal Audit reviewed all outstanding historic recommendations and concluded that all matters had been satisfactorily addressed.
- A review of GTCNI's Website, including Section 75 and Equality Scheme requirements to provide an opinion on the risk management, control and governance arrangements established in respect of GTCNI's website. Internal Audit's review found that GTCNI's website was in compliance with legislative requirements, specifically the publication of relevant information required under Section 75 of the Northern Ireland Act 1998 and GTCNI's approved Equality Scheme and a satisfactory audit opinion was achieved.
- A review of GTCNI's financial procedures and processes to ensure GTCNI had adequate and effective policies and procedures in place over receipts, budgeting, and bank and cash reconciliations and adequate financial management information and effective reporting arrangements were in place. A satisfactory audit opinion was achieved.

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 Board / Council and its Committees with immediate effect has ultimately affected the ability of GTCNI

to adhere to normal NDPB governance and reporting arrangements. Considering the significant importance of the role of the Board / Council and its Committees, as well as the risk associated with operating without a Council, Internal Audit considers that a limited opinion is appropriate. Internal Audit acknowledges that the circumstances in which GTCNI operates are outside of the control of the Interim CEO.

Accounting Officer's Assurance Statement

Significant progress continued to be made during 2025-26. Although, without a functioning Board, 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 Northern Ireland as fully and effectively 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.

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.



Ian Gallagher

Interim Chief Executive Officer/Registrar

Date: 28 October 2026

4. Remuneration and Staff Report

The information on pages 43-53 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 August 2025 was set in the range of £75,000 - £80,000. 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 include 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 (£) (to nearest £'000)		Benefits in kind (to nearest £'000)		Pension Benefits (to nearest £'000)		Total (to nearest £'000)	
	2025-26	2024-25	2025-26	2024-25	2025-26	2024-25	2025-26	2024-25
I Gallagher - Registrar / Chief Executive Officer	75-80	70-75	-	-	84	18	160-165	85-90
M Jackson - Head of Finance and Corporate Services	65-70	60-65	-	-	20	21	85-90	80-85

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.

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 2025-26 (2024-25: 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 2025-26, 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 2025-26 was £75,000-£80,000 (2024-25: £70,000-£75,000). The relationship between the midpoint of this band and the remuneration of the organisation's workforce is disclosed below.

2025-26

	25th Percentile Median	Median	75th Percentile Median
Total Remuneration	£31,022	£36,363	£38,020
Pay Ratio	2.38:1	2.03:1	1.95:1

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

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions nor the Cash Equivalent Transfer Value (CETV) of pensions.

For 2025-26, the 25th percentile, median and 75th percentile remuneration values consisted solely of salary payments. In 2025-26 no employees received remuneration in excess of the highest paid director. Remuneration ranged from £30,000 to £80,000 (2024-25: £28,000 to £75,000).

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:	2025-26 v 2024-25	2025-24 v 2023-24
Average employee salary and allowances	3.20%	6.70%
Highest paid director's salary and allowances	8.07%	6.89%
Average employee performance pay and bonuses	N/A[1]	N/A[1]
Highest paid director's performance pay and bonuses	N/A[2]	N/A[2]

[1] *No performance-related or bonus payments were made to staff.*

[2] *No performance-related or bonus payments were made.*

Pension Entitlements (Audited)

The following sections provide details of the remuneration and pension interests of the most senior management of the organisation.

Pensions of Senior Management (Audited Information):

Officials	Accrued Pension at age 60 as at 31 March 2026 and related lump sum £'000	Real increase in pension & lump sum at pension age £'000	CETV at 31 March 2026 £'000	CETV at 31 March 2025 £'000	Real Increase/ (Decrease) in CETV £'000
I Gallagher Chief Executive Officer*	35-40 plus a lump sum of 90-95	2.5-5 plus a lump sum of 5-7.5	803	685	75
M Jackson Head of Finance and Corporate Services	0-5 plus a lump sum of nil	0-02.5 plus a lump sum of nil	51	28	16

** 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 carried out as at 31 March 2025 and was completed in March 2026. In the year to 31 March 2026, GTCNI contributed 41.2% for April and May 2025 and 19% thereafter 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 payment is made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves one scheme and chooses to transfer the benefits accrued in their former scheme to a new 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 and 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 current scheme 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) Regulations 1996 (as amended). HM Treasury provides the assumptions for discount rates for calculating CETVs payable from the public

service pension schemes. On 27 April 2023, HM Treasury published updated guidance on the basis for setting the discount rates for calculating cash equivalent transfer values payable by public service pension schemes advising, with immediate effect, the discount rate adopted for calculating CETVs should be in line with the new Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate of 1.7% above CPI inflation. This has remained unchanged.

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 2025-26.

Staff Report

Total Staff Costs (Audited Information):

	31 March 2026 Permanently Employed Staff	31 March 2026 Others	31 March 2026 Total	31 March 2025 Total
	£	£	£	£
Salaries & Wages	469,803	178,235	648,038	654,164
Social Security Costs	44,405	-	44,405	40,152
Pension Costs	47,349	-	47,349	89,600
Total Costs	**561,557**	**178,235**	**739,792**	**783,916**

of which:

	2025-26 Charged to Administration	2025-26 Charged to Programme	31 March 2026 Total	31 March 2025 Total
	£	£	£	£
Core department				
Agencies	-	739,792	739,792	783,916
Other designated bodies	-	-	-	-
Total net costs		**739,792**	**739,792**	**783,916**

The March 2026 IAS19 valuation for GTCNI has included a pension charge to the Statement of Comprehensive Net Expenditure (SoCNE) for 2025-26 totalling £110,000 (2024-25: £136,000).

For 2025-26, normal employer's contributions of £0.08 million (2024-25: £0.09 million) were payable to the Northern Ireland Local Government Officers' Superannuation Committee Scheme at a rate of 19% (2024-25: 19%) of pensionable pay. In addition, employer payments totalling £0.02 million (2024-25: £0.12 million) were paid at a rate of 41.2% to fund the additional liability for a pension exit event, with these payments ceasing in June 2025.

Average Number of Persons Employed (Audited Information):

The average number of people (including senior management) employed during the year was as follows:

Activity	Permanently employed staff	Others	Ministers	Special advisers	2025-26 Total	2024-25 Total
Support Services	5	1	-	-	6	7
Registration Services	8	1	-	-	9	8
Staff engaged on capital projects	-	-	-	-	-	-
Total	13	2	-	-	15	15
Of which:						
Core department	13	-	-	-	13	13
Agencies		1	-	-	1	1
Other designated bodies		1	-	-	1	1
Total	**13**	**2**	**-**	**-**	**15**	**15**

with the full-time equivalent being 13.72.

Staff Composition – Breakdown by Gender

The analysis of GTCNI's employees by gender in post at 31 March 2026 was as follows:

	Male	Male %	Female	Female %	Total	Total %
SMT	1	33.33%	2	66.67%	3	20.00%
Other Employees	4	4	33.33%	8	66.67%	12
Capital Project Staff	-	-	-	-	-	-
Total	**5**	**33.33%**	**10**	**66.77%**	**15**	**100.00%**

Note: this table is based on the number of staff in post

Staff Turnover Percentage

Staff turnover percentage based on leavers including agency assignments, vacant posts and retirements in the year was 0% (2024-25: 22.2%).

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 2025-26 (2024-25: £nil). Ill-health retirement costs would be met by the pension scheme, and such costs were £nil in 2025-26 (2024-25: £nil).

Sickness Absence

Sickness levels, excluding long term sickness, averaged 7.22 days (2024-25: 3.01 days). Sickness levels, including long term sickness, averaged 16.21 days (2024-25: 3.18 days), with the change being due to a very low number of longer-term absences having a disproportionate impact due to the very small organisation size overall.

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 fora, 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, agency staff in substantive vacancies and DE staff, but with 87% of substantive posts permanently filled. GTCNI temporary staff costs in 2025-26 were £43,461 (2024-25: £95,442; 2023-24: £313,928) comprising agency staff filling substantive vacancies.

Expenditure on Consultancy

GTCNI incurred no expenditure on consultancy in 2025-26 (2024-25: £nil).

Off Payroll Engagements

GTCNI had no off-payroll engagements in 2025-26 (2024-25: £nil).

5. Assembly Accountability and Audit Report

Losses and Special Payments

There were no losses or special payments over £300,000 in 2025-26 (2024-25: £nil).

Gifts

There were no gifts made in 2025-26 (2024-25: £nil).

Fees and Charges

There were no fees or charges for services provided by GTCNI in 2025-26 (2024-25: £nil).

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: 28 October 2026

GENERAL TEACHING COUNCIL FOR NORTHERN IRELAND

THE CERTIFICATE AND REPORT 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 2026 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 2026 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 income and expenditure 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 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 the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with Department of Finance directions issued under the Education (Northern Ireland) Order 1998.

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 parts of the Remuneration and Staff Report to be audited is not in agreement with the accounting records and returns; 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 Statement of Accounting Officer Responsibilities, the General Teaching Council for Northern Ireland and the Accounting Officer are responsible for:

- maintaining proper accounting records;
- 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 examine and certify 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. This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the income and expenditure 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

9 November 2026

6. Financial Statements

Statement of Comprehensive Expenditure for year ended 31 March 2026

This account gives a true and fair view of the income and expenditure 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	2025-26 £	2024-25 £
Income			
Registration Income	**4**	1,274,152	1,247,356
Other Operating Income	**5**	74,644	89,362
Total operating income		1,348,796	1,336,718
Expenditure			
Staff Costs	**3**	739,792	783,916
Depreciation	**6**	41,914	41,914
Lease Interest		4,469	4,469
Amortisation	**7**	73,834	72,750
Other Operating Expenditure	**3**	325,384	338,982
Total operating expenditure		1,185,393	1,242,031
Net operating income/(expenditure)		163,403	94,687
Finance Expenditure			
Net Return on Pension Finance	**2**	(55,000)	(46,000)
Credit in respect of notional costs		18,250	17,850
Net income/(expenditure) for the year before taxation		126,653	66,537
Taxation for the year		(16,024)	(22,866)
Net income/(expenditure) for the year after taxation		110,629	43,671
Other comprehensive expenditure			
Actuarial (loss)/gain in respect of pension liability	**2**	978,000	(52,000)
Comprehensive net income/(expenditure) for the year		1,088,629	(8,329)

All income and expenditure are derived from continuing operations.

The notes on pages 64 to 93 form part of these financial statements and should be read in conjunction therewith.

Statement of Financial Position at 31 March 2026

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	2025-26 £	2024-25 £
Non-current assets:			
Property, plant and equipment	**6**	41,914	83,828
Intangible assets	**7**	160,578	218,612
Total non-current assets		202,492	302,440
Current assets			
Trade and other receivables	**9**	30,901	2,234
Cash and cash equivalents	**10**	1,938,269	1,756,935
Total current assets		1,969,170	1,759,169
Total assets		2,171,662	2,061,609
Current liabilities			
Trade and other payables	**11**	(126,474)	(80,470)
Total current liabilities		(126,474)	(80,470)
Total assets less current liabilities		2,045,188	1,981,139
Non-current liabilities			
Retirement Benefit Obligations	**2**	-	(998,000)
Lease Liability	**12**	(72,581)	(99,161)
Total non-current liabilities		(72,581)	(1,097,161)
Total assets less total liabilities		1,972,607	883,978
Taxpayer's equity and other reserves			
General reserve		1,972,607	883,978
Total equity		1,972,607	883,978

The notes on pages 64 to 93 form part of these financial statements and should be read in conjunction therewith.

The financial statements were approved on 28 October 2026 on behalf of GTCNI by:



Ian Gallagher

Interim Chief Executive Officer/Registrar

Statement of Cash Flows for year ended 31 March 2026

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 2026	31 March 2025	31 March 2024
		£	£	£
CASH FLOWS FROM OPERATING ACTIVITIES				
Net (deficit)/ surplus before interest		126,653	66,537	(47,752)
Decrease / (Increase) in trade and other receivables	9	(28,667)	20,324	9,354
(Decrease)/Increase in trade and other payables	11	46,004	(30,633)	(7,351)
Depreciation Charges	6	41,914	41,914	97,517
Depreciation on Disposal	6	-	(51,306)	(34,743)
Amortisation Charges	7	73,834	72,750	69,608
Actuarial gain on pension scheme	2	978,000	(52,000)	(997,000)
Pension scheme movement	2	(998,000)	(113,000)	831,000
Interest Payable	5	(74,619)	(89,354)	(88,760)
Taxation Payable		(16,024)	(22,866)	(16,864)
Net cash inflow from operating activities		**149,095**	**(157,634)**	**(184,991)**
CASH FLOWS FROM INVESTING ACTIVITIES				
(Purchase) / Disposal of property, plant and equipment	6	39,293	(74,437)	-
Purchase of Intangible Asset	7	(15,800)	(15,851)	(71,602)
Interest earnings	5	74,619	89,354	88,760
Net cash flow from investing activities		**58,819**	**(934)**	**17,158**
CASH FLOWS FROM FINANCING ACTIVITIES				
Net Lease Asset Interest & provision Movements		(26,580)	99,161	(146,217)
Net cash flow from financing activities		**(26,580)**	**99,161**	**(146,217)**
NET INCREASE IN CASH AND CASH EQUIVALENTS IN THE PERIOD	10	**181,334**	**(59,407)**	**(314,050)**
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE PERIOD	10	**1,756,935**	**1,816,342**	**2,130,392**
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	10	**1,938,269**	**1,756,935**	**1,816,342**

Statement of Changes in Taxpayers' Equity for year ended 31 March 2026

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.

	31 March 2026 NET EXPENDITURE RESERVES £	31 March 2026 TOTAL RESERVES £
Balance at 31 March 2024	**892,307**	**892,307**
Changes in Taxpayers Equity 2024-25		
Actuarial gain / (loss) on the pension scheme	(52,000)	**(52,000)**
Comprehensive Net Income for 2024-25	43,671	**43,671**
Balance at 31 March 2025	**883,978**	**883,978**
Balance at 01 April 2025	**883,978**	**883,978**
Changes in Taxpayers Equity 2025-26		
Actuarial gain / (loss) on the pension scheme	978,000	**978,000**
Comprehensive Net Income for 2025-26	110,629	110,629
Balance at 31 March 2026	**1,972,607**	**1,972,607**

7. Notes to the Accounts for the Year Ended 31 March 2026

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).

GTCNI is a membership organisation, with membership of the Teachers' Register being a mandatory requirement for accepting any temporary or permanent teaching position in a grant-aided primary or post-primary education setting in Northern Ireland. Based on current legislation there is only one class and level of fee (£44), and this is earned from:

- New applicants to the Register
- Renewing members of the Register, and
- Returning lapsed members to the Register.

General membership services delivered to teacher members under the membership fee are deemed to be a contract for the performance of services delivered evenly throughout the financial year and membership fee income for existing members is accrued evenly throughout the financial year in which it is received, with a clear obligation by the member to pay in accordance with GTCNI's annual renewal processes for Direct Award Schools (DAS), Voluntary Grammar Schools (VGS) and individual renewals.

Application services to new applicants to the Register cannot currently be charged for separately as an additional fee under current legislation. Applicant membership fees are only recognised in the year the applicant becomes a member of the Teachers' Register and for any remaining portion of that first full registration year to the 31st March with no reduction for part-year registration. Applications still being processed at 31st March annually are treated as deferred income. This is consistent with the principle that the benefits of membership are not confirmed until the applicant becomes a fully registered member. Application fees refunded are recognised in the year the refund is made.

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 (2026: 5.32% 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, resulting 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. Corporation tax on deposit interest earned and accrued in-year is calculated in accordance with the HMRC marginal relief scheme.

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

GTCNI recognises its single class of service income in accordance with IFRS15. GTCNI is a membership organisation, with membership of the Teachers' Register being a mandatory requirement for accepting any temporary or permanent teaching position in a grant-aided primary or post-primary education setting in Northern Ireland. Based on current legislation there is only one class and level of fee (£44), and this is earned from:

- New applicants to the Register
- Renewing members of the Register, and
- Returning lapsed members to the Register.

General membership services delivered to teacher members under the membership fee are deemed to be a contract for the performance of services delivered evenly throughout the financial year. This satisfies the requirement of IFRS15 regarding performance obligations as the customer member simultaneously receives and consumes the economic benefits provided by GTCNI's performance and the transfer of control of the promised service underlying that performance obligation to the member customer. To this end, membership fee income for existing members is accrued evenly throughout the financial year in which it is received, with a clear obligation by the member to pay in accordance with GTCNI's annual renewal processes for Direct Award Schools (DAS), Voluntary Grammar Schools (VGS) and individual renewals. GTCNI does not currently earn revenues from the sale of goods or services relating to specific events.

Application services to new applicants to the Register cannot currently be charged for separately as an additional fee under current legislation. In satisfying control in the context of IFRS15 and the ability to direct the use of, and obtain substantially all of the benefits from membership, this will not be the case until such time as the applicant becomes a full member of the Register. To this end, applicant membership fees are only recognised in the year the applicant becomes a member of the Teachers' Register and for any remaining portion of that first full registration year to the 31st March. Applications still being processed at 31st March annually are treated as deferred income. This is consistent with the principle that the benefits of membership are not confirmed until the applicant becomes a fully registered member. Application fees refunded are recognised in the year the refund is made.

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 valuation completed in March 2026 for a three-year period using data up to 31 March 2025 by actuaries AON Hewitt. This triennial review was then rolled forward and updated in accordance with provisions under Accounting for pensions under IAS 19 / FRS 102 – 2025 and with IFRIC-14 asset ceiling restrictions applied.

The overall fund return at the 2025 triennial valuation was 9.3% rolled forward to March 2026 with a reduction of 0.3% based on the fund's experience used to notionally allocate the assets attributable to GTCNI, net of an allowance made for management expenses of the fund at 0.3%. At the date of the triennial valuation, the notional assets share attributable to the GTCNI pension fund was £5.12 million or 5%. The assets that are allocated to GTCNI in the Fund 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 2025-26. The employer's contribution rate to the NILGOSC scheme during 2025-26 was 41.2% up to 31 May 2025 and 19% thereafter.

GTCNI rejoined the Main Fund in June 2025, having previously held orphan status since 2022 and the employer pension contribution rate decreased from 41.2% to the main fund rate of 19%.

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 2025-26 of £110,000 (2024-25: £136,000).

The valuation for GTCNI at 31 March 2026, is a roll-forward conducted by a qualified independent actuary for the purposes of meeting the requirements of IAS19 based on the most recent triennial actuarial valuation carried out in March 2026 using data up to 31 March 2025. NILGOSC actuaries used this roll-forward

approach to update valuations at 31 March 2026, and, as a starting-point, membership data as at 31 March 2025 adjusted for any new employees in-year.

Key changes in assumptions in the triennial valuation used are summarised as:

	2022 assumption	2022-2025 experience	2025 assumption
Investment returns	4.2% p.a. (1)	2.1% p.a.	4.7% p.a. (1)
CPI pension increases	2.3% p.a. (2)	6.1% p.a. (3)	2.1% p.a.
Pay growth	3.8% p.a. (4)	9.2% p.a.	3.6% p.a. (4)

(1) The assumed investment return is the average discount rate, weighted by liability.
(2) A 10% uplift was applied to the past service liabilities on the Main Employer Group and intermediate funding targets to make allowance for short-term inflation above the long-term assumption.
(3) Average figure actual increases were 10.1% (2023), 6.7% (2024) and 1.7% (2025).
(4) Before allowance for promotional pay.

In rolling forward the pension fund liabilities, 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, covering 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. The discount rate has increased by 0.40% from 5.8% to 6.2%, the CPI inflation assumption has increased by 0.30% from 2.5% to 2.8%, and the salary increase assumption has increased by 0.30% from 4% to 4.3%;
- the impact of any known events that could result in a change in the liability such as past service costs, settlements, and curtailments;
- Following legislative change in 2021, the LGPS (NI) is now required to pay full CPI increases on guaranteed minimum pension (GMPs) for members whose state pension retirement age occurs after 01 April 2016, and

- Following two High Court cases (Lloyd's Bank) in 2018 and 2020, schemes are required to equalize male and female benefits for the effect of unequal GMPs, and these effects also extend to deceased members and members who have transferred out. In relation to public sector schemes such as the LGPS (NI), the UK government believes that current indexation will satisfy this, but there is still a lack of clarity on a minority of cases, including deceased members and transferred out members. The assumptions used by the actuaries as yet remain unchanged and they do not foresee significant additional impact on scheme liabilities.

The present value of the funded defined benefit obligation increased by 2.2% over the year from £3.9 million to £4 million, but with a small actuarial gain (£0.005 million) being experienced. The additional liability of £1 million to meet the funding requirement based on the previous orphan fund status and assumption that a pension exit event would crystallise has been written back as an adjustment gain due to a minimum funding requirement.

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 cashflows (consistent with those used to roll-forward the liabilities), including known and estimated investment returns on those cashflows.

The 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 for 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 assets equals the whole Fund asset value.

For the 2025 valuation, the actuaries possessed sufficient McCloud data for individual members to enable them to value the additional liabilities for members on an individual basis, based on their current benefits and the funding assumptions (both financial and demographic). At the 2022 valuation the actuaries calculated an employer specific percentage uplift to the active and deferred liabilities in respect of the benefits earned between 1 April 2015 and 31 March 2022 for eligible members, based on the average age of those members for each employer. This change in approach has had a minimal impact on the liabilities. No further adjustment was required for the McCloud Judgement as it has been accounted for in previous years.

Other national developments (cost management, GMP indexation, Goodwin Ruling, Virgin) have not been recognised as a past service cost in 2025.

The asset value decreased by 0.9% over the year from £5.6 million to £5.5 million.

Restriction of Surplus

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 £1.502 million (2024-25: £0.72 million asset) 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), where 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 and is recognised as £0 on the SoFP.

These results shown below allow for the 2025 Actuarial Valuation of the Fund completed in March 2026. 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 SoFP position.

The demographic assumptions have also been updated to reflect those used for the 2025 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 2025 valuation.

Asset returns

Asset returns over the accounting period were lower than expected. This has led to a small gain of 0.3% on assets over the accounting period.

Financial Assumptions

There has been a change to the financial assumptions over the period. A 0.4%-point increase has been applied to the discount rate and a 0.3%-point increase to the CPI inflation rate and the salary increase. This has resulted in a less 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.

	31 March 2026 % p.a.	31 March 2025 % p.a.	Change %
Rate of increase in salaries	4.3	4.0	0.3
CPI Inflation	2.8	2.5	0.3
Rate of increase in pensions	2.8	2.5	0.3
Discount rate	6.2	5.8	0.4
Pension accounts revaluation rate	2.8	2.5	0.3

Demographic Assumptions

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

Duration

The weighted average duration of the defined benefit obligations is 12.6 years (2024-25: 13.6 years). This calculation is based on membership data at the last full valuation of the Scheme liabilities. However, 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.

Gender Pension Gap Analysis

The gender pension gap (GPG) refers to the disparity in accrued pension between males and females. The gender pension gap (GPG) is calculated as:

$$GPG = \frac{\text{Mean pension value for males} - \text{Mean pension value for females}}{\text{Mean pension value for males}}$$

The table below summarises the Gender Pension Gap of the Employer's LGPS members. The calculation has been undertaken as at 31 March 2025 using the membership data from the 2025 triennial valuation. For this analysis, the membership data provided for the purpose of the 2025 actuarial valuation has been used.

	Actives	Pensioners
Gender Pension Gap %	**-274%**	**61%**
Summary of data used:		
Proportion of members who are Male	25%	33%
Proportion of members who are Female	75%	67%
Average age (all members) (years)	42.5	67.6
Average pension of males £ p.a.	657	30,579
Average pension of females £ p.a.	2,460	12,062

The data above will not match the data shown in the 'Data Summary' section due to the need to combine records where members have multiple records.

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.

Current Service Cost

The current cost represents the value of the pension benefits earned by the active employees in the period, net of the contributions paid by employees in respect of those benefits. The calculation of this figure is broadly as follows:

Salary over the period x (Cost of accruing benefits as % of pay – Employee contributions as % of pay)

The current service cost may differ from the contributions paid over by an employer for a number of reasons including a change in accounting assumptions from those used at the last actuarial valuation date as well as the exclusion of any surplus / deficit contributions paid over to ensure the value represents future benefits net of employee contributions and any surplus / deficit payments.

Net Pension Asset

The IAS 19 balance sheet is showing a net pensions asset of £1.5 million before consideration of a surplus restriction under paragraph 64 of IAS 19.

Mortality Assumption

Mortality assumptions are based on actual mortality experience of members within the Fund based on analysis as part of the 2025 Actuarial Valuation and allow for expected future mortality improvements. Sample life expectancies at age 65 in normal health resulting from these mortality assumptions are:

	31 March 2026 In Years	31 March 2025 In Years
Males		
Pensioner member aged 65 at accounting date	22.0	21.6
Active member aged 45 at accounting date	22.3	22.2
Females		
Pensioner member aged 65 at accounting date	25.3	24.5
Active member aged 45 at accounting date	25.6	25.2

Asset allocation

The asset allocation mix at 31 March 2026 shows some changes, primarily driven by a reduction in ready cash balances held from 2025 to 2026, resulting in increases in the % split between equites and government securities:

	Value at 31 March 2026			Value at
	Quoted	Unquoted	Total	31 March 2025
Equities	43.10%	0.00%	43.10%	41.30%
Property	0.00%	9.70%	9.70%	9.50%
Government bonds	21.40%	0.00%	21.40%	15.70%
Corporate bonds	4.10%	0.00%	4.10%	3.90%
Multi Asset Credit	13.20%	0.00%	13.20%	13.00%
Cash	2.70%	0.00%	2.70%	10.70%
Other	0.00%	5.80%	5.80%	5.90%
Total	**84.50%**	**15.50%**	**100.00%**	**100.00%**

GTCNI's share of the assets of the Scheme at 31 March 2026 is:

	31 March 2026 £'000	31 March 2025 £'000
Equities	5,572	2,301
Property	321	529
Government Bonds	(302)	875
Corporate Bonds	130	217
Multi Asset Credit	30	724
Cash	(227)	596
Other	-	330
Fair value of assets	**5,524**	**5,572**

GTCNI's share of the liabilities of the Scheme at 31 March 2026 is:

	31 March 2026 £'000	31 March 2025 £'000
Opening defined benefit obligation	3,935	4,606
Current Service Cost	55	90
Interest expense of defined benefit obligation	223	215
Contributions by participants	30	29
Actuarial (gains)/losses due to changes in financial assumptions	(54)	(700)
Actuarial (gains) due to demographic assumptions	55	(29)
Actuarial (gains)/losses due to liability experience	5	9
Net benefits paid out	(227)	(285)
Past service costs	-	-
Closing defined benefit obligation	**4,022**	**3,935**

The reconciliation of the scheme's funded status to the SoFP as at 31 March 2026 is:

	31 March 2026 £'000	31 March 2025 £'000
Fair value of assets	5,524	5,572
Present Value of funded defined benefit obligation	(4,022)	(3,935)
Pension surplus / (liability) recognised in the Statement of Financial Position	**1,502**	**1,637**
Unrecognised asset	(1,502)	(1,637)
Additional liability due to minimum funding requirement		(998)
Asset / (liability) recognised on the balance sheet	**0**	**(998)**

The split of the liabilities is between the various categories of members:

	31 March 2026	31 March 2025
Active members	5%	18%
Deferred Pensioners	14%	14%
Pensioners	81%	68%

Following the roll-forward revaluation taking into account all factors, the amounts recognised in the SoCNE and OCE for the year to 31 March 2026 are:

	31 March 2026 £'000	31 March 2025 £'000
Amounts included in Staff Costs		
Operating Charge: Current service Cost	55	90
Past Service Charge		
Amounts charged to Pension Financing Charge		
Other Finance Costs: Interest on net defined liability/(asset) before restriction	-98	-42
Interest on unrecognised asset	95	35
Interest on additional liability due to minimum funding requirement	58	53
Pension expense recognised in SOCNE	**110**	**136**
Return on plan assets (in excess of)/below that in net interest	302	60
Actuarial losses/(gains) due to changes in financial assumptions	(54)	(700)
Actuarial (gains) due to demographic assumptions	55	(29)
Actuarial (gains)/losses due to liability experience	5	9
Adjustment loss (gain) due to restriction of surplus	(230)	878
Adjustment loss (gain) due to a minimum funding requirement	(1,056)	(166)
Total losses/(gains) recognised in OCE	**(978)**	**52**

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

	31 March 2026 £'000	31 March 2025 £'000
Return on plan assets (in excess of)/below that in net interest	302	60
Actuarial losses/(gains) due to changes in financial assumptions	(54)	(700)
Actuarial (gains) due to demographic assumptions	55	(29)
Actuarial (gains)/losses due to liability experience	5	9
Adjustment loss (gain) due to restriction of surplus	(230)	878
Adjustment loss (gain) due to a minimum funding requirement	(1,056)	(166)
Total losses/(gains) recognised in OCE	**(978)**	**52**

Allowance for administration expenses included in Current Service Cost was £0.002 million (2024-25: £0.001 million). Investment manager expenses are charged to the actual return on assets and hence through the OCE.

Amounts for the current and previous accounting periods were:

	31 March 2026	31 March 2025	31 March 2024
	£'000	£'000	£'000
Fair value of employer assets	5,524	5,572	5,330
Present value of funded defined benefit obligation	(4,022)	(3,935)	(4,606)
Gain / (Liability) recognised on the Statement of Financial Position	**1,502**	**1,637**	724
Experience (losses)/gains on assets	(302)	(60)	279
Experience (gains)/losses on liabilities	5	9	46
Actuarial (gains)/losses on assets	307	69	(233)
Actuarial (gains)/losses on liabilities	1	(729)	(221)
Actuarial losses/(gains) recognised in OCE	**308**	**(660)**	**(454)**

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 2026 and the projected service cost for the period ending 31 March 2027 is set out below:

Adjustment to discount rate	**+0.1% p.a.**	**Base figure**	**-0.1% p.a.**
Present value of total obligation (£M)	3.97	4.022	4.074
% change in present value of total obligation	-1.30%		1.30%
Projected service cost (£M)	0.055	0.058	0.061
Approximate % change in projected service cost	-5.10%		5.20%
Adjustment to salary increase rate	**+0.1% p.a.**	**Base figure**	**-0.1% p.a.**
Present value of total obligation (£M)	4.022	4.022	4.022
% change in present value of total obligation	0.00%		0.00%
Projected service cost (£M)	0.058	0.058	0.058
Approximate % change in projected service cost	0.00%		0.00%
Adjustment to pension increase rate	**+0.1% p.a.**	**Base figure**	**-0.1% p.a.**
Present value of total obligation (£M)	4.074	4.022	3.974
% change in present value of total obligation	1.30%		-1.20%
Projected service cost (£M)	0.061		0.055
Approximate % change in projected service cost	5.20%		-5.10%

Post retirement mortality assumption	**+0.1% p.a.**	**Base figure**	**-0.1% p.a.**
Present value of total obligation (£M)	4.11	4.022	3.929
% change in present value of total obligation	2.20%		-2.30%
Projected service cost (£M)	0.06	0.058	0.056
Approximate % change in projected service cost	3.50%		-3.60%

3. Expenditure

	31 March 2026 £	31 March 2025 £	31 March 2024 £
Staff Costs:			
Wages and Salaries	648,038	654,164	757,715
Social Security costs	44,405	40,152	32,532
Pension costs	47,349	89,600	77,550
	739,792	**783,916**	**867,797**
Other Operating Costs:			
Rent and rates	31,267	30,708	53,260
Computer costs	49,767	48,472	69,297
Legal fees and Settlements	(745)	14,211	8,342
Service charge and utilities	29,554	29,824	56,847
Professional & Consultancy costs	15,789	8,067	26,138
Database support and maintenance	147,958	156,844	127,846
Amortisation & Depreciation	115,748	114,664	167,125
Lease Interest	4,469	4,469	(2,867)
Printing and stationery	153	1,058	978
Maintenance services	13,331	7,455	9,405
Database Licences	3,936	-	(773)
Database Enhancements	6,819	16,872	2,560
Miscellaneous expenses	4,436	2,355	1,849
Fee collection charges	1,354	1,182	1,496
Subscriptions	1,867	1,512	1,488
Training and development	380	1,926	629
Postage	266	-	406
Hospitality and venue hire	237	15	126
Recruitment Costs	-	-	28,630
Loss on Disposal of Fixed Asset	-	-	4,552
Travel and subsistence-Staff	765	631	620
	427,351	**440,265**	**557,954**
Non-Cash Items			
Notional audit fee	18,250	17,850	17,000
	18,250	**17,850**	**17,000**
Total Expenditure	**1,185,393**	**1,242,031**	**1,442,751**

4. Registration Income

GTCNI's registration year runs from April to March annually. In the year up to 31 March 2026 GTCNI received £1.27 million (2024-25: £1.25 million) in teacher registration fees. This figure is made up of fees paid in-year adjusted for opening applications brought forward from the prior year and closing applications not yet processed deferred to the following year representing 28,958 (2024-25: 28,349)

at the 20-year unchanged registration fee level of £44. Of these fees paid, 25,436 or 88% are paid via deductions at source through teachers' payroll (2024-25: 24,724 2023-24: 24,254).

5. Other Income

	31 March 2026 £	31 March 2025 £	31 March 2024 £
Interest income	74,619	89,354	88,760
Other income	25	8	69,015
Total	**74,644**	**89,362**	**157,775**

6. Property, Plant and Equipment

Current Year	Lease Asset £	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
Cost or Valuation					
As at 1 April 2025	320,775	72,494	15,473	36,751	445,493
Additions	-	-	-	-	-
Disposals		(5,869)		(33,424)	(39,293)
As at 31 March 2026	**320,775**	**66,625**	**15,473**	**3,327**	**406,200**
Depreciation					
As at 1 April 2025	236,947	72,494	15,473	36,751	361,665
Charge for period	41,914	-	-	-	41,914
Disposals		(5,869)		(33,424)	(39,293)
As at 31 March 2026	**278,861**	**66,625**	**15,473**	**3,327**	**364,286**
Net Book Value					
As at 31 March 2025	**83,828**	-	-	-	83,828
As at 31 March 2026	**41,914**	**-**	**-**	**-**	**41,914**
Asset Financing					
Owned	-	-	-	-	-
Leased	41,914				41,914
As at 31 March 2026	**41,914**	**-**	**-**	**-**	**41,914**

Prior Year	Lease Asset £	Office Equipment £	Computer Equipment £	Furniture & Fittings £	Total £
Cost or Valuation					
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)
As at 31 March 2025	**320,775**	**72,494**	**15,473**	**36,751**	**445,493**
Depreciation					
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)
As at 31 March 2025	**236,947**	**72,494**	**15,473**	**36,751**	**361,665**
Net Book Value					
As at 31 March 2024	-	-	-	-	-
As at 31 March 2025	**83,828**	**-**	**-**	**-**	**83,828**
Asset Financing					
Owned	-	-	-	-	-
Leased	83,828				83,828
As at 31 March 2025	**83,828**	**-**	**-**	**-**	**83,828**

GTCNI holds no third-party assets.

7. Intangible Assets

Current Year	Computer Software & Licences £	Total £
Cost or Valuation		
As at 1 April 2025	382,156	382,156
Additions	15,800	15,800
Disposals	-	-
As at 31 March 2026	**397,956**	**397,956**
Depreciation		
As at 1 April 2025	163,544	163,544
Charge for period	73,834	73,834
Disposals	-	-
As at 31 March 2026	**237,378**	**237,378**
Net Book Value		
As at 31 March 2025	218,612	218,612
As at 31 March 2026	**160,579**	**160,579**
Asset Financing		
Owned	160,578	160,578
Leased	-	-
As at 31 March 2026	**160,578**	**160,578**

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

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

Amounts Falling due within one year:	31 March 2026 £	31 March 2025 £	31 March 2024 £
Prepayments	5,391	(15,094)	(7,438)
Accrued income	24,982	17,108	29,996
Other receivables	528	220	-
Total	**30,901**	**2,234**	**22,558**

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 2026 £	31 March 2025 £	31 March 2024 £
Balance at 1 April	1,756,935	1,816,342	2,130,391
Net change in cash and cash equivalent balances	181,334	(59,407)	(314,049)
Balance at 31 March	**1,938,269**	**1,756,935**	**1,816,342**
The following balance at 31 March were held at commercial banks and in cash in hand:	**1,938,269**	**1,756,935**	**1,816,342**

Cash and cash equivalents held in accordance with FRS 102 definition of a maturity of three months or less comprised 13.9% or £0.27 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

Amounts Falling due within one year:	31 March 2026	31 March 2025 £	31 March 2024 £
Trade payables	32,896	21,132	27,103
HMRC payable	16,640	-	-
Accruals / Provisions	52,738	59,338	84,000
Deferred Income	24,200		
Total	**126,474**	**80,470**	**111,103**

The accrual figure of £52,738 includes £23,952 for costs not invoiced at year end and 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:

	Buildings £	Total £
Right of Use Assets		
As at 01 April 2025	**83,828**	**83,828**
Additions	-	-
Depreciation Expense	(41,914)	(41,914)
As at 31 March 2026	**41,914**	**41,914**

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

	31 March 2026 £	31 March 2025 £	31 March 2024 £
Buildings			
Not later than one year	72,581	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	**72,581**	**99,161**	-

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

	31 March 2026 £	31 March 2025 £	31 March 2024 £
Variable lease payments not included in lease liabilities	10,679	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 2026 £	31 March 2025 £	31 March 2024 £
Total cash outflow for leases	37,260	37,260	65,286

13. 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:

- Construction and Procurement Delivery (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.

14. 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 09 November 2026.